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- Mesaba Airlines
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- Spirit Airlines
- United Airlines
- US Airways



Congratulations
Dorothy Anderson – Newark ESG

MOVING?

Please remember to give your new address and phone number to the Local Office when you move.

You can call: (908) 709-1023

You can Fax: (908) 276-8921

You can send by mail:

CWA Local 1023

118 South Avenue East, Cranford, NJ 07016

MORE SERVICE BRIDGING INFORMATION

For those of you who need more information about bridging your service from another Verizon affiliate we offer the following resources:

E-Mail: verizonservicebridging@hewitt.com

Voicemail: 800-449-5426

Fax: 847-883-8095

**QUOTE
OF
THE
MONTH**

"The most important of all are workingmen's unions... but it (is) greatly to be desired that they should become more numerous."

*Rerum Novarum May 18, 1891
 Pope Leo XIII*

The Community Minded Union
Locally Speaking
 The People Minded Local

The voice of local 1023 endeavors to provide factual, informative and relevant comment on matters of interest to the Membership. Reprint permission is granted to All Union Publications, with credit to the author. All inquiries concerning this publication should be referred to the Editor.

- EDITOR **Ward Riley**
- ASSISTANT EDITORS **Paula Belmonte, Luis Rivera**
- PRESIDENT **Rey Massa**
- VICE PRESIDENT **Trish Kessell**
- SECRETARY **Kathleen Forté**
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The Community Minded Union

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The People Minded Local

Representing: Verizon-NJ Commercial & Marketing, Occupational Center of Union County, North Haledon Police Dispatchers, Data-Tele, NUI/Elizabethtown Gas, Cingular Wireless and American Labor Museum Botto House.

VOLUME 36, NUMBER 2

COMMUNICATIONS WORKERS OF AMERICA

LOCAL 1023, CRANFORD, NJ

APRIL 2005

THE END OF AN ERA

As some of you may already know, I have retired from Verizon. After almost 31 years with the company, the decision was not an easy one to make but other aspects of my life became a higher priority and I had to go where I was most needed.

I first became co-editor of **LOCALLY SPEAKING** when my former Local 1024 merged with Local 1023. I moved into the "Big Leagues" so to speak. My staff and I went from a small local, small budget and a tired copy machine to a robust staff and a large local to serve. Gail Clute was editor at that time and she quickly showed me the ropes. Then she turned over the reins and I was the "editor."

I had a rather large, talented staff with plenty of ideas and creativity to fill each edition. **LOCALLY SPEAKING** had the infamous "Mother of the Month," and the readership was never at a loss to send in viable candidates. Many times we had to choose from several candidates because they were all so deserving of the award.

Over the years, the staff has changed as people would come and go, but I was always fortunate to have creative and talented co-editors. We always had much input from the AT&T members when Local 1023 represented them. When the decision was made to turn over the few remaining AT&T members (due to office closings, staff movement, etc.) to another local, it was a loss to **Locally Speaking** as we also lost some great writers.

Over the years we have had churn in our staffing, but we always landed on our feet. We have always had people interested in serving on the newspaper committee. Their suggestions, input and articles have kept **LOCALLY SPEAKING** a viable, interesting and informative publication.

I have to also say that we work with a terrific consultant. John Shubeck who works so diligently to pull our articles, graphics and ideas together, and with his talented assistance we are proud to put each edition of **LOCALLY SPEAKING** to press.

I'm not leaving entirely. I have decided to maintain my membership with Local 1023 and act on the committee as a working retiree.

What I will be doing is resigning as editor. There is a necessity to dedicate a great deal of "out of hours" time to the publication and I will not have the ability to do so. Instead, Ward Riley (currently a co-editor) will be taking on the responsibility as Editor-in-Chief. Ward has acted in that capacity at times when I was unable to do so and so I know **LOCALLY SPEAKING** is in good hands.

I ask that you keep submitting your thoughts and ideas into the paper as we are always on the look out for new material. **LOCALLY SPEAKING** is **your** newspaper! It's important that we report on what's happening in your work place.

In closing, I thank present and past officers of the local for the opportunity to serve as editor of such a fine publication. I have enjoyed these past years and you will continue to see my name in future issues.

In Solidarity,
Paula

*Editor's Note: You'll be a hard act to follow, Paula! All the best to you from the editorial staff at **LOCALLY SPEAKING!***

INSIDE THIS ISSUE . . .

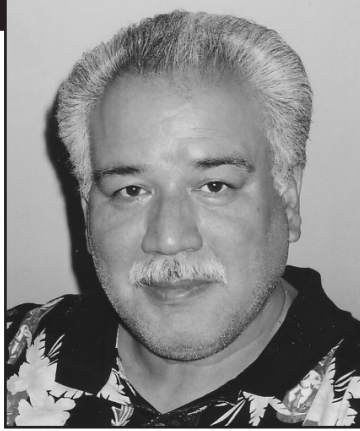
Jo ANN DIANA SCHOLARSHIP APPLICATION

CONTRACT HIGHLIGHTS

MOTHER OF THE MONTH

. . . AND MORE

IN SOLIDARITY



There is no more important domestic issue facing us today than the proposed changes to Social Security currently under consideration by the US Congress.

Why is Congress considering these changes? For the most part, the changes under consideration were caused by policy decisions made by the current administration in Washington, DC. Specifically, the tax cuts that were pushed through Congress during George W. Bush's first term were largely financed by borrowing 500 billion dollars from the Social Security Trust Fund. In all fairness, he was not the first US President to borrow from the Trust to finance a federal budget, but he was the first to do it on such a grand scale. The result? You got a check for \$300 in the mail, and your more affluent neighbor got one for \$112,000. Projecting the future value of that \$500 billion to year 2042, puts its worth in the trillions—more than enough to blunt the edge of the impending shortfall. Of course, the money won't be there because Mr. Bush appropriated it, and in so doing, sold out your retirement security to fund his pet programs. That's why Social Security might, maybe, could possibly have a problem at that time.

Why does Congress have to consider these changes right now? It doesn't. There is not one single issue, nor has there ever been in the history of this democracy a single issue, that the legislative branch of our government has attempted to resolve 38 years before it became important. I will even suggest that Congress hasn't got the foggiest idea what this nation will be like two generations from now. Thus, it doesn't really know what our posterity will need. The nature of work and wages and prices and life itself may change radically. Who really knows? No one does, and the projections are always wrong. And that is why this administration has no plans to develop alternate sources of energy to replace oil, ignores pollution, and sells weapons to India and Pakistan,

What we do know is that the vast majority of American workers are financially unprepared to retire from the day they start their first job to the day they leave their last one. Over 66% of Americans will need Social Security benefits in order to provide themselves with the basic necessities.

Those who are fortunate enough to have 401k's will only save \$50,000 toward their retirement by the time their working careers are over. Why not more? Because workers borrow from, under-fund, cash out and fail to supervise their 401K investments. Only 21% of American workers have defined benefit pension plans. Only 1% of every dollar earned is ever saved by anyone. Almost 11% of us never had anything to begin with and never will.

Is privatization the answer? No. Privatization is not the answer. Mr. Bush's plan will cut Social Security benefits by four trillion dollars. Those who opted to put their contributions into private plans will still have to finance the start up costs, which means that 47% of their gains, assuming they have any, must be returned to the fund. Meantime, the federal deficit for the first ten years of the change will be increased by two trillion dollars. That means inflation on a scale we haven't seen since the 1970's. Just leaving the plan untouched would only result in a benefit reduction of 30%, which is better than any of these alternatives.

Finally, the question remains: is it better to leave the public's retirement money in a trust fund that is guaranteed by the US government, or to place those funds with America's corporations? But before you answer that question for yourself, just consider that Enron and Worldcom were, until recently, a part of the mix. Also think about this: a recent report on energy prices estimated that \$120 dollars per barrel of oil is entirely possible, and might easily become the going rate within the next twenty-four months. If that were to happen, the consequence would be the total annihilation of the US stock market.

Working families need to let their Senators and Congressional representatives know that we oppose Mr. Bush's proposed changes. There is a very easy way to do it, and if you don't you may regret it for the rest of your life.

Just begin contributing to our CWA political action committee, COPE. It doesn't matter if you are affiliated with a political party or not. COPE supports politicians from any party as long as they in turn support our positions on the issues most important to working families, like preserving SOCIAL SECURITY! Contributions are made through payroll deductions. If you are already contributing to COPE, then increase your contribution. You will never miss the fifty cents or dollar you give, especially if it buys you financial security in your retirement years.

A COPE representative from this local will be visiting your work location soon. Think hard about what I'm telling you, then give generously.

In Solidarity,

Rey Massa

President
CWA Local 1023

strip CEO
AD

MOTHER OF THE MONTH



It's our pleasure to announce that this month's MOTHER is Rudy Ducos, Manager of the Fair Lawn RMCC.

Rudy's designation as a MOTHER is fairly special because it didn't take him very long to earn his title. Many of the other MOTHERS had to spend years on the job before earning their dishonorable mention. But the Fair Lawn RMCC has only been in existence since last fall, which means that Rudy needed less than six months to become a full time mother. That's a record! Want to know his secret? Think he used steroids? Think he deserves an asterisk next to his name? Nah! Here's how he did it.

First, he had to convince his boss, Bonita White, that he would do anything, absolutely anything, no matter how disgusting or unfair it might be, to justify her trust in his ability to manage the good, old fashioned "Receivables Management" way. In order words, let's take workers rights back to the end of the nineteenth century.

He started off with a few dismissals. Nothing like a few dismissals to save salary expense and bring the office in under budget, right? Then, once it started snowing, he took the position that anyone who availed herself of the inclement weather policy in the contract would be declared "insubordinate" and suspended—that decision sent a few more people off the line and saved a few more bucks. Then, he ruled that another member who attempted to go home sick was also being "insubordinate." Well, heck! She didn't look very sick to him! And just to make sure the record stayed straight, he refused to allow her to report her absence to Arc, so now there's no company record of her ever being sick in the first place. That "insubordinate" angle works pretty good, don't 'cha think? Next, he created a list of eleven other collectors to be suspended **for reasons unknown**, said suspensions to be effective at some point in the future, like whenever he was feeling down and needed to cheer himself up by doing something

utterly crummy—or needed to trim the budget a little more. Then he leaked his plan out to all the collectors in the office so they would learn fear. See, Rudy thinks that FEAR is the best motivator. He got a good chuckle out of that one, feeling a sense of tremendous satisfaction at a job well done.

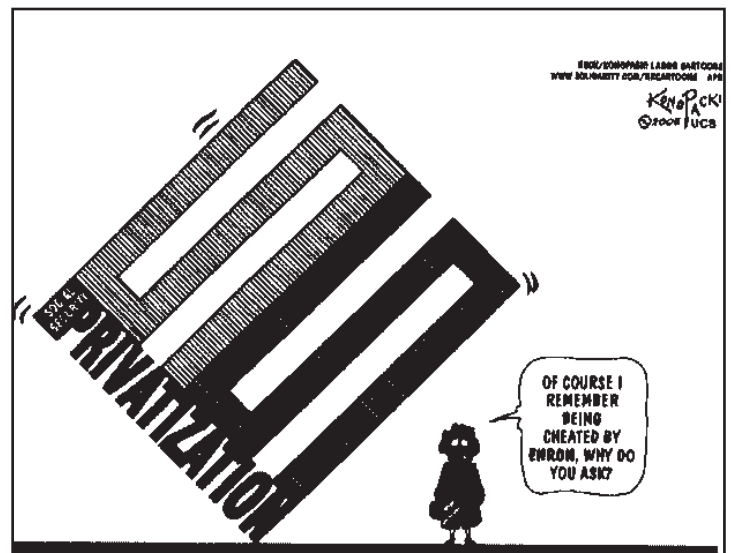
Of course, being rotten all the time isn't always a bed of roses. After the firings and the suspensions, Rudy found that his department was a little short-handed. What's a manager to do? He thought about it... not for very long, actually, before concluding that he would have to steal the members' closed time and use it for himself. So, here's the new closed time policy in Fair Lawn:

If you're late, you lose your closed time
 Team leaders can use closed time for meetings
 Treatment must be done on closed time
 Closed time can only be taken after the office is closed (if time allows, which it doesn't!)
 Training definitely allowed on closed time
 No closed time today (sorry!)

Ever the practical joker, he suspended one fellow and then gave him the wrong return to work date. Naturally, the member came back on the day he was told to, and got sent home again. "BWAAAAHAHA!" said Rudy.

Rudy calls his group "Team Ducos." Lately, some wits have been calling it "Team Dukey," because of all the doodoo that's being thrown at the folks who work there by the head manure shoveler in Fair Lawn RMCC. Way to go, Rudy!

**CWA PROUDLY SUPPORTS
 AIR AMERICA RADIO
 WLOB 1190 AM ON YOUR RADIO DIAL**



District One VP Larry Mancino Retired



New District One Vice President Chris Shelton is flanked by our Local Vice-President Trish Kessell and Local Secretary Kathy Forté.

National President Morton Bahr (left) poses with retiring District One Vice President Larry Mancino



From left to right Dina Beaumont (Executive Assistant to CWA National President Morton Bahr), Trish Kessell, and CWA National Executive Vice-President Larry Cohen

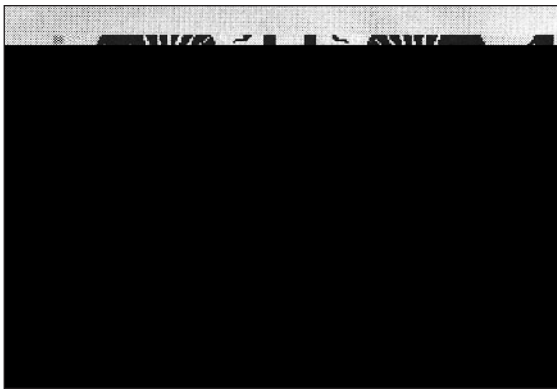
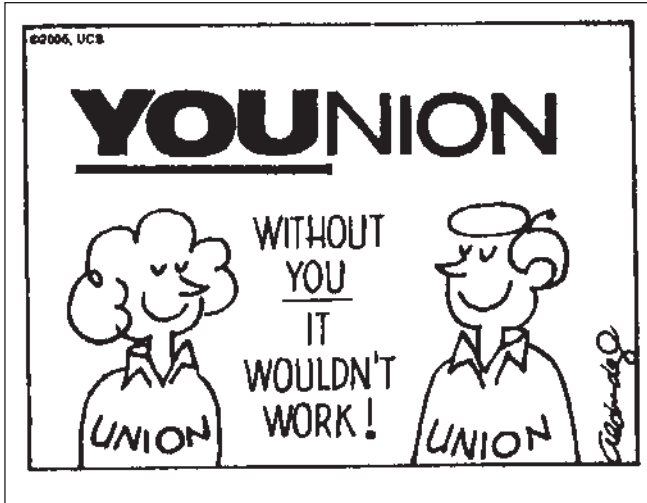
Welcome New Members

Adeyinka Adefolu – Madison CSSC, **Christian Aliaga** – Madison CSSC, **Dana Baker** – Madison CSSC, **Joseph Bernor** – Madison CSSC, **Elise Booth** – Madison CSSC, **Kim Braxton** – Madison CSSC, **Crystal Carter** – Madison CSSC, **Marie Chapman** – Madison CSSC, **Mariella Chavez** – Jersey City MSSC, **Arlene Colon-Freay** – Jersey City MSSC, **Nataya Cooper** – Madison CSSC, **Stephanie Croley** – Madison CSSC, **Darnell Davis** – Madison CSSC, **Fausta DeLaCruz** – OCUC, **Joseph Ebie** – Jersey City MSSC, **Celeste Echeverria** – Jersey City MSSC, **Yolanda Elliot** – Madison CSSC, **Madeline Garcia** – Jersey City MSSC, **Miryam Gaspar** – Jersey City MSSC, **Washington Guevara** – Jersey City MSSC, **Xavier Guevara** – Madison CSSC, **Olivia Hart** – Madison CSSC, **Sandra Hicks** – Madison CSSC, **Shiniqua Hills** – Madison CSSC, **Cornell Hollis** – Madison CSSC, **Caitlyn Howard** – Madison CSSC, **Mayra Jaquez** – Jersey City MSSC, **Erikka Jenkins** – Madison CSSC, **Andrea Jewell** – Madison CSSC, **Maria Johnson** – Jersey City MSSC, **Terry Johnson** – Madison CSSC, **Daicia Jones** – Madison CSSC, **Pamela Klein** – Madison CSSC, **Rae Lopresti** – Madison CSSC, **Andrea Luke** – Madison CSSC, **Tiffany Mauldin** – Madison CSSC, **Mark McCafferty** – Madison CSSC, **Reginald McKinney** – Madison CSSC, **Antique Minnix** – Madison CSSC, **Juan Moscoso** – Jersey City MSSC, **Charlete Mozee** – Madison CSSC, **Akbar Muhammad** – Madison CSSC, **William Munoz** – Jersey City MSSC, **Diane Murray** – Madison CSSC, **Alnisa Newsome** – Madison CSSC, **LaToya Parker** – Madison CSSC, **Sagirah Patterson** – Madison CSSC, **Jeannette Ramirez** – Jersey City MSSC, **Daniel Ramos** – Teaneck CSSC, **Mary Ramos** – Jersey City MSSC, **Tamika Ray** – Madison CSSC, **Paula Redd** – Madison CSSC, **Ronie Reyes** – Jersey City MSSC, **Sandra Rodriguez** – Jersey City MSSC, **Faruk Saylor** – Cingular Wireless, **Seneida Severino-Molina** – Jersey City MSSC, **Shirline Sharpe** – Madison CSSC, **Patricia Silverio** – Jersey City MSSC, **Jasmine Sligh** – Teaneck CSSC, **Makeo Smith** – Teaneck CSSC, **Helena Spanos** – Madison CSSC, **Kymberly Stocks** – Madison CSSC, **Deborah Tibbetts** – Madison CSSC, **Richard Vallano** – Madison CSSC, **Alvin Velez** – Madison CSSC, **Jorge Velez** – Jersey City MSSC, **Stephanie Verneret** – Madison CSSC, **Taren Weaver** – Teaneck CSSC, **Andrea Whitehurst-Goins** – Madison CSSC, **Angela Williams** – Madison CSSC, **Meghan Yuill** – Madison CSSC, **Lisabeth Zientarski** – Madison CSSC

10 STEPS TO A HEALTHIER HEART

By Joyce Simmons

1. Exercise reduces the risk of a heart attack by up to 50 percent. Even when done for only 30 minutes a day, exercises such as walking, gardening, yard work, housework, or dancing can have real health benefits.
2. Plan heart-healthy meals combined with exercise and skip the fad diets. Fad diets emphasize rigid menus, with specific food combinations and promises of rapid weight loss. The pounds lost with such diets will quickly return as soon as you go back to your normal diet.
3. Eat more fiber and you are less likely to have a heart attack. Choose whole grain breads and cereals that contain whole wheat, wheat bran and oats. Toss beans into casseroles, soups and salads.
4. Emotional stress and anxiety make the heart work harder. Take 15 to 20 minutes a day to sit quietly, breathe deeply and think of a peaceful scene. Count to 10 before responding when you feel angry. Think about what may upset you and try to avoid it.
5. Studies show that a single aspirin a day reduces the risk of a heart attack by 30 to 50 percent. Check with your physician prior to starting, as there are many drugs that may interact with aspirin, as well as certain conditions that result in aspirin sensitivity.
6. Try small changes – crunchy carrots instead of potato chips or low fat frozen yogurt instead of ice cream.
7. Fish such as salmon and anchovies are loaded with the omega 3 fatty acids that help your heart maintain a steady rhythm. Having even one fish serving a week could reduce your risk of a heart attack by more than 50 percent.
8. Adding flaxseed into your diet can have many health benefits including a decreased risk of heart disease, high blood pressure and some cancers. Flaxseed is low in saturated fat, high in polyunsaturated fat and high in omega 3 fatty acids. Ground flaxseed can be sprinkled on yogurt, cereal, salads, soups and casseroles.
9. The human heart pumps nutrient rich blood throughout your body. If you smoke, take drugs or drink alcohol excessively, you are giving your heart extra work. Changes in these areas will give your heart a fighting chance.
10. Reward yourself with a vacation or a new outfit, or make a long distance phone call to a friend or order a new magazine subscription.



WAL-MART WATCH

Wal-mart's practice of hiring illegal immigrants to clean the mammoth chain's many retail stores has been stopped for now. The US Immigration and Custom's Enforcement Bureau reached a settlement with the company which resulted in payment of \$11 million dollars to clear charges raised after a multi-state sweep revealed that over 250 illegals from eighteen different countries were being paid substandard wages and enduring horrific working conditions at sites in 21 states. The company admitted no wrong-doing.

Wal-Mart Vice-Chairman Thomas Coughlin resigned after an investigation of his personal expense reimbursements revealed improprieties that resulted in between \$100,000 and \$500,000 in questionable payments which he apparently made to himself via the filing of false invoices and expense reimbursement reports. It is hard to find an explanation for the Vice-Chairman's actions since he is extremely affluent—his options in Wal-Mart stock-options alone total \$17 million dollars. A long time employee and one of the last remaining board members from store founder Sam Walton's era, Mr. Coughlin admitted no wrong-doing.

WORKERS MEMORIAL DAY

By Paula Belmonte

Decades of struggle by workers and their unions have resulted in significant improvements in working conditions. But workplace injuries, illnesses and death remain enormous. Each year more than 60,000 workers die from job injuries and illnesses and another 6 million are injured.

Each April 28, since 1989, the unions of the AFL-CIO observe Workers Memorial Day as a day to remember those who have suffered and died on the job.

A typical theme for Workers Memorial Day has been "Mourn for the Dead, Fight for the Living." As we remember those who have died in workplace catastrophes, suffered diseases because of exposure to toxic substances or have been injured because of dangerous conditions, we rededicate ourselves to fight for safe workplaces.

Trade unionists around the world now mark April 28 as an International Day of Mourning. April 28 was chosen because it is the anniversary of the establishment of the Occupational Safety and Health Administration (OSHA) and the day of similar remembrance in Canada.

Workers Memorial Day is observed in nearly one hundred countries. April 28 has been recognized as an international commemorative day for dead and injured workers since 1996, when at the United Nations in New York, a global union delegation lit a commemorative candle to highlight the plight of workers who die, are injured or become ill.



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CWA Local 1023

118 South Avenue East, Cranford, NJ 07016

Local 1023 Officers Plan Nationwide CWA Customer Service Conference



Local President Rey Massa reviews the plan and Secretary Kathy Forté records the dates for the conference

Chief Howard Steiger checks the numbers



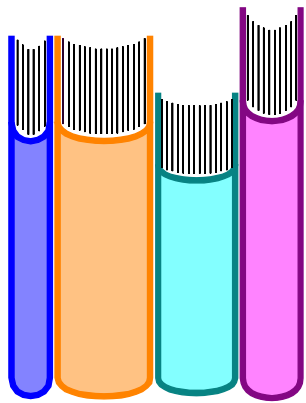
Treasurer Lois Eelen makes sure the figures are within budget.

THE CONTRACT'S HERE... *FINALLY!*

By Howard Steiger

The agreement between the Communications Workers of America and Verizon New Jersey Inc. (a.k.a the Contract) has arrived. As part of the collective bargaining agreement; Article 1, Section 5, the company agrees to have this Agreement printed and to distribute a copy to each employee in the bargaining unit as soon as feasible. This time it took 15 months to be feasible. So here it is. If you have not received your copy of the Contract yet please see your supervisor and mention Article 1 Section 5 and ask them if it is feasible for them to get you a copy NOW!

LOCALLY SPEAKING has chosen some of the most common concerns our members have and listed them below so you can find answers. We recommend clipping this page out and folding it in quarters and clipping it in your copy of the Contract for a fast glance reference to the most common items of interest.



PART 1 WHITE PAGES

Mutual Respect

Article 2, Section 2.....Page 4

Tuition Assistance Plan

Article 20.....Pages 38-39

Job Vacancies

Letter of Agreement.....Page 42

4 Day Work Week Trial

Letter of Agreement.....Page 44

Gradual Return (CNC)

Letter of Agreement....Page 46

Inter-Company Transfers

Letter of Agreement....Page 48

PART 2 YELLOW PAGES

**TRAFFIC EMPLOYEES ONLY
DOES NOT PERTAIN TO OUR MEMBERS**

PART 3 GREEN PAGES

Vacation

Article 120.....Pages 202-207

Wages

Article 100-102.....Pages 166-186

Excused Workdays EWD

Article 121.....Pages 207-208

Death in Family

Article 123.....Pages 209-210

Sickness Allowances

Article 124.....Page 210

Seniority in Promotions

Article 126.....Page 211

Discharges, Demotions and Suspensions

Article 127.....Pages 211-212

Grievance Procedure

Article 129.....Pages 215-221

Letters of Agreement (Green Pages)

Closed Time.....Page 233

Evaluative Observations.....Pages 238-239

Excused Workday.....Page 240

Flex Time.....Page 242

Inclement Weather.....Pages 244-245

Mandatory OT.....Page 247

NJ pro-rate sales revenue.....Page 251

Remote Observations.....Page 253

Tardiness /Initial training.....Page 258

Time and Title.....Page 259

Pre-Admission Tests.....Page 270 Item 8

Area Reports

AREA THREE – HOWARD STEIGER

National Issues:

The National is educating on Social Security. The Local will be conducting a pilot program and then I will be administering the training throughout our Area via our stewards. The other National issue is COPE. We need to up our COPE contribution to at least \$2.50 a week. These increased contributions will allow us to educate Congress regarding working family concerns.

Local Issues:

Madison Encore has grown by twenty-two members. We are up to eighty-two members so far. I look forward to the increase in members to help customer access and reduce the need for overtime. Things are improving with FTTP deployment. I am hopeful that the COFEE system developers will implement the fixes to ensure FiOS deployment and future development of the Video portion of FTTP. We now stand at 26 members in the Fiber group. It is very exciting for all members! We will all be Encore Consultants eventually! Once a customer becomes Fiber they will automatically be an Encore customer, so we look forward to an increase in the number of consultants as a result of these moves.

As we test the FTTP systems and continue to get ready for deployment, Area Three is expected to grow by about 90 members. The initial training is now nine weeks instead of twelve and the trainers are all new. We are working to ensure our future brothers and sisters are getting the proper skills, knowledge and abilities required to do the job. Several classes have gone through mastery and have been on job. We look forward to the relief and we support them wholeheartedly. The Madison CSSC continues to improve our access and it has been at razor thin margins at best. Thanks to all sisters and brothers for doing the right things! PROGRESS!

BOTTO HOUSE NEWS

The American Labor Museum will display the exhibit "Albert Shanker; Labor's Educator" beginning on May 18, 2005. The museum's annual Golf Open will be held on June 9, 2005. Additional information about the exhibit and the Golf Open is available by calling the Botto House at 973-595-7953.

The American Labor Museum/Botto House National Landmark is located at 83 Norwood Street in Haledon, NJ 07508

AREA FIVE – LUIS RIVERA

In Jersey City, appraisals have been given to many of the members with FMLA absences being included in the attendance statistics. We are working on getting this resolved. A class action grievance will be filed, if necessary.

Jersey City has been challenged by electronic PED Forms. They do not know how to submit forms for members who are "Meets All" for everything but sales. We are working on getting this resolved. A class action grievance will be filed if necessary. If your PED Form has been categorized incorrectly, please let a steward know.

I would like to welcome our new members who are in training in Jersey City and South Plainfield. Orientation has been completed for both of our classes. The Training Department is being very strict with attendance and punctuality. Some students in South Plainfield were tardy on the first day and were written up for it. I have been working with Attendance Managers to address this situation.

Management continues to target stewards in order to intimidate our members from standing up for their rights. Some actions include discipline as well as not allowing the Union to state its position during grievance hearings.

CWA REACHES SETTLEMENT WITH CINGULAR WIRELESS

An agreement has been reached between Cingular Wireless and the Communications Workers of America for the so-called Orange Contract (which includes our Local 1023 Cingular Wireless members.)

The agreement, reached on March 7, 2005 includes an eleven percent wage increase over four years and improves base compensation for retail sales members by more than 25%. Other gains include strengthened job security, and improved working conditions.

Cingular members ratified the contract on April 8, 2005

Cingular

Employees

United We're

Raising the Bar Too!

