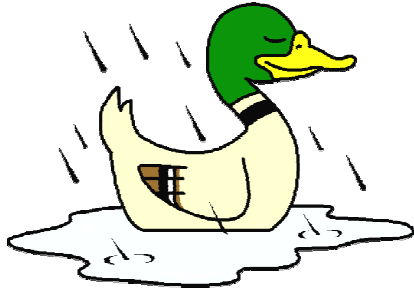


NEWSLETTER

Communication Workers of America
108 West Main St.
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March/April 2009



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CONTRACT AGREEMENTS REACHED AT TWO EMPLOYERS

Contracts have been ratified at two of the Local's employers. Reedsburg City Employees ratified a new 3 year contract after over a year and a half of ongoing negotiations. The new contract will provide wages increases totaling 9% over the three years. There was also a slight increase in the portion of the health care package borne by the employees. There will be full retroactivity on wages for the 16 months it took to get this agreement. The Bargaining Committee from Reedsburg did a great job and never took their eye off the goal of getting a fair labor agreement. The membership at Reedsburg is fortunate to have such dependable co-workers who are willing to put themselves out there for the benefit of the unit.

Along those same lines, the employees of the Prairie Du Chien PD have a new 3 year Contract as well. That contract too went over a year past expiration to get accomplished. Kyle and Stacy, Officers with the PD did a super job in moving that contract toward ratification. These members are our newest additions to Local 4671 and we are proud and glad to have them!

EDGERTON CONTRACT TO EXPIRE AT YEAR'S END.

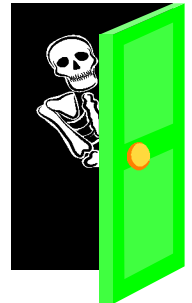
The current contract with the City of Edgerton will expire on 12/31/2009 and we intend to open talks for a new contract early this summer. Negotiations with public employees always take a long period of time to conclude and most of the sessions are after work hours in the evenings. This unit of Local 4671 has a long and proud tradition of getting and maintaining a solid contract and we hope to continue that history again this time. Vice President Snethen and I will be meeting with Melissa (steward) from the unit this month to discuss and set up a process.

FRONTIER (Rhineland) COMMUNICATIONS wanting to furlough employees

The National Union has been contacted by representatives of the Frontier company wishing to discuss non paid furlough of their employees in the 2nd, 3rd, and 4th quarters of this year. I have indicated to them that while we are willing to hear what they have to say we are not willing to agree to non paid furloughs of any employees. No reasons, as yet, have been offered to me by their management as to why they think this is necessary. Things are tough all over but balancing the books on our backs is not fair or proper.

VERIZON'S NEW DRESS CODE GOES BACK INTO THE CLOSET

The Company was all set to impose a new (and unimproved) dress code on all employees last week. Then the union told them they would be required to bargain it, not just unilaterally and arbitrarily implement it. That apparently was enough to convince them to hang the new dress code back in the closet. As if the appearance of our employees was the "real issue" plaguing us as a communications provider in the first place. But it does go to show just how disconnected our corporate management team can be from telephony reality. Let's hope their next big move is actually something that will enhance our standing with the communications public.



INTEREST RATE TO IMPACT LUMP SUM RETIREMENTS FAVORABLY

It appears as though the lump sum retirement benefit will get a nice boost in May of 2009. That bump up may be the catalyst for some of our members to ride off into the retirement sunset. To those that do we say congratulations, you've earned it. Go enjoy it! Live long and well. And leave the work here to us, no need to return as a contractor. For those who don't retire strap yourself in, it is shaping up to be another wet and overtime burdened spring and summer. New additions to the CZT II work force will help but it will be some time before they are all on board, fully trained and capable of performing their entire job. We will be negotiating a new contract at Verizon and Frontier next year and we will begin preparations shortly.

Attend your local union meetings, get involved, offer a hand and remain united.

Mike Oliver CWA Local 4671



Fellow union members, allow me to introduce myself. My name is Brian Keller, I'm your new East Area Rep. for Local 4671. I would like to thank all of you for your support in making this happen. I have worked for Verizon for 11 years. I currently am working as a CZTI tech and report to Plymouth WI CO. I have been in this position for about 16 months. Prior to this position I worked as a CZTII tech for several years. I'm looking forward to the challenges associated with being East Area Rep. for Local 4671.

I'm also looking forward to meeting all members I don't see on a regular basis at our monthly meetings. My goal is, to have an open line of communications with all Verizon and CenturyTel members alike. Looking ahead, with input from area members and support from our executive board we can make some positive changes to the East Area.

Congratulations! Chris Wilkins, Russ Rezba and Bill Karas, in regards to your new positions as CZTII techs in east area. These folks are certainly a welcome addition to our work force in an otherwise shorthanded work group. I'm sure your transition to these new positions will go smooth. Good Luck!

Again
Thank you!
Brian Keller
East Area Rep.
Local 4671

Hear Ye, Hear Ye!

Nominations for Convention

All nominations of delegates and alternates to the 71st Annual CWA Convention in Washington, D.C. on June 22nd & 23rd, 2009 will be taken at all of the April union meetings.

Voting will be conducted by the U.S. Mail.



Hundreds Lobby Congress on Employee Free Choice Act

March 12, 2009

This week, hundreds of union members, including CWAers, came to Washington, D.C. to demonstrate, mobilize, and lobby their members of Congress to pass the Employee Free Choice Act.

In events over three days, union members told their stories of real-life employer intimidation and harassment, making the case that the nation's broken labor laws must be fixed.

Union members rallied outside the U.S. Chamber of Commerce to protest the group's multi-million-dollar campaign attacking Employee Free Choice and the excessive CEO pay and bad business decisions that helped create the nation's worst economic crisis since the Great Depression.

On the Senate steps, union members rallied, displaying quotes and photos of workers who are fighting for a union voice and real bargaining rights.

And on Capitol Hill, workers met with key members of the Senate and House whose support is critical to winning Employee Free Choice. During a visit with Sen. Robert Casey (D-Pa.), a key sponsor of the bill, CWA Local 13500 member Robert Hackenberg described how poor treatment by management at the former AT&T Wireless call center in Harrisburg, Pa., and management's dirty tricks convinced him "that it was time we had union representation."

John Pezzana, a Comcast worker and member of CWA Local 13000, and others met with Senator Arlen Specter (R-Pa.); meetings also were held with the staffs and members of Congress from Virginia, North Carolina, Arkansas, Louisiana, California, Maine, New York and other states.

"Workers' stories expose the lies that the Chamber and other business front groups have been spreading about Employee Free Choice," said CWA President Larry Cohen.

Activists also participated in workshops and training sessions on building community support for Employee Free Choice. CWA Locals can download, print, and hand out real-life stories by workers on CWA's campaign website <http://www.freechoicecwa.org>.

South area has been pretty quiet this winter besides all snow and cold winter weather that makes our job more challenging. With spring comes a new work schedule for Verizon service techs, 10am to 7pm and a dress code for all workers. More details to be worked out.

I would like to thank everyone that voted and supported me for my re-election to South Area Rep.

The spring-fellowship parties should have been held or planed to be held by now in your area. Look for updates and all union meetings on union bulletin boards.

We have lost two from our union members.

Sally Jones - Portage retiree and Jack Lind - Sauk City active member. Our prays go out to their families.

Craig Bartz South Area Rep.

CWA Local 4671 Scholarship Drawing 2009

Who is eligible:

Children of dues paying CWA Local 4671 members, CWA Local 4671 dues paying members and spouses of CWA Local 4671 dues paying members. Children of dues paying members must be graduating High School Seniors (winter or spring) or a currently enrolled post High School student.

Additional criteria:

Student must be planning to attend or is currently attending a post High School, accredited college, university, trade or technical school.

Selection process:

A simple random lottery style drawing will be held after July 15th 2009 conducted by the Local's Scholarship Committee. No one individual may receive the scholarship more than once.

Applications:

The form below must be received by the Committee no later than July 14th 2009. Please submit only one request per student. Send your applications to:

VP Jane Snethen 702 Gerald Ave. SunPrairie WI. 53590

Name of Student/Member/Spouse _____ Male Female
(circle one)

Address _____

High School and Address _____
(if graduating senior)

Parents name and address _____

Parents employer and work location/job title _____

Home Phone Number (s) _____

School you are planning to attend _____

Student signature

Parents signature

Grievance Report - CWA Local 4671

Status as of March 3, 2009

Century Telephone

There are no outstanding Grievance's at this time.

Rhineland Telephone C.O.

Management employee transferring to craft wanting time bridged for seniority recognition. Appealed to arbitration.

VERIZON UNIT

Employee was terminated for attendance issues. Received answer, appealed to arbitration for approval. Call Center

Salaried non union employees are writing work orders and de-loading cable pairs. Which should be done by union employees. First step meeting held awaiting written answer. South area

Employee was wrongly denied the option to bump (displace) a junior employee in the most recent force reduction. Received answer, will be appealed to arbitration. North area

Attendance action plan with letter of discipline calculates tardy occurrences and casual absenteeism hours together. Met at top step waiting for answer. Call center

Employees not receiving there overtime meals as outlined in the contract. Received answer, will be appealed to arbitration. Call Center

EVRC Technicians given X50 time (unexcused not paid), when unable to make it into work due to severe weather conditions. This was settled satisfactorily. Call center

Compiled/submitted by Timothy D. Gile, Secretary CWA Local 4671.

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The Robert D. Johnson Memorial Scholarship Fund

Administered by the Cleveland Foundation, is now accepting applications for the 2009-2010 academic year.

Applications must be postmarked by April 30, 2009.

Awards will be announced by June 15, 2009.

The fund was established by a unanimous vote at the 1999 CWA District 4 meeting in memory of District 4 Vice President Emeritus Robert D. Johnson. A random drawing is used to select the scholarship awards.

Applications can be obtained by contacting the office in Cleveland, Ohio.

Applications can also be downloaded from the Cleveland Foundation's website:

www.clevelandfoundation.org

From the homepage, click on Scholarships

Click on Scholarship Descriptions

Scroll to Robert D. Johnson Memorial Scholarship Fund

To download the application, click on the link. You will need Adobe support or will be prompted to download Adobe.

Print application using normal print command.

Locals Urged to Plan Now for April 28 Workers' Memorial Day *March 12, 2009*

Materials to help CWA locals mark the annual Workers Memorial Day on April 28 are now available for order from the AFL-CIO.

"Participation in Workers' Memorial Day 2009 is of particular significance to CWA," CWA President Larry Cohen said. "During the last year, we lost several of our members to workplace fatalities. In addition, many of our members have suffered work-related injuries, illnesses, and 'near misses,' in some cases, suffering severe medical disorders."

"However, with the historic election of Barack Obama, we have the opportunity to strengthen workplace safety and health protections and to mobilize and organize around safety and health issues."

The theme for Workers' Memorial Day this year is "Good Jobs, Safe Jobs. Give Workers a Voice for Change."

The AFL-CIO materials can be ordered by going online to www.aflcio.org/shop or by calling the federation's health and safety department at (202) 637-5367.



Employee Free Choice Introduced in House and Senate

March 12, 2009

Millions of working families are a step closer to having real bargaining rights with the March 10 introduction of the Employee Free Choice Act into the U.S. Senate and House of Representatives.

At a Capitol Hill news conference, Senator Tom Harkin (D-Iowa) and Representative George Miller (D-Calif.) announced the introduction of the bill, S. 560 and H.R. 1409. Currently there are 223 cosponsors (including Miller) in the House and 40 (including sponsor Sen. Edward Kennedy, D-Mass.) in the

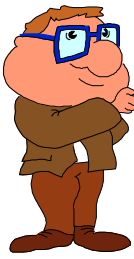
Senate.

CWA President Larry Cohen thanked Senator Harkin and Representative Miller for continuing to champion the cause of working people and for their leadership on this important legislation. He called on the House and Senate to pass the bill, stressing that only through Employee Free Choice "will we rebuild our economy, increase workers' purchasing power and put the brakes on the extreme income inequality our nation has seen over the past decade."

At a hearing of the Senate Health, Employment, Labor and Pension committee, chaired by Senator Harkin, panels of workers and economists testified that the Employee Free Choice Act is necessary to rebuild the nation's middle class.

Sharon Harrison, a member of CWA Local 2204 in Lebanon, Va., told the committee about her experiences at AT&T Mobility, where workers were able to get union representation through majority signup, after suffering under a previous management that harassed and intimidated workers who wanted union representation.

"Before we had our union, favoritism was a problem. Raises didn't depend on your job performance but whether your manager liked you. That all changed in 2005 when Cingular Wireless, now AT&T Mobility, took over. Cingular had agreed with CWA to remain neutral, to let workers make up our own minds and to recognize the union if a majority signed up. Because of that agreement, we weren't afraid anymore that managers would retaliate against us," she said.



There have been several changes in the EVRC for 2009. Objectives have been raised in a few areas, Sell One More is now \$8000 a month of revenue per each tech, different from last year where the objective was 9 sold referrals per month. The Average Handling Time has been lower again to 230 seconds per call, that is a 10 second decrease from last year. The changes make it more and more challenging for the techs on a daily basis.

Like every other department the Call Center numbers are dwindling. It wasn't all that long ago that the Repair Center had 305 employees, now we are down to 100 and Pending Orders which makes up part of the EVRC is down to 23 techs. We have had a few techs transfer to CZT II positions and we wish them all the best in their new assignments.

The Spring Party is set for March 28th for the South Area, contact Jennifer Fillbach or Andria Mindham if you did not get information on this.

Good & Welfare.....Lois Chance a retiree from the Call Center passed away.

We made it through another Wisconsin Winter, have a great Spring.

Jane Snethen

Vice President//Call Center Area Rep

CWA MEMBERSHIP MEETING

WHEN: MAY 11TH 7PM.

WHERE: QUALITY INN RHINELANDER

PRESIDENT AND VICEPRESIDENT WILL BE THERE ALONG WITH AREA REPS SECRETARY AND TREASURER.

BRING YOUR QUESTIONS AND CONCERNS OR JUST SHOW UP AND SAY HI AND HEAR WHATS GOING ON.

