

# NEWSLETTER

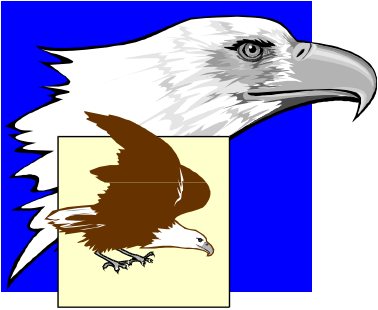
*Communication Workers of America*

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Sun Prairie, WI 53590

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5/19/09

The election results for 2009 national Convention is:

Ballots sent out - 574  
Ballots returned - 207  
Spoiled ballots - 3

Count:

Jane Snethen - 136 (2nd Delegate)  
Dave Tollison - 123 (3rd Delegate)  
Jeff Oliver - 91 (1st Alternate)  
Brian Keller - 85 (2nd Alternate)  
Mike Faber - 81 (3rd Alternate)

## WHAT A DIFFERENCE A DAY MAKES!

On May 11 & 12 Brian Keller (Eastern Area Union Rep) and I attended the Verizon West National Bargaining Council meeting in Dallas, Texas. For two days we, along with representatives from many other Verizon units, put together issues and strategies for the upcoming round of contract negotiations with Verizon. It was time well spent and very productive. Imagine then my surprise on Wednesday morning immediately after the end of the conference when I received a call that Verizon had positioned wire-line operations in 14 states for sale to Frontier Communications! *Again, what a difference a day makes.*

The union members who work for Verizon most likely found out in the same surprise, unannounced fashion. So much for concern for us by top management.

All was not lost with regards to the work and effort put in by the attendees at the conference, we will still use our strategies and plans.

So where does that leave us? It leaves us with a contract still in full effect and force until February 13, 2010. We will negotiate a new contract, with Verizon, in advance of that expiration date. We have tentatively scheduled Nov – Dec of this year to get that done. Certainly, as in all past negotiations, the Union Bargaining Committee will have a lot on their plate. We will now add to that plate, all those items we believe are necessary to protect ourselves from the fall out connected with a sale/merger. We've been treated by top management as a red headed step child for years and for all those years we've known full well that Ivan and his crew would dump us like sour milk if they had the opportunity. The so called sale, as it is known today, is very troublesome to say the least. The "new" (Spin Co) would be burdened with enormous debt, making day to day operations risky at best. We already have a Frontier Communications group in our Local; Rhinelander, WI. Their management has had the audacity to request the union to agree to each of the workers there taking 12 unpaid "furlough" days this year to help the company out of their financial crunch. But yet they have the billions necessary to purchase a part of Verizon land lines in 14 states? Sure they do. If it walks like a duck and quacks like a duck, there's a good chance it's a duck!

So what should we do at this time? All of us need to first and foremost remember that we are a union. We live and die as one. The injury to one is the concern of all and the welfare of all is the aim of each. Those who go about at work blaming the union for everything, take a break, give it a rest! For those who think top management will look out for us, maybe now you will pull your head out of the sand and support the cause. Verizon, for all they have done wrong to us, is still obligated to bargain a new contract with us this fall and that contract will be one that the new owners will have to be prepared to live with. After that one expires we will meet and bargain with whoever the owners are. That's the way we do it, always have and always will.

Verizon's scheme to spin us off to another company is far from a done deal. It has to meet with the approvals of many regulatory bodies, including the FCC, the DOL and the IRS. And remember the stench of Verizon's disastrous spin off of several east coast properties to Fairpoint is still foul in the nostrils of many agencies who have vowed to never let that happen again.

And if we eventually wind up as a Frontier company then so be it, we will make a success of them like we have every other owner we've had and in the process we will do what is necessary to protect ourselves and improve our working conditions and wage and benefit levels. Being "up for sale" is not a bad mark on us, it does not mean we did something wrong to bring this on, it simply means that Ivan and his ilk have had plans all along to abandon the rural areas and play in his big fancy FIOS and Wireless sand box. He just may wake up to find sand in his eyes!

Stay united, stay tuned in. We will forward any and all information as we get it.

Fraternally,

Mike Oliver

CWA Local 4671



## Grievance Report - CWA Local 4671

Status as of April 6, 2009

### Century Telephone

There are no outstanding Grievance's at this time.

### Frontier

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. Received answer will take to top step. (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. Settled Closed Issue resolved by management and Union. (Call Center)

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

Management in the VRRC terminated call center tech. Stating tech mistreated a customer. Appealed to top step. (Call Center)

*Compiled/submitted by Timothy D. Gile, Secretary CWA Loc.al 4671*

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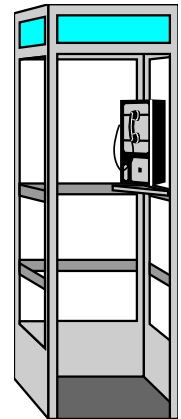
### More Verizon Business Technicians Join CWA

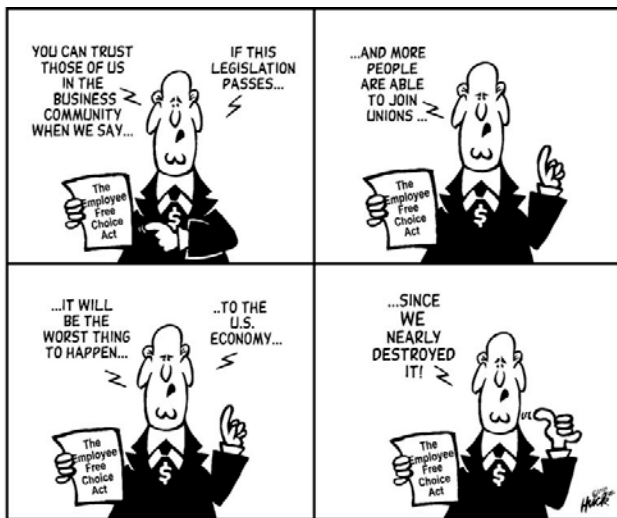
Verizon Business technicians want a CWA voice. That's the message they keep sending to management, despite the company's anti-union campaigns intended to stop workers from gaining union representation.

Last week, 13 technicians at Verizon Business's international group in New York City voted overwhelmingly for representation with CWA Local 1101, by a 10-3 margin. Workers withstood management's campaign, which included scare letters, captive audience meetings (five held within 3 weeks), and even a last minute meeting with the company's executive vice president.

The Verizon Business techs were assisted by Local 1101 Chief Steward and Organizer Keith Hogarty, along with Local Secretary Jim Trainor and District 1 Organizing Coordinator Tim Dubnau.

More than 600 Verizon Business technicians were able to join CWA last January as part of the 2008 contract settlement.





## CWA, IBEW Cite Serious Concerns about Verizon Sale

CWA and IBEW are raising serious concerns about the sale of Verizon landlines in 14 states to Frontier Communications and are taking those issues to top management at both companies.

The deal would move 4.8 million lines serving residential and business customers in 14 states to Frontier and includes all Verizon lines in Arizona, Idaho, Illinois, Indiana, Michigan, Nevada, North Carolina, Oregon, South Carolina, Washington, West Virginia and Wisconsin, and some lines in California.

The deal calls for Frontier to take on \$3.3 billion in debt; Verizon gets that amount in debt relief. That leaves Frontier saddled with debt that will lessen the potential amount available for investment in high speed broadband build out.

Similar tax-free transactions by Verizon, especially those involving the Reverse Morris Trust tax provisions, haven't worked out so well, especially for consumers in New England now served by FairPoint Communications, CWA has pointed out.

CWA and IBEW will work together to support the interests of consumers, workers and retirees and will continue to review the deal. CWA represents about 3,900 workers affected by the sale and the IBEW represents about 4,200.

## Frontier Stockholders Voice Strong Support for 'Say on Pay'

Stamford, Conn. – At the 2009 annual stockholder meeting of Frontier Communications today, stockholders voiced strong support for a proposed "Say on Pay" measure on executive compensation sponsored by a member of the Communications Workers of America. The proposal received 48.6 percent of the vote, according to preliminary results, while the "no" vote (recommended by the Board of Directors) was 49.3 percent and abstentions totaled 2.1 percent. Frontier management failed to get a majority for its position.

CWA pointed out that "Say on Pay" resolutions call for a nonbinding advisory vote that enables shareholders to express their approval or disapproval of how a company pays its top executives. Executive pay has become a controversial issue especially during the current economic crisis, with the government's allocation of taxpayer money to bail out struggling financial institutions intensifying public scrutiny of executive bonuses and compensation packages at all U.S. corporations, the union said.

This is the second year that "say on pay" has been on the ballot at Frontier. In 2008, the proposals received 44.5 percent of the vote while 51.2 percent voted against, and 4.3 percent abstained.

Frontier Chief Executive Officer and Board Chairman Maggie Wilderotter saw her total compensation increase by 74 percent in 2008. That was in addition to a 33 percent increase in 2007. Meanwhile, total shareholder return fell by 24 percent in 2008 after having dropped by 5 percent in 2007.

CWA Vice President Jimmy Gurganus said "the increase from last year shows that stockholders are becoming even more frustrated with the compensation practices of Frontier's Board. There truly is a disconnect between executive compensation and shareholder value at Frontier. This is not pay for performance. This Board simply does not get it."

While the measure did not receive a majority, and the company is not required to adopt the shareholder proposal, Gurganus called on the Board to give serious consideration to adopting the measure. "The failure to obtain a majority suggests serious doubt as to whether the Board reflects the interests of Frontier stockholders," he said.

