



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, Elizabethtown Gas, Cingular Wireless and American Labor Museum Botto House.

VOLUME 38, NUMBER 1

COMMUNICATIONS WORKERS OF AMERICA

LOCAL 1023, CRANFORD, NJ

MARCH 2007

ATTENTION WAL-MART SHOPPERS!!!



WAL-MART SUED FOR BILLIONS! DISCRIMINATES AGAINST WOMEN!

The largest class-action lawsuit in history, which charges that Wal-Mart has systematically denied equal pay for equal work to its women workers, has been upheld in Federal Appeals Court in San Francisco.

U.S. District Judge Martin Jenkins said that there was enough evidence to bring the matter to trial. If the workers win their suit, the company will be liable for billions of dollars in damages and wage reimbursements owed to female employees who received significantly less pay for their work than their male counterparts over a period of years.

Wal-Mart attempted unsuccessfully to persuade the court to let women employees individually sue the stores where they worked, claiming that each store was independent and set its own local wage policies. A ruling in favor of Wal-Mart's motion would have swamped the Federal Courts with these cases for decades.

One of the attorneys representing the women said,

"No amount of PR by Wal-Mart is going to allow it to deal with its legacy of discrimination."

Wal-Mart spokeswoman Mona Williams (who is probably underpaid as well) said the company was not immediately prepared to comment. Why? Because in our opinion, they're guilty as charged.

INSIDE THIS ISSUE . . .

IN SOLIDARITY

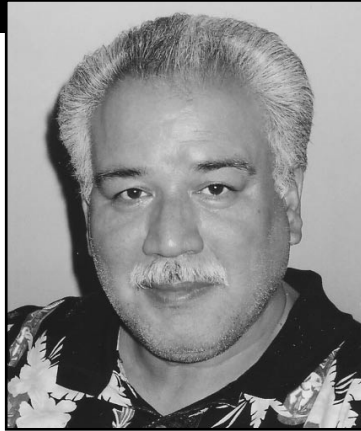
ANNUAL GRIEVANCE REPORT

RETIREE PAGE - NEW!

BROADBAND EQUITY Now !

. . . AND MORE

IN SOLIDARITY



As a corporate culture, Verizon operates itself like a submerged submarine. Its periscope is up, but it can't see itself. Its departments have sealed their watertight doors, and there is no communication between them because radio silence has always been in effect. This is not the way to run a business in the 21st century, because when nobody knows what to do the result is a disaster.

Verizon recently hired an outside consulting firm to look at its various problems with regard to productivity in its retail businesses. This firm claims to be able to fix any company's problems, no matter what kind of company it is, and no matter what kind of problems the company has. It charges a hefty fee for its services.

Many outside consulting firms have been invited into Verizon through the years. They come in, mess everything up, take their check and leave. Rarely if ever do the outside consultants approach the employees who do the work for input. The outside consultants never talk to the Union.

Since it charges big fees, none of the outside consulting firm's recommendations can include spending more money to solve problems. For example, hiring enough workers to get the job done properly is not on the list of solutions provided to the company.

Consulting firms must always be diplomatic. They can't tell the company's executives that they are jug heads, and that they are the ones who created the problems in the first place. Instead, they encourage them to make more mistakes by presenting them with a set of recommendations that not only will not work, but will create unnecessary turmoil, antagonize the employees, and bring the company into conflict with the Union.

The recommendations made by Verizon's latest outside consulting firm center around the idea of "specialization."

Specialization means that some reps will only do one job, while another set of reps in the same unit does another. Sounds like a good idea, but it doesn't work.

Customer needs often spill over into more than one

category. Confused by the automated voice system, customers have a hard time getting to exactly the right rep for what they need. The result is lots and lots of transfers, increased customer dissatisfaction, lots of frustrated reps, serious access problems, and more customers lost to the competition.

We believe in a fair and level playing field for customers and our members. What that means is that the company needs to grow its retail labor force, which never recovered from the 2003 buyout, with a supply of permanent, universally-trained workers sufficient to handle customer demand.

One more thing: The outside consultants need to move on. Because the more they fix things around here, the more broken they get.

Rey Massa

President
CWA Local 1023

Rey



"MOTHER OF THE MONTH" WINNER SEIDENBERG WILL ANSWER TO SHAREHOLDERS

Proposals have been submitted to Verizon's Board of Directors by CWA, The IBEW, and BellTel Retirees, challenging the Board's compensation practices with respect to its Senior Executives.

The proposals require the company's directors to provide shareholders with information regarding the Board's relationship with its compensation consultants.

A 2006 article in the New York Times pointed out that Verizon's compensation consultant, Hewitt Associates Inc. not only made executive pay recommendations, but also held lucrative contracts with Verizon for paid consulting and human resource work at the same time. A possible conflict of interest may have influenced Hewitt's input for executive salary and benefit packages that have been characterized in the media as "excessive."

The proposals state that without additional information, it is impossible for shareholders to determine "whether that particular consultant or any other compensation consultants are sufficiently independent to provide objective advice."

Shareholders are scheduled to vote on the proposals at the company's annual meeting in May of this year.

When you get your Verizon shareholder proxy, please be sure to indicate your support for these information requests by endorsing the election of the CWA Representative.

EDITORIAL BROADBAND EQUALITY NOW!

Verizon has a lobbyist named Tom Tauke who goes around to the Congress of the United States, to various State governments, and to the media promoting the idea that there is no need for legislation in order to protect network neutrality for all people. He misinforms his political and public audiences with arguments claiming to prove that American internet technology is doing just fine without “regulation.” He reminds everyone about how bad the old days were when “regulation” of telecommunications companies by the FCC inhibited investment in new copper and fiber optic technologies, and how much the consumer suffered as a result of this public sector interference. He says that free markets can regulate themselves better than governments can regulate them.

A quick look at recent events in the telecommunications industry demonstrates that the real intent of the telephone and cable giants is to separate consumers into two classes: those who pay a lot for very little, and those who pay even more for what the first group can't even get.

It's all about access and speed.

Although they deny it, Verizon and others want to make people pay more for both, and give priority access to those who pay the most – more than we or you could ever afford to pay.

Even worse, Verizon has announced its intention to sell off millions of conventional access lines in the Midwest and Northeast. These copper lines are in relatively rural, sparsely populated areas of the country. A case in point would be the pending sale of 1.5-million lines in Maine, New Hampshire and Vermont to FairPoint Communications. FairPoint is heavily in debt and lacks the working capital to expand its capabilities by offering a FIOS-like product to its customer base.

It's the same story everywhere else that these deals are being negotiated. In Virginia, for example, Verizon has a bill pending in the legislature that would keep state regulators from having any say in the sale or merger of a telecom carrier's rates, quality of service or high speed network rollout in the event the company sold off operations in the state.

Verizon doesn't want to be in the copper business anymore. It's too expensive to maintain the network and the profit margins can't compare to what higher priced fiber-based products can produce. Nor is it worth it to for Verizon to invest in revitalizing the technology offered in these less densely populated, lower-income areas where fewer customers can afford FIOS and video at the prices set by the company.

Obviously, the solution for Verizon is to turn a liability into an asset and sell its lines to FairPoint for a cool 2.7 billion dollars, and to do similar deals with other carriers in other states.

What happens to those folks who are left behind? They can use dial up if they want. Some may get DSL, if available. But they'll never get anything better to use because FairPoint and other rural carriers can't afford to make the necessary upgrades on their own. And the 3,000 CWA workers in the FairPoint sale only have union jobs until the contract expires next year. Who knows what will happen after that? FairPoint (based in North Carolina) is not known as a union-friendly company.

If Verizon wanted to be fair to all its customers it wouldn't be selling off the ones it viewed as undesirable in order to finance the buildout for middle and upper middle class customers who can spend more for a FIOS triple play—at low ball prices that will quickly rise once the market is made. That's free enterprise at work versus the level playing field of regulation.

Dividing customers up and treating the less affluent ones like crap is called market segmentation. Verizon is a major proponent of market segmentation. Deregulation made market segmentation possible. Prior to deregulation, everyone was treated the same.

Free enterprise and non-interference by government agencies under the Bush Administration have left the United States ranked 16th in the world in internet quality, affordability and service. If you want verification, test the speed of your own internet connection on www.speedmatters.org/howfast.

Corporations are not citizens. They do not vote. They have no obligation to behave morally. They will pursue profit at the expense of the public interest unless there are laws in place to compel them to serve the public interest. Such laws are badly needed, and they are needed now.

**CWA PROUDLY SUPPORTS
AIR AMERICA RADIO
WWRL 1600 AM ON YOUR RADIO DIAL**

2006 Grievance Report *(continued from Page 4)*

AREA FOUR Continued

Absences and Tardies	Lost
Dismissal	Lost
Management Doing Production	Lost
Training	Won
Weather Conditions	Won
Harassment/Mutual Respect	Won
Harassment/Mutual Respect	Won
Harassment/Mutual Respect	Won
Harassment/Mutual Respect	Won
Harassment/Mutual Respect	Lost
Working Conditions	Won
Working Conditions	Won
Suspension/Letter of Suspension	Settled
Suspension/Letter of Suspension	Settled
Suspension/Letter of Suspension	Lost
Suspension/Letter of Suspension	Settled
Suspension/Letter of Suspension	Won
Unfair and Unequal Treatment	Lost
Unfair/Unequal Treatment	Won
Unfair/Unequal Treatment	Won
Unfair/Unequal Treatment	Won
Unfair/Unequal Treatment	Won
Unfair/Unequal Treatment	Won
Past Practice	Won

AREA FIVE

(Grievances through 12/31/06 total 87)

Absences and Tardies	Lost
Absences and Tardies	Lost
Absences and Tardies	Won
Absences and Tardies	Lost
Absences and Tardies	Lost
Absences and Tardies	Lost
Absences and Tardies	Lost
Absences and Tardies	Lost
Absences and Tardies	Lost
Dismissal	Lost
Dismissal	Won
Dismissal	Lost
Dismissal	Won
Dismissal	Lost
Pay Treatment	Lost
Weather Conditions	Won
Weather Conditions	Won
Weather Conditions	Won
Weather Conditions	Won
Weather Conditions	Won
Weather Conditions	Won
Weather Conditions	Won
Weather Conditions	Won
Weather Conditions	Won

U.S. ONE OF THE WORLD'S WORST COUNTRIES FOR FAMILY/MEDICAL LEAVE

Just as Big Business is getting revved up to go after Americans' meager Family and Medical Leave benefits, a university study of 173 countries shows that the United States ranks as one of the worst for providing leave for illnesses, new babies and family emergencies

When it comes to ensuring decent working conditions for families, US public policies still lag dramatically behind all high-income countries, as well as many middle and low-income countries according to a new joint study by Harvard and McGill universities.

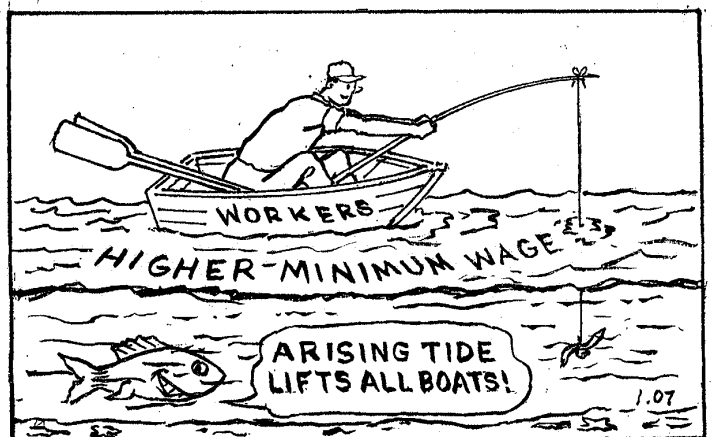
The United States, for instance, is one of only five countries out of the 173 that don't guarantee paid maternity leave. The four other countries that don't are the African nations of Lesotho, Liberia and Swaziland and the Pacific Island nation of Papua New Guinea.

The study comes as the US Labor Department is wrapping up a comment period that could lead to devastating changes for workers in the 13-year-old Family and Medical Leave Act, the first bill signed by President Clinton.

The business lobby and its Republican backers want to make it even harder than it is now for workers to use the law.

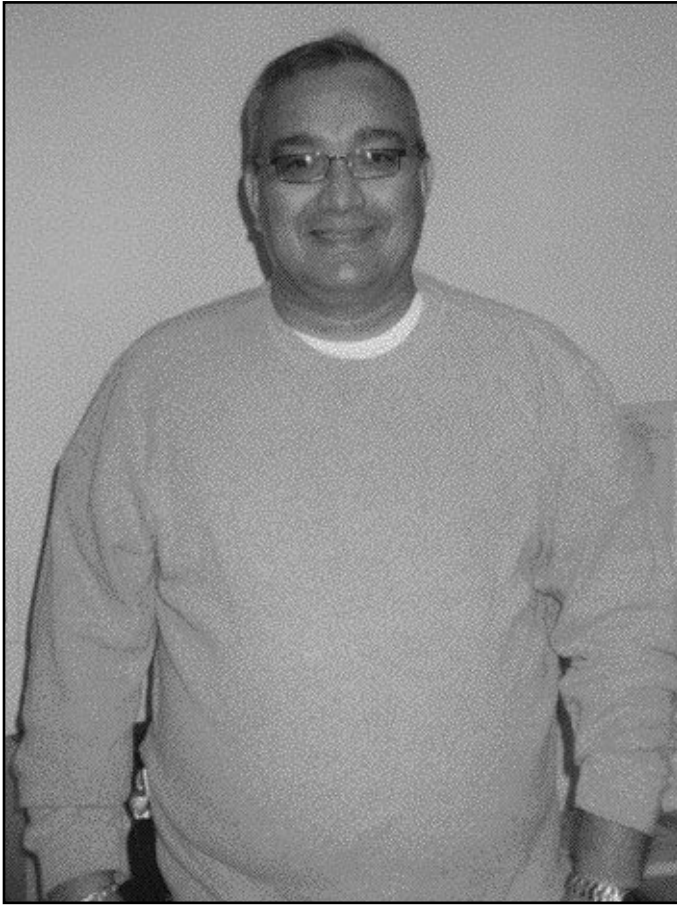
For updates on the FMLA review process and a link to the Harvard-McGill research on family leave worldwide, go to www.cwa-union.org.

(Information for this article was derived from CWA NetNewscast, 2/8/07)



(continued on Page 8)

SANTIAGO 3, SEIDENBERG 0



George Santiago (Top Left) is Chief Steward for Area Five. He has won the cash Door Prize of \$100 at our quarterly membership meetings a total of three times during his career with Verizon. CEO Ivan Seidenberg has not attended a Union meeting in over 30 years, and has never won a single Door Prize. Hey! How about you? Why not come to a membership meeting, learn what's going on around here and maybe win a little cash, too! Meetings are held at the Union Elks, in Union, New Jersey. Check your union board for details.

Attention Members!

**Check out the Local's
Website at:**

www.cwalocal1023.net



If It's Thursday...

THEN YOU MUST BE WEARING **RED**

IF NOT...



IT'S TIME FOR
A WAKEUP
CALL!



Retirees' Page | Retirees' Page | Retirees' Page



Congratulations Retirees

Zaida Acosta – Madison LBS, **Henrietta Anthony** – New Brunswick CTS, **Elba Anzalone** – Newark CATC, **Cherry Bellamy** – Madison LBS, **Mildred Bowman** – New Jersey Encore, **Jacqueline Boyett** – Newark VPS (CATC), **Cathy Carson** – Newark PCC, **Irene Chase** – Madison LBS, **Patricia Cosgrove** – South Plainfield LBS, **Janet Decou** – Newark WBCC, **Dennise Feier** – Madison LBS, **Mary Ferguson** – Madison LBS, **Carol Finley** – Madison LBS, **Eugene Grant** – South Plainfield LBS, **Edward Inglis** – South Plainfield LBS, **Dolores Jacobs** – Newark SRC, **Janice Jones** – Madison LBS, **Sylvia Kriebel** – South Plainfield LBS, **Mary Madeo** – Madison LBS, **Jean Minto** – Madison LBS, **Verleena Mobley** – Newark VPS (CATC), **Daniel Monico** – New Brunswick CTS, **Donald Moss** – Newark PCC, **Patricia Mulligan** – Madison LBS, **Maryann Murphy** – Madison LBS, **Linda Reynolds** – Fair Lawn RMCC, **Deborah Rice** – South Plainfield LBS, **William Roberts** – Madison Large Business, **Deborah Rogers** – Newark SRC, **JoAnn Sifford** – New Brunswick CTS, **Diana Ugalde** – Madison LBS, **Dorothy Underwald** – Madison LBS, **Valerie Vitale** – Newark VPS (CATC), **Fredric Weisel** – South Plainfield LBS, **Jean Wissen** – Newark PCC, **Barbara Zipperlein** – Madison LBS
Congratulations Retirees

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 e-mail: cwa1023@verizon.net
- ✓ You can send by mail:

CWA Local 1023

118 South Avenue East, Cranford, NJ 07016

WORDS OF APPRECIATION FROM OUR RETIREES

"Thank you for the retirement gift! I love being retired, but I do miss my friends."

Cathy Carson

Newark Large Business

*"Dear Local 1023 Brothers and Sisters,
 I recently received the retirement gift. Thank you!
 I also want to thank everyone for the outstanding
 solidarity throughout the years. Without this Union, we
 would be struggling to cover medical, prescription and
 living expenses like many unprotected retirees.
 Continue to stand strong and protect your future.
 You may not be able to appreciate my words until it's too
 late."*

Debbie Wassel

Madison Large Business

*"Thank you so much for your gifts and kind thoughts
 on my retirement. Over a career of 34 years, I witnessed
 the power of our Union many times. Keep up the fight."*

Yours in Brotherhood,

Gene Grant

South Plainfield Large Business

CWA OFFERS LIFETIME MEMBERSHIP IN RETIREES' COUNCIL FOR ONE-TIME \$25 PAYMENT

In order to keep retired members abreast of issues concerning pensions, health care, Social Security and Medicare, CWA is now offering a special Lifetime Membership in the Retired Members' Council for a one-time payment of \$25.

Under the program, the 20,000 current members of CWA local retirees' chapters will automatically be enrolled under the new pricing structure. Last week, CWA mailed a brochure outlining the program and application form to 128,000 retirees who don't now belong to local chapters.

To become lifetime members of the Council, retirees can either return the form with a check or credit card information or else join directly online at a new website – www.CWAretirees.com.

On the website, retirees will find information about the activities of the Retired Members' Council as well as money-saving discount programs available to Council members through the CWA Union Privilege program.

Welcome New Members

Mia Appling – Madison Encore, **Shaun Artis** – Cingular Wireless, **Ronald Baumann** – Cingular Wireless, **Monique Beckford** – OCUC, **Mariella Bohorquez** – Newark MSSC, **Evelyn Brezzell** – Newark MSSC, **Kirsten Brown** – Madison Encore, **Robert Bruton** – Cingular Wireless, **Marquetta Christmon** – Madison Encore, **Sandra Corado** – Cingular Wireless, **Jenny Faundez** – Newark MSSC, **Maurissa Fawkes** – Teaneck BSC, **Michael Flood** – Teaneck BSC, **Andres Galvis** – Cingular Wireless, **Eder Guerrero** – Newark MSSC, **Joanna Gurdak** – OCUC, **Evalin Hernandez** – Newark MSSC, **Monica Highsmith** – Madison Encore, **Sandra Jackson** – Madison Encore, **Shamiya Jasper** – Madison Encore, **Milica Jean** – Madison CSSC, **Kiyama Jones** – Cingular Wireless, **David Kiesling** – Cingular Wireless, **Corey Lane** – Teaneck BSC, **Ailetha Leverett** – Madison CSSC, **Monique Mason-Holloway** – Madison CSSC, **Monica McKie** – Madison Encore, **Kellyann Morris** – Madison CSSC, **Giancarlo Napoli** – Cingular Wireless, **Ryan Oehl** – Cingular Wireless, **Calvin Phipps** – Cingular Wireless, **Tamothy Rogers** – Madison Encore, **Lauren Rosenhaft** – OCUC, **Sebastian Rys** – Madison Encore, **Jorge Santos** – Madison Encore, **Tamiel Scotland** – Madison CSSC, **Robert Siemer** – Cingular Wireless, **Tarah Smith** – Teaneck BSC, **Naomi Trebbianni** – Newark MSSC, **William Urbelis** – Cingular Wireless, **Christopher Watson** – Teaneck BSC, **Tomarr West** – Madison Encore, **Patti Williams** – Teaneck BSC

2006 Grievance Report *(continued from Page 5)*

AREA FIVE Continued

Harassment and Mutual Respect	Settled
Harassment and Mutual Respect	Settled
Harassment and Mutual Respect	Settled
Harassment and Mutual Respect	Settled
Harassment and Mutual Respect	Won
Harassment and Mutual Respect	Won
Harassment and Mutual Respect	Won
Harassment and Mutual Respect	Won
Code of Conduct	Won
Suspension/Letter of Suspension	Won
Suspension/Letter of Suspension	Lost
Unfair and Unequal Treatment	Won
In-Charge	Won

Total Local 1023 Grievances for the Year: 518

QUOTE OF THE MONTH

“The givebacks in the automobile industry didn’t save jobs; they were instead followed by layoffs, plant closings, and record-high bonuses, salaries, stock options and pensions for the top and middle executives of the auto companies. I was never a givebacker; management doesn’t volunteer to share its prosperity with labor when profits roll in.”

— **Marvin Miller**

Major League Baseball Labor Negotiator



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**
 PRESIDENT **Rey Massa**
 VICE-PRESIDENT **Trish Kessell**
 SECRETARY **Kathleen Forté**
 TREASURER **Sharon Davis**

Union Office (908) 709-1023 Fax (908) 276-8921
 Announcement – (908) 276-7771 • Office Hours: Monday - Friday, 9-5

LOCALLY SPEAKING
 COMMUNICATIONS WORKERS
 OF AMERICA – LOCAL 1023
 118 SOUTH AVENUE, EAST
 CRANFORD, N.J. 07016

DO NOT FORWARD
 ADDRESS SERVICE REQUESTED

FIRST CLASS
 U.S. POSTAGE
PAID
 PERMIT NO. 514
 CRANFORD, NJ

TIME VALUE