

## CWA Local 9410 July 2010 Bulletin

July 4th	Independence Day		National Holiday
July 13	Executive Board Meeting	10:00 am	Union Hall
July 20	Membership Meeting	9:30 am & 4:00 & 5:30 pm	Union Hall
July 25-27	CWA National Convention	All Day Event	Washington D.C.
July 28-29	CWA Legislative Conference	All Day Event	Washington D.C.

### CWA LATEST NEWS FLASH

· AT&T's third quarter downsizing will be less than the second quarter of 2010. There will be 94 non-volunteer surplus and 405 voluntary surplus members. The non-volunteer surplus is in the Service Representative Title in Southern California as well as various positions out of the Bay. If ERB is offered in a work group, then surplus will follow. If ESRO is offered and it is not taken or is partially taken, then there will be no Surplus declared. There should be an ESRO offer in the Bay, however the Local has not been given those numbers yet or the job titles that will be affected.

· All technicians that are being assigned Service Technician work during regular or overtime hours, please notify the Local on our hot line 415 273-5615 as to how many people are being assigned to work each day, the date, how many jobs, and the job number. The Local will access this information on a daily basis since a grievance is being filed and the documentation is imperative to build a case.

· REPORT ALL requests (tools, additional training, roadblocks etc.) and issues in the workplace to your supervisor both verbally and by email from now on. Documentation is important to protect you from the company.

· All members should request to see their pocket file, medical pocket file and electronic pocket file (aka **webadd**) **ASAP**. The reason this is important is that there may be outdated documentation that needs to be removed, information that may have been left out (i.e.: customer commendations, etc.) The Local has seen other member's personal business in another members pocket file. You should always ask that a steward be present when observing this info so we can review your file and help get old information out.

· Avaya has another surplus with a VTP offer. Our Local has the most Avaya members in the Bay area and we only have 7 members left.

· FMI members that work at the Mosconi Center will have contract expiration in the last quarter of the year.

· Mobility members have been having a difficult time with the company RSSM requirements. These unreasonable forms of measurement for sales seems to be impacting members who are close to vesting their pensions.

· All members please request a Union Steward whenever the company wants to talk with you. Don't let them tell you that you don't need a steward or try to intimidate you out of requesting one. We can document what you are being told by management. We have had members fired, without documentation stating that they were covered and the member had not been covered. Management is not your friend! They are your boss.

· All CWA women that are interested in running for office (i.e.: local school boards, Board of Supervisors, State or Federal offices), check out Emerge America at

[www.emergeca.org](http://www.emergeca.org). They are training 25 amazing women to run for a variety of positions. The application deadline is September 20, 2010 and this non-profit agency is in San Francisco.

- Service Representatives are being covered on a new company policy that if they do not authenticate the individual when they are discussing an account, they are violating the COBC and will be terminated. It has always been part of the individual performance plan, but now it is a terminating offense. A grievance will be filed.

- The Local represents Palcare, which is a licensed child-care facility in Burlingame. If you need a child-care facility please contact them at 650-340-1289 for information or go online to their website.

## **72<sup>nd</sup> CWA National Convention and Legislative Conference**

The National Convention will be held at the Washington Hilton Hotel in Washington, D.C. on July 26-27, with the Legislative Conference following on July 28-29. Attending will be President Crawley and Secretary-Treasurer Larry Yee.

### **Ready for the Future**

CWA's Executive Board adopted recommendations that continue the work begun at our 2005 convention and address the convention mandate of the Ready for the Future resolution regarding the "right-sizing" of the Board by 2011 and the effective use of resources. These recommendations need to be acted on at the 2010 convention in order to be implemented in 2011.

Nearly 16 million Americans are unemployed and millions more are worried about losing their jobs. In 2009, 30,000 CWA union jobs were lost, the highest number ever in a single year, and the labor movement lost 800,000 members in 2009. Across CWA and across every sector, we need to put our resources to work where they will be most effective. We don't have the option of doing nothing, and waiting for another day. We need to work strategically and effectively now to keep our union strong.

### **Locksmith Classes July 19-22 & 24, 2010**

The Local mailed a brochure from American Home Inspectors Training Institute with the information on the Locksmith Course being held at the Local. This course has been approved by Horizon and for your convenience, is being held at the Local. There are two options:

8am to 11am or 5:30pm to 8:30pm

Monday 19th thru Thursday 22nd

and all day on Saturday 24th.

To enroll, contact Horizons Tuition Assistance Hotline - 800-901-6135. After approval, contact Chandra Scherer at 800 441-9411 x 5917 to register. The Union cannot provide parking, however, there is a public parking lot next to our building.

### **CWA B-HELP**

The District 9 CWA B-HELP Committee was established as a result of 2009 CORE contract bargaining to provide benefit assistance and problem resolution to CORE contract members and serves as a single point of contact for stewards, members and managers by effectively addressing the needs in all benefit areas through research, education and problem resolution.

CWA B-HELP provides assistance in the following areas:  
AUTS • Concessions • Disabilities (STD & LTD)  
FSA • HRA • Leave of Absence • Medical Plans  
Pension Plans • SHPS • 401K • And All Other Benefit

#### CONTACT

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## In Memorial

### Senator Robert Byrd Remembered

The death of Robert Byrd on June 28th at the age of 92 was the end of an era in West Virginia. The country's longest-serving senator was a hero to CWA members and workers across the state who knew he was always in our corner. He loved CWA, and many of the issues he believed in and fought for are the very same issues that are important to us.

Through his five decades in the Senate, he fought tirelessly for workers' jobs, rights and safety, and championed laws to protect miners, opposed job-killing trade deals and battled a Republican filibuster of labor law reform.

CWA members worn red shirts in a procession through Charleston as Senator Byrd's casket was carried to the state capitol for the memorial.

### Is Hillary Clinton related to Barbara Boxer?

Yes, by marriage. Barbara Boxer's daughter is married to Hilary Rodham Clinton's brother.

Remember to **VOTE Tuesday, November 2, 2010.**

U.S. Senator Barbara Boxer is running for re-election.

### The Right Steps to Economic Recovery

Right now, the nation is in a vicious cycle of corporate job cuts and contracting out that has frozen unemployment above 10 percent. Every employer that cuts jobs to preserve profits or improve its share value adds to the current recession. Our nation can only hope to recover if we break this cycle of job destruction.

To begin this needed job recovery, the Communications Workers of America is calling on all employers to act now to end job cuts.

First, mirroring President Obama's Jobs Summit, every employer should convene a job summit at its workplace to discuss how to grow revenues and increase jobs.

Second, like President Obama's initiative that counts jobs created by stimulus, we believe it is important to expand this effort and evaluate the impact of all Federal policy decision-making on job creation and retention. An analysis of the impact on jobs across the

wide range of Federal decision-making for spending, trade, regulatory, mergers, and other economic actions, would focus even more energy on job creation.

CWA President Larry Cohen pressed for this program at the White House Jobs Summit, arguing that all employers – union and non-union – must take responsibility for creating, not destroying jobs. He urged the Administration to evaluate all programs and Federal decisions on the basis of their job creation or job destruction implications.

More details on the CWA program:

1. Employers, even the country's most profitable employers, are cutting jobs and contracting out work, mainly to boost share price and Wall Street standing. But as employers continue to cut jobs, economic recovery remains out of reach and working Americans face growing economic hardship. This vicious cycle must be broken. CEOs and employers must acknowledge the connection between job cuts and a stagnant economy, and make job growth, not job cutting, a priority. Every employer must hold its own Jobs Summit with employees to discuss how to increase revenues and create jobs.
2. The government plays a critical role in jobs, not only through the kinds of initiatives discussed in this White House Jobs Summit, but in policies and decisions on mergers, trade agreements and government policy. CWA believes that the government approval process for these initiatives must require a jobs impact analysis, just as many projects now require an environmental impact review. This required jobs analysis will assess the impact on jobs as a critical component in decision-making and will block job-killing initiatives from going forward.
3. In nearly every other industrialized democracy, workers and management jointly discuss these kinds of workplace issues. CWA is calling on U.S. workers and employers to hold their own job summits and is calling for corporate leaders to change practices that cut jobs at the expense of workers and our nation's economic recovery.

Respectfully submitted,

Larry Yee  
Secretary-Treasurer

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