



The Community Minded Union

Locally Speaking

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 4

COMMUNICATIONS WORKERS OF AMERICA

LOCAL 1023, CRANFORD, NJ

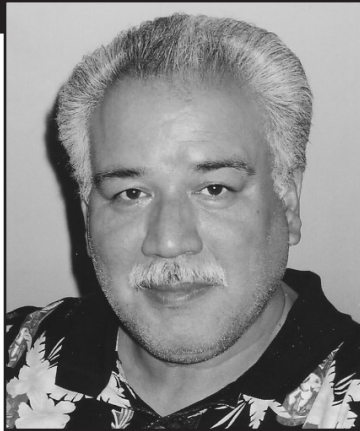
DECEMBER 2005



Holiday Cheer

*To Our Members
And Their Families From
The Officers And
Executive Board Members
Of Local 1023*

IN SOLIDARITY



First, I would like to announce that the Local 1023 Officer election results are in and I want to thank the voters for re-electing me to another three-year term as your President. Trish Kessell will serve as Vice-President, Kathy Forte as Secretary, and Sharon Davis as Treasurer. Congratulations to all the winners!

On the political front here in New Jersey, as you probably already know, Jon Corzine will serve as Governor, having beaten his rival, the Bush-endorsed Doug Forrester by a convincing margin of 9% of the vote, even carrying usually conservative-minded Bergen County. The outcome represents a great victory for working families in this state and suggests that we have some hope of improving our representation in Washington in the all-important Congressional Elections of 2006.

Television did not provide us with exit polls this year and election coverage was spotty at best. But the NEWARK STAR LEDGER conducted a poll of its own after the results were tallied, and reported that the top reason that voters gave for choosing Corzine was "The candidate's political party." Those four words say a lot about what we need to know concerning how the electorate feels right now. Perhaps we have had enough of the so-called "compassionate conservatism" that spurred congressional leaders to cut next year's social benefits programs by 50 billion dollars while appropriating 441 billion dollars in defense of a pointless war. This is the same Congress that consistently passes bills favoring corporate interests and wealthy contributors at the expense of the common people. But while these anti-working family activities seem to be hopelessly linked to a certain brand of Republicanism, I question whether party labels always reflect the ideology of the candidate.

Take Ben Nelson, the Senator from Nebraska, for example. He was elected as a Democrat, but on almost every floor vote he supports the conservative agenda.

To my way of thinking, he has betrayed the mandate of the voters who elected him in the cynical belief that finding favor with the current Administration is more important than carrying out the will of the people he serves. There are plenty of others like him, but also many moderate Republicans who want to distance themselves from a political philosophy that they secretly despise.

In my opinion, one of the best ways to keep politicians honest, to help independent voters clearly identify the best choices, and to bring the millions of disaffected citizens who don't vote at all back into the political process, would be to establish a strong third party presence in every state. Reformers in New York have already done it by creating the Working Families Party.

The Working Families Party is a fusion party that endorses candidates based on its belief that the candidate they select will fairly represent the interests of ordinary people like you and me. As a result, the party endorses mainly Democratic candidates, but also Republicans. Knowing that America has almost always been a two-party nation, it seeks to influence rather than oppose the candidates of the major parties through its endorsements. Much like the old Liberal Party that sought to make Democratic candidates more liberal, or the Conservative Party that sought to make Republicans more conservative, the Working Families Party seeks to make candidates of either party more sensitive to a legislative agenda that is socially progressive.

A successful candidate for public office who knows that his or her margin of victory in an election comes from voters who want legislation that keeps people working, healthy, educated and safe is more likely to support those objectives than a candidate who takes payoffs from lobbyists and bribes from defense contractors like Republican Congressmen Tom De Lay and Duke Cunningham.

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PHOTOS - PHOTOS

. . . AND MORE

IN SOLIDARITY

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NEWSDAY columnist Larry Levy said in his November 16, 2005 column that the Working Families Party, "is an example of how a little guy can beat the big guys into (more often than not) doing good."

Unfortunately, election law here in New Jersey does not permit fusion parties to cross-endorse the main line political party candidates.

That needs to change, and I'll talk more about how we can make that happen in future columns.

Meantime, we still have COPE. Every member of this local should be supporting COPE, which is CWA's Committee on Political Education. We use the COPE dollars that we collect through worker contributions (conveniently deducted from your weekly paycheck), to educate Senators and Congresspersons on how we, the working people of America, feel about new and pending legislation that can help to create a better life for everyone.

Your COPE representative will be coming around shortly. A contribution as small as \$1 per week is money you'll never miss, but that dollar will help us to do great things on your behalf. Be generous.

In closing let me wish you all a happy and healthy holiday season, and a bright New Year!

In solidarity,



Rey Massa

President
CWA Local 1023

STEWARD APPRECIATION DINNER HELD IN PERTH AMBOY

On Thursday, October 27th, CWA Local 1023 threw a great big "Thank You" bash for the stewards at Seabra's scenic Armory Restaurant in Perth Amboy.

The tri-annual event was established some years ago to honor and reward the hard working and dedicated stewards in our local with great food and great music in recognition of their day-to-day contributions to contract enforcement and the never-ending struggle to protect our members' rights.

A wonderful time was had by all as can be seen in the full pictorial display of the dinner appearing on pages 6 and 7.

LARRY COHEN BECOMES CWA'S FOURTH NATIONAL PRESIDENT

Larry Cohen, 56, became CWA's fourth president at the National Union's 67th Annual Convention, held in Chicago this past August.

Cohen succeeds Morton Bahr, who had served as CWA president for twenty years before retiring this summer.

In his inaugural speech, Cohen challenged the 1,000 employers for whom our members work to show real leadership in solving the problems we all face.

Larry said that, "real leadership means working together for health care, not squeezing working families and standing on the sidelines while a national crisis grows worse every day." He also said that, "we believe that leadership means working together to provide meaningful careers for employees, not hollowing out our companies by outsourcing nearly everything." And he exhorted employers not to forget their retirees by breaking the commitments that had been made to them.

Cohen, recognized as one of the labor movement's most effective and energetic organizers, was elected CWA executive vice president in 1998, after serving as Morton Bahr's assistant and director of organizing for the previous twelve years. A native of Philadelphia, he began his union work as an unrepresented state worker in New Jersey, where he led a successful drive that brought 36,000 state workers into the CWA family.



Morty Bahr administers the oath of office to our new President Larry Cohen.

Cingular

Employees

United **We're**

Raising the Bar Too!



Area Happenings

AREA FIVE – LUIS RIVERA

After many concerns and pleas were expressed by our members and union representatives, the company decided to make the necessary changes to alleviate the ongoing and extremely high levels of stress in the Jersey City MSSC (presently Newark MSSC.) Good luck Suzanne Mendez in your future endeavors! On a different note, I would like to give a warm welcome to MSSC's new Call Center Manager, Estela Lopez. We look forward to working with you to ensure our members' rights are respected through a fair interpretation of the contract.

Jersey City has officially moved to Newark. Phase One of the process took place on October 17th, 2005 and phase 2 on November 7th, 2005.

I would like to welcome all of our new members in Newark MSSC that are currently in training. We have had over 40 new members added to the department. Good luck to all of you!

As many of you may know we recently had our Steward Appreciation Dinner. I would like to thank all our stewards for their hard work and dedication in representing our members. Your work is truly valued and appreciated. We couldn't do it without you! KUDOOS to all of you!!!!

We recently had a dismissal of a new member for allegedly cursing. I would like to reiterate that Verizon views this behavior as a Code of Business Conduct violation and has zero tolerance for it. Please be courteous and respectful on the job and always maintain a professional attitude.

We also had a suspension for customer abuse regarding cell phone use. I would like to remind everyone that cell phones are not to be used while on the phone with a customer.

2005 JO ANN DIANA MEMORIAL SCHOLARSIP WINNERS

The following are the 2005 winners of the Jo Ann Diana Memorial Scholarship awards:

- James T. Padden**, son of Carol Padden, Madison Enterprise
- Vanessa Christine Wolkovitsch**, daughter of Nancy Wolkovitsch, Fair Lawn RMCC
- Katherine M. May**, daughter of Janice M. May, Madison Enterprise
- Colleen M. Reilly**, daughter of Barbara Zipperlein, Madison Enterprise

Congratulations to all the winners and their families!



*Mr. Rey Massa, President
CWA Local 1023*

Dear Mr. Massa:

Although we have never met, I want to offer you my profound THANKS for the outstanding work that you performed in securing our positions by reversing the (Company) decision of August 26th, 2005 (to lay off the term employees in the Fair Lawn RMCC).

I am one of the RMCC-Fair Lawn 8 who greatly appreciates the quick response and tireless efforts made by you, the CWA, and Local 1023.

Sometimes people view unions as not always positive for business; however, history and proactive action has shown that unions were needed then and will play a vital role in the 21st century as an assertive (or, when needed, aggressive) advocate for fair and just treatment no matter your status—temporary or permanent.

*Once again, Thank you for fighting for us!!
Very sincerely yours,*

*Robin V. Perry
Consultant
RMCC-Fair Lawn*

November 5, 2005

Dear CWA Executive Board:

Just dropping you a quick note of thanks for the Stewards Appreciation Dinner held for us on October 27, 2005. It was a nice evening to sit amongst all the representatives and my friends of the Local and let our hair down.

I've often said we get beat up all year long by management. It's nice to be recognized and acknowledged for the work we never stop doing— before, during, and after our normal work hours.

I had a great time, but I was saddened to see more people chose not to attend!

*Linda Pagan
Union Steward
Multilingual*

KESSELL GRATEFUL FOR ELECTION SUPPORT

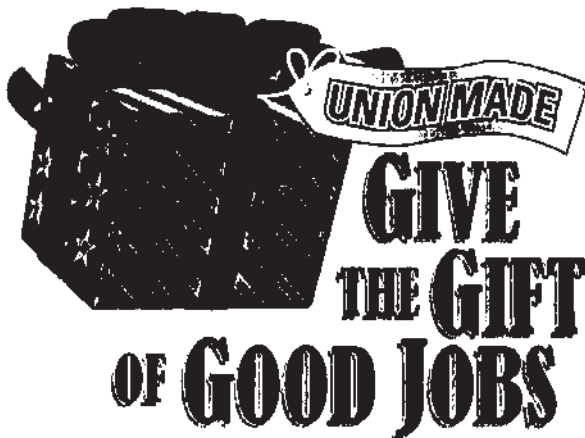
Trish Kessell, successful candidate for re-election as Local 1023's Vice President, went on record at the final membership meeting of the year, held on November 29th in Union, New Jersey with a statement of her deep gratitude to all those members who supported her campaign.

Trish declared in her remarks that "full participation in the democratic election process is what keeps a union local like ours united and strong. Once a candidate is elected, that person has not only a legal obligation, but a moral one, to fairly represent all the members.

I am ready to take on all the challenges that we face in the difficult and even dangerous political and economic times that lie ahead. And I can do that now with the mandate you gave me in the local election. Thank you all very much!"



Shop Union for the Holidays



This holiday season, support good jobs by giving union-made gifts. Your shopping dollars can keep good-paying jobs - with good wages and benefits - in your community.

For a fine selection of holiday gifts,
go to: www.shopunionmade.org

Union Label & Service Trades Dept., AFL-CIO

A KINDER GENTLER WAL-MART ?

By Paula Belmonte

The world's largest retailer has launched a campaign to soften its public image. Wal-Mart, with the help of some seasoned PR experts, is out to show the world that they're not so bad after all.

For several years H. Lee Scott Jr., Wal-Mart's CEO, shrugged off relentless criticism of everything from labor practices to suburban sprawl. Now he admits these criticisms were starting to inflict damage. In fact, U.S. sales growth at stores open at least a year have fallen by half, over the past four years, to 3% in 2004. Scott stated, "When growth was easier, this idea of critics simply being ignored was O.K. But as the share price slows, you have to get to this point."

What has developed is the most comprehensive publicity blitz Wal-Mart has ever mounted. For example, there were television commercials recognizing Wal-Mart employees who reacted favorably in the wake of Hurricane Katrina. Also, a national ad campaign was launched about Wal-Mart's corporate citizenship.

Wal-Mart has opened eight community relations offices nationwide to answer local criticism. It has also approached two environmental groups and will soon announce a major initiative to curb waste by reducing packaging. And it hired a nonprofit group to reach out to anti-sweatshop groups and improve monitoring of overseas factories.

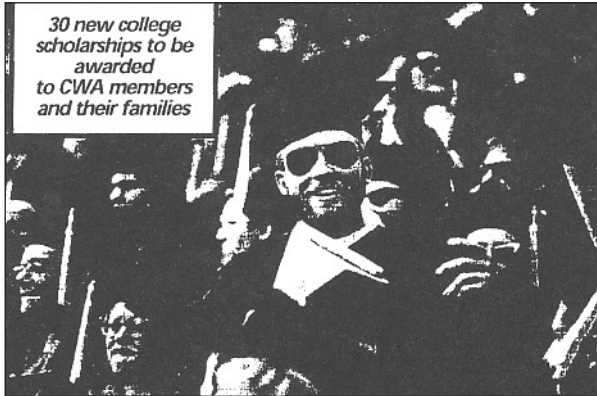
The company has had a few legal losses and this publicity campaign may not repair the damage. The company lost a lawsuit alleging that supervisors forced employees to work off the clock and settled another about its contractors using illegal immigrants. They are still battling a massive class action alleging that it discriminates against female employees in pay and promotions.

But when CEO Scott was asked why Wal-Mart won't reach out to unions as it tries to forge ties with environmental and anti-sweatshop groups he replied, "I don't see any benefit to it."

So, despite its efforts to polish its public image, Wal-Mart's disdain and lack of respect for American labor is still glaringly apparent. Continued pressure from labor organizations is still needed to gain recognition from the Wal-Mart Corporation. Only with recognition of a unionized workforce will Wal-Mart employees realize a living wage and decent benefits.

No amount of publicity spin can change that.

*(some material used from Business Week
October 3, 2005)*



30 new college scholarships to be awarded to CWA members and their families

Apply Now for Joe Beirne Scholarships

CWA'S JOE BEIRNE FOUNDATION 2006 SCHOLARSHIP APPLICATIONS CAN BE FOUND ON LINE

Eligibility

CWA members, their spouses, children and grandchildren (including dependents of laid-off, retired, or deceased CWA members) may apply. Applicants must be high school graduates or at least high school students who will graduate during the year in which they apply. Undergraduate and graduate students returning to schooling may also apply. Prior winners may not reapply.

Scholarships

Thirty (30) two-year scholarships, to be paid at the rate of \$3,000 annually, are awarded each year to applicants from the USA and Canada. A second-year award is contingent on academic accomplishment of the first year.

Dates

Applications are accepted during the months of November through March. Final deadline is March 31, 2006.

Selections

Winners are chosen by lottery drawing and only winners will be notified.

Study Requirements

No specific studies are required. Scholarship winners may pursue whatever courses they wish.

Funding

The CWA Joe Beirne Foundation has been built up by voluntary contributions and is self-perpetuating. Contributions and pledges are received from CWA Locals, members and officers.

Applications

Are only available on line at www.CWA-Union.org

LOCAL 1023 GRIEVANCES THROUGH THIRD QUARTER 2005

In any given quarter, one area may report closing out more or fewer grievances than other areas.

This disparity is caused by the grievance process itself, since grievances are often pended for additional records, or to verify pertinent information, or are in the appeals process.

AREA ONE

(Grievances filed through end of Third Quarter 2005 total 79)

Absences and Tardies	Won
Inclement Weather	Won
Inclement Weather	Won
Inclement Weather	Won
Inclement Weather	Won
Inclement Weather	Won
Inclement Weather	Won
Inclement Weather	Won
Inclement Weather	Won
Appraisal	Won
Vacation	Won
Harassment and Mutual Respect	Won
Harassment and Mutual Respect	Won
Harassment and Mutual Respect	Won
Harassment and Mutual Respect	Won
Harassment and Mutual Respect	Won
Harassment and Mutual Respect	Won
Health and Safety	Won
Suspension/Letter of Suspension	Lost
Transfer of work	Won
Transfer of work	Won

AREA TWO

(Grievances filed through end of Third Quarter 2005 total 78)

Absence and Tardies	Won
Absence and Tardies	Lost
Tour Selection	Won
Harassment and Mutual Respect	Won
Harassment and Mutual Respect	Won
Harassment and Mutual Respect	Won
Harassment and Mutual Respect	Lost
Suspension/Letter of Suspension	Won
Suspension/Letter of Suspension	Lost
Suspension/Letter of Suspension	Won
Suspension/Letter of Suspension	Won
Suspension/Letter of Suspension	Won

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LOCAL COMMITTEE APPOINTMENTS

Members who are interested in serving on any Local Committee must submit an application for consideration by the Executive Board. This requirement includes anyone who is currently serving on a Committee.

Experience or education associated with Committee work is preferable, but not required. All applicants must be members in good standing. Committee members will

be expected to attend Committee meetings as necessary, and to attend all membership meetings for the purpose of giving reports and answering questions from the membership.

An application is provided here. Please return it completed to the Local Secretary by January 16, 2006. Appointed members will be notified by mail after the January Executive Board meeting.

COMMUNICATIONS WORKERS OF AMERICA – LOCAL 1023 118 SOUTH AVENUE EAST, CRANFORD, NJ 07016

REQUEST FOR APPOINTMENT TO A COMMITTEE

IF YOU ARE INTERESTED IN SERVING ON A COMMITTEE, PLEASE READ AND FILL OUT THE FOLLOWING APPLICATION.

A REORGANIZATION OF LOCAL COMMITTEES WILL BEGIN WITH THE NEW YEAR, FOR A THREE-YEAR TERM FROM JANUARY, 2006 TO DECEMBER, 2008. THE COMMITTEES TO CONSIDER ARE:

EDUCATION
ELECTION
ORGANIZING
LEGISLATIVE
EQUITY
SAFETY
MOBILIZATION

GRIEVANCE
NEWSPAPER
TRIAL
MEMBERSHIP
COMMUNITY SERVICES
FINANCE

NAME: _____ HOME TEL NO: _____

WORK LOCATION: _____ WORK TEL NO: _____

*** COMMITTEE PREFERENCES:**

1) _____

2) _____

3) _____

**** QUALIFICATIONS:** _____

*** THE EXECUTIVE BOARD CANNOT GUARANTEE APPOINTMENT TO PREFERRED COMMITTEES OR ANY COMMITTEE.**

**** GENERAL BACKGROUND INFORMATION, NO PREVIOUS EXPERIENCE NECESSARY.**

RETURN TO LOCAL SECRETARY

DATE SUBMITTED TO EXECUTIVE BOARD: _____ DATE NOTIFIED: _____

DATE APPOINTED: _____ DATE REMOVED: _____

Some of a Committee Member's Responsibilities are:

All committee chairpersons are responsible for notifying their committee members of all scheduled meetings or changes, agenda revisions, etc. The chairperson is also responsible for keeping absent committee members informed of what took place at the missed meeting, and mailing them a copy of the minutes.

Meeting minutes must be filed at the Local office for all meetings, regardless of how brief.

The Local Secretary must be notified as far in advance as possible, but no less than two weeks, of all scheduled meetings. This will allow sufficient notice to be given to the Company concerning the committee's excused time for Union business.

Committees normally will meet between the hours of 9 and 5. All dates must be approved by the Officer Committee Liaison. Any exceptions to this must be approved by the President, Vice President, Secretary or Treasurer, or by action taken by the Executive Board.

Individual committee members who will be late or will leave early must notify the Committee Liaison or the President, Vice President, etc. (as above). Any loss of pay or compensatory make up time will be arranged by them on an individual case basis.

Consistent latecomers will be subject to removal from their committee appointments.

Any member serving on a Local Committee is required to attend membership meetings unless duly excused.

LOCAL 1023, OTHER NEW JERSEY LOCALS FIGHTING TARGET DATE EXTENSIONS

If you have been a victim of Verizon's new practice of extending target dates for bargaining unit employees who are on absence control, you will be glad to know that our attorneys are in the process of filing a lawsuit against the company.

The Union believes that it has a very strong case, particularly with regard to any actions taken by the company in conjunction with absences which are protected under the Family Medical Leave Act.

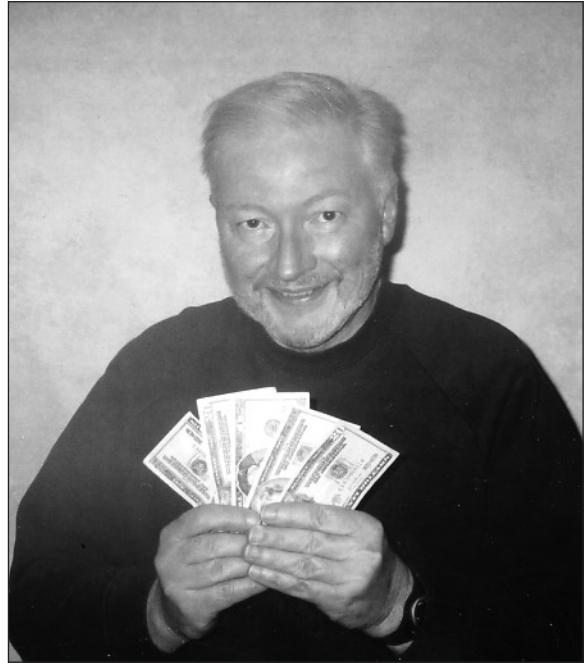
But you need to do your part, too!

Members who have been hit with target date extensions under the company's new guidelines must file a grievance in order to protect their rights pending settlement of the lawsuit.

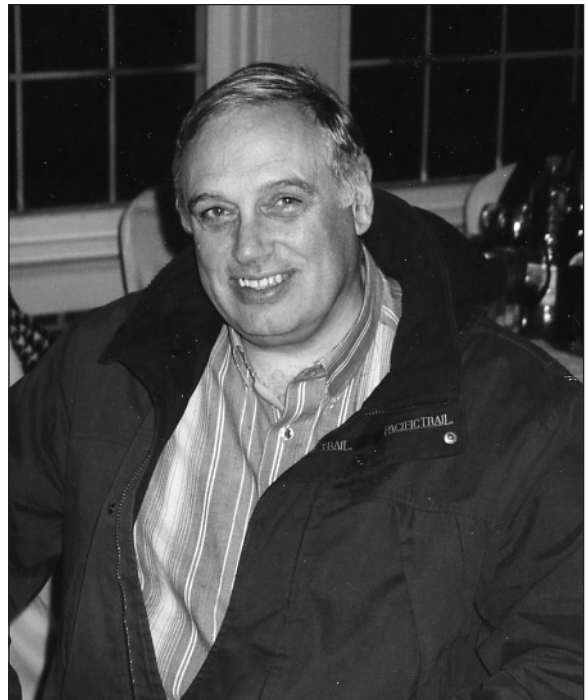
Should the Union win the case, those members who have filed grievances will be made whole, and have their attendance records adjusted accordingly.

For further information, contact your Chief Steward.

THIS COULD BE YOU !



Ward Riley just won a bunch of cash at the November membership meeting. Come to the March meeting and you may be the lucky winner of the \$100 door prize.



Steward Don Moss recently reached a 40 year milestone with Verizon.

Don Moss – The Forty Year Man

By Louis Rivera

If employees were asked where they were in 1965, most of them would not remember. Many of them were not even born in 1965.

In 1965 Lyndon B Johnson was President, The Civil Rights Movement was still going strong, the Vietnam War began, and Medicare was enacted.

In 1965 Verizon was NJ Bell, a subsidiary of AT&T. It was the year that NJ Bell started its first Electronic Switching System (ESS) central office operations in Succasunna, NJ.

In 1965 Don Moss came to NJ Bell to start what turned out to be a 40-year career with Verizon. LOCALLY SPEAKING reporter Luis Rivera had the pleasure of interviewing Don so that he could share his experiences with us as a veteran of Verizon.

LR- What kind of work do you do for Verizon?

Don- I have been a CSR since January 2, 1977.

LR- Have you done any other work for Verizon?

Don- After high school, and being in the army for three years, I started my work with Verizon (back then it was called NJ Bell), on Dec 20th 1965 as a Frame Man. Now a Frame Man is called a Central Office Technician.

LR- Can you give our readers some advice on how to survive 40 years with Verizon?

Don- One day at a time! You don't think! You just do your job and do it the best you can.

LR- Do you feel that the company appreciates your contribution?

Don- Sometimes! As the years go by, it seems there is less appreciation as the company becomes more automated. The more complex the work I do becomes, the less it's appreciated. For example, I submit a report to management, but that report does not reflect the complexity of the work that went into completing it. All management sees is a report.

LR- Forty years is a long time. What keeps you on the job?

Don- I have a wife and kids and I need the money! If I retired I would just have to go to work somewhere else. As much as I complain, I probably do better just staying here with six weeks vacation and my involvement with the union, which I enjoy. My Daughter, 33, is a graduate of Montclair, and my son, 28, is a graduate of Cornell. My work has enabled me to pay for their education. I am very proud of them since I wasn't able to go to college myself.

LR- Was there a time you considered leaving VZ? If so why?

Don- For years I thought about it. Because of my job, I was in the field talking with customers, and many times I was offered work by telephone vendors. I considered those offers, but I never left due to my benefits, job stability, and pension, all of which were union negotiated.

LR- Do you have any regrets?

Don- No

LR- What are some of the most significant changes you have seen throughout your 40 years with Verizon?

Don- The switches changed over to computers. Prior to my coming everything was mechanical. But computerized switches were much more productive. On one hand, computerized switches reduced the number of CO Techs required to do the job. On the other hand, advances in laser tech (FTTP) for light span have reduced installers and repairmen but increased CO Techs.

LR- What is your relationship to the Union?

Don- I have been a steward since 1987 or 1988. I take my steward job very seriously. I have been involved in three arbitrations and numerous third level grievances. Most recent was an arbitration, recently won, dealing with Marketing/General Business work going to Management in Pennsylvania. I was one of several who filed grievances and testified. I consider this one of the highpoints of my work with CWA. I was also involved in a TISOC arbitration where I gave expert testimony on the union side of the issue.

LR- Do you plan on retiring anytime soon?

Don- No. I want to make sure I am financially ready.

LR- What would like you like to do when you finally retire?

Don- I would like to retire knowing that I won't have to work anymore in order to have money. I want to continue my community involvement such as church and I want to travel.

LR- Thanks so much, Don! Good luck to you in all your future endeavors!

TEANECK CSSC MEMBERS PARTICIPATE IN BLOOD DRIVE



Blood drive participant Stacy Fishbein.



Janine Purchell takes a break from her busy schedule.

The IBEW / CWA Annual Blood Drive was held on November 10, 2005 in the Teaneck CSSC office.

Many members participated in this worthwhile cause and we thank them for giving up part of themselves.

Participants not pictured are Joan Morris, Renee Burney, Judy Torres, Jill Dennison, Rich Castelluccio, Karen King, Sheila Witrock, Riva Alpert, Natasha Blanford, Komesha Harris, Rashida Rahim and Simone Cuttino.



Juanita Glenn (pictured on the left) and Dawn Carson take a moment to pose for the photographer.

Welcome New Members

Mirna Alas – OCUC, **Nadia Astudillo** – Newark MSSC, **Jacqueline Aviles** – Newark MSSC, **Rami Ayyash** – Cingular Wireless, **Kenneth Badillo** – Teaneck CSSC, **Caryn Battaglia** – Madison CSSC, **Jessica Brown** – Cingular Wireless, **Charmaine Cannon** – Madison CSSC, **Donald Chu** – Cingular Wireless, **Edward Clark** – Madison CSSC, **Ruth Conlan** – Madison CSSC, **Lisa Cook** – Teaneck CSSC, **Maria DeCristofaro** – Newark MSSC, **Shana Dembitzer** – OCUC, **Charity Diaab** – Madison CSSC, **Laurie DiGrezia** – Madison CSSC, **Anthony DiMichele** – Madison CSSC, **Wandaly Dominguez** – Newark MSSC, **Elizabeth Dudek** – Cingular Wireless, **Nivonna Duncan** – Teaneck CSSC, **Johanna Duran-Panos** – Newark MSSC, **Jairo Espinal** – Newark MSSC, **Richard Feimster** – Teaneck CSSC, **Josh Fuhr** – Cingular Wireless, **Yomaira Funes** – Newark MSSC, **Nicholas Gallina** – Cingular Wireless, **Edkin Garcia** – Cingular Wireless, **Evelina Goitia** – OCUC, **Melissa Gomez** – Newark MSSC, **Reginald Harper** – Teaneck CSSC, **Carlos Henao** – Newark MSSC, **William Henry** – Madison CSSC, **Ana Hernandez** – Newark MSSC, **Candace Hill** – Teaneck CSSC, **Chih-Ping Huang** – Cingular Wireless, **Iris Perez** – Newark MSSC, **Yanet Iturralde-Santana** – Newark MSSC, **Fabian Jerez** – Teaneck CSSC, **Leyda Jimenez** – Newark MSSC, **Shirley Johnson** – Madison CSSC, **Kristen Keller** – Cingular Wireless, **Kristine Kopec** – Madison CSSC, **Dina Laznorsky** – Cingular Wireless, **Miryam Lederman** – Newark MSSC, **Jessica Lezcano** – Newark MSSC, **Vinnay Mansukhani** – Cingular Wireless, **Nelson Marrero** – Newark MSSC, **Mialka Marte** – Newark MSSC, **Eduardo Matute** – Newark MSSC, **Hope McFadden** – Teaneck CSSC, **Lauren Millman** – Cingular Wireless, **Maylin Miranda** – Newark MSSC, **Danielle Mitchell** – Madison CSSC, **Kerly Mohamed** – Newark MSSC, **Ivan Molina** – Newark MSSC, **Michel Montfort** – Cingular Wireless, **Kimberly Montross** – Madison Encore, **Kaitlyn Moore** – OCUC, **Meltice Moore** – Madison CSSC, **James Mundrane** – Cingular Wireless, **Sindy Murria** – Newark MSSC, **Giovanna Parra** – Newark MSSC, **Nathanael Parrelli** – Cingular Wireless, **Gloria Pino** – Newark MSSC, **Lysandra Pinzon** – Newark MSSC, **Carmen Polanco** – Newark MSSC, **Maribel Polanco** – Newark MSSC, **Melissa Pollard** – Cingular Wireless, **Michael Porter** – Madison CSSC, **Sean Randall** – Cingular Wireless, **Marlene Reina** – OCUC, **Jessica Richardson** – Cingular Wireless, **Maria Rivera** – Newark MSSC, **Samantha Rivera** – Newark MSSC, **Elaine Rodriguez** – Newark MSSC, **Marilyn Rojas** – Newark MSSC, **Astrid Roldan** – Newark MSSC, **John Santos** – Cingular Wireless, **Renee Schaneberger** – Cingular Wireless, **Larry Serrano** – Newark MSSC, **Adrienne Setzer** – Madison CSSC, **Laraib Sharif** – Cingular Wireless, **Priscilla Shekher** – Cingular Wireless, **Gail Smalls** – Madison CSSC, **Michael Stauffer** – Cingular Wireless,

Carol Sullivan – Madison CSSC, **Shani Thomas** – Madison CSSC, **Anialka Tineo** – Newark MSSC, **Belen Tineo** – Newark MSSC, **Elaine Trayer** – Cingular Wireless, **Barbara Varga** – Madison CSSC, **Tahisha Wilson** – Madison CSSC, **Dorian Yopez** – Cingular Wireless, **Ali Zaidi** – Cingular Wireless



BOTTO HOUSE ANNOUNCES NEW EXHIBIT

The American Labor Museum/Botto House National Landmark proudly opens a new exhibit entitled ROAD TO JUSTICE by Michael Conner on Saturday, January 21, 2006.

ROAD TO JUSTICE features a selection of Michael Conner's recent acrylic paintings that honor the struggles of working people and their unions.

Michael R. Conner worked as a theatrical lighting technician and scenic painter in New York City. He traveled around the United States as a journeyman electrician. His labor paintings have been displayed at The Garment Workers Solidarity Center and C.U.N.Y. Graduate Center, New York City.

ROAD TO JUSTICE will be on view through April 2006 at the Botto House, located at 83 Norwood Street in Haledon, NJ. Botto House was the meeting place for over 20,000 silk mill workers during the 1913 Paterson Silk Strike. The museum offers a free book, audio and videocassette lending library, restored period rooms, changing exhibits, Museum Store, Old World Gardens, educational programs and special events.

The museum's hours of operation are Monday through Friday 9AM-5PM.

Tours are offered Wednesday through Saturday from 1-4pm or by appointment.

For further information, please contact the museum at 973 595-7953 or via the web at labormuseum@aol.com.

LOCAL 1023 GRIEVANCES THROUGH THIRD QUARTER 2005

(continued from Page 7)

AREA THREE

(Grievances filed through end of Third Quarter 2005 total 85)

Dismissal	Won
Dismissal	Lost
Pay Treatment	Won
Pay Treatment	Won
Harassment and Mutual Respect	Won
Health and Safety	Won

AREA FOUR

(Grievances filed through end of Third Quarter 2005 total 69)

Appraisal	Won
Pay Treatment	Won
Pay Treatment	Won
Pay Treatment	Won
Suspension/Letter of Suspension	Lost
Unfair and Unequal Treatment	Won
Unfair and Unequal Treatment	Won
Equalization of Overtime	Lost

AREA FIVE

(Grievances filed through end of Third Quarter 2005 total 46)

Absences and Tardies	Won
Absences and Tardies	Won
Absences and Tardies	Lost
Appraisal	Won
Appraisal	Won
Appraisal	Won
Harassment and Mutual Respect	Won
Harassment and Mutual Respect	Won
Harassment and Mutual Respect	Won
Suspension/Letter of Suspension	Won
Suspension/Letter of Suspension	Won
Unfair Unequal Treatment	Won
Unfair Unequal Treatment	Won
Unfair Unequal Treatment	Won
Unfair Unequal Treatment	Won
Unfair Unequal Treatment	Won
Inclement Weather	Won



WORKING PARENTS! ARE YOU AT THE END OF YOUR ROPE? BACK UP CARE OPTIONS CAN HELP!

Here's a scenario: The caregiver you leave your child with every day so you can go to work calls you at 6:30 am and says she has the measles. What do you do with your child now? Here's another one: The company has you working overtime until 6pm and the after school program your child attends closes at 4pm. Who do you call?

These two examples of a parent-in-crisis and the many others you can probably remember from your own lives demonstrate some of the challenges that working parents face every day in the struggle to care for their families and earn a living at the same time.

The Advisory Council on Family Care (a joint initiative of CWA and Verizon) has partnered with the Work Options Group to provide our members with possible solutions to the unexpected family care problems that bedevil us all during our working careers. They do this through a new program called BACK UP CARE OPTIONS.

Here's how BACK UP CARE OPTIONS works:

Any CWA member who works for Verizon is eligible for up to 100 hours of care per year and is only charged a \$15 co-pay per incident. The goal is to help members get to work, so nights and weekends aren't included in the coverage, unless you're scheduled to work.

Care is provided for any family member from kids to grandparents with no minimum or maximum age limit. Severely ill dependents are excluded.

Care may be center-based, or home-based. This means you can bring your family member to a center or get help right at home, whichever works out best. All centers and caregivers are licensed, insured and bonded after a thorough background check is performed.

There are three ways to register. Online, the web address is www.workplaceoptionsgroup.com. Hit the green button to register. Or you can call 800 557-0847 and register by phone. Members can also fill out a paper registration form if they prefer, which they can obtain from their Chief Steward.

If you know that a problem is going to be coming up, you can file as much as 30 days in advance, so that help is already in place on the day you need it. But remember that Work Options will probably need two to four hours to find help for you on short notice, so call as soon as you can.

LOCALLY SPEAKING WINS AWARDS

Locally Speaking, the newsletter of Local 1023, was the recipient of several awards presented during the CWA 67th Convention held in Chicago in August.

The 22nd Annual Local Union Newsletter Awards competition was judged by a panel of judges who serve as writers and editors in the Washington, D.C. area.

Locally Speaking won Honorable Mention in the General Excellence category. The judges reported, "Very readable newsletter that provides its members with a variety of useful news and information. A winner."

Also honored was an opinion column written by past Local President Linda Kramer. Honorable Mention in the Best Opinion Column category was, according to the judges, "A strong fact-filled condemnation of Bush Administration policies and the steady erosion of worker's rights and laws which have benefited workers and their families."

A second place award was presented in the Best Original Cartoon category for a piece created by Ward Riley, Editor of Locally Speaking. The judges' comments were, "Another Interview with the CEO. Cartoon provides humorous response from mythical telecom CEO Ivan Seidenhog to the question of 'Why are U.S. corporations reluctant to pay workers a living wage?'"



Congratulations Retiree

Christin Fearington – South Plainfield Enterprise

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

Attention Members!

**The Local's Website
Address has Changed**

**The new address is:
www.cwalocal1023.net**

Make a note of it!

QUOTE OF THE MONTH

"The only tired I was, was tired
of given in."

– Rosa Parks
(1913-2005)



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.

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