



COMMUNICATION WORKERS OF AMERICA • AFL-CIO

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BRONX FIELD OFFICE, 1703 CASTLE HILL AVENUE, BRONX, NY 10462

Bargaining Notes February 6, 2012

Verizon has barely moved since bargaining began. All of the following demands from the company's June, 2011 proposals are still on the table, with the exception of the strike-though items. Verizon wants to:

Wages - both annual and progression increases will be tied to your yearly evaluation. If you receive a "Does Not Meet Position Requirements" you will not receive an increase.

Eliminate Night and Saturday Differential

Eliminate Sunday premium pay.

Eliminate Double Time for hours worked past 49 in a week

Eliminate all Overtime Caps.

Eliminate city allowances.

Create new job titles for the consumer and business call centers that would work on a commission based wage schedule.

Pensions:

Eliminate pension accruals. For anyone currently on the payroll your pension will be frozen as of December 31, 2011 and after that, there will be no more pension plan.

Eliminate the Pension Cash-Out option.

Modify the 401(k) Plan and the CPS.

Eliminate the Sickness Death Benefit.

Benefits:

Eliminate the current health care, prescription, dental, and vision plans and offer plans with high deductibles and contributions.

Eliminate accident disability benefits.

Cut in half the sickness disability benefits.

Reduce sick time pay to 5 days per year for those members with 20 or more years, 4 days for those with 15 - 20 years, 3 days for those with 7- 15 years, 2 days for those with 2 - 7 years and 0 days for those with less than 2 years.

~~Reduce paid holidays to seven~~

Job Security:

Eliminate the Job Security Provisions for all employees.

Eliminate the Movement of Work Protection

Eliminate the 35 mile transfer provision

Eliminate provisions in Force Adjustment Plan

Eliminate New Contracting Initiatives agreement - which would allow them to increase the level of contracting

Other:

Eliminate the Next Step Program

~~Eliminate the half day on Christmas Eve~~

Reduce the notice to the Union on Major technological changes from 6 months to 30 days

Eliminate the Dependent Care Reimbursement Fund

These demands would destroy the job security and benefits we have fought long and hard for. We have to mobilize every day until we get a good contract.



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Verizon Mobilization Alert

We have got to mobilize to win. Every Verizon member throughout the footprint is being called on to dedicate 4 hours a week to mobilization. In 1101 we're asking every member to do the following:

- ◆ **Practice picketing at your work location every Thursday (Members at VZ Headquarters at 140 West St are doing it twice a week - every Tuesday and Thursday at lunchtime)**
- ◆ **Leafletting at Verizon Wireless and Apple stores for 2 hours a week. We have some of the most high profile stores in the country. Every chief steward has an assigned store(s). Talk to your chief, sign up your members, make sure we are out there, visible and loud.**
- ◆ **Rallies and protests. Two actions this week:**

Thursday, Feb 9 at 5:30pm

District 1 protest at Verizon Hugh Price's home in Westchester (21 Trenor Dr, New Rochelle)

Price and the rest of the Board helped VZ execs make \$283 million over the last 4 years, but they want to slash our benefits and eliminate our pensions.

Friday, Feb 10 at 4:30pm

1101 Rally to Support Our Fired Brothers & Sisters

2885 Jerome Ave in the Bronx

Two 1101 members (one from Jerome Ave) are still on the street, along with 38 other members who were fired after the strike.

Tell Verizon: No member left behind.

General membership meeting: Wed, Feb 22 at 5:30pm at FIT High School, 225 West 24 St

**Make sure your members are signed up for 1101 email alerts.
To sign up go to www.cwa1101.org.**

Join us to send a message to
**VERIZON BOARD MEMBER
HUGH PRICE
on CORPORATE GREED**

Thursday, Feb. 9
5:30 pm

Home of Verizon Board
Member Hugh Price

21 Trenor Dr.
New Rochelle, NY 10804

THE 1% STICK TOGETHER. As a member of Verizon's Board of Directors, Hugh Price helped the 5 top executives at Verizon walk away with \$283 million dollars over the last 4 years.

For his role as a Verizon director—a part-time job—Price received \$233,000. (Guess who decides how much to pay the Board of Directors? The Board of Directors!)

Price has another part-time job as a director on MetLife's board, from which he has drawn pay over \$265,000. All that's on top of his undisclosed pay from his two other part-time jobs at Princeton and the Brookings Institution.

It's no wonder the 1% stick together! While Hugh Price and Verizon executives are collecting big bucks, the company is demanding big give-backs at the bargaining table that would destroy middle-class jobs.

Join us on Thursday to send a message: Stop Verizon corporate greed and protect middle-class jobs.

Let's tell HUGH PRICE:
**We need good, middle-class jobs,
not corporate greed.**



To all CWA members at AT&T:

STAND WITH US!

Bargaining for CWA District 6 members at AT&T Mobility begins January 31. We know we're in for a fight.

AT&T made \$11.7 billion in profits over the last year. (3Q 2010 to 3Q 2011) In 2010, AT&T paid its top 5 executives a total of \$65.7 million!

We're not asking for those kind of riches. It's CWA members who make this company so successful, and we want a good standard of living, fair working conditions, and employment security.

Please stand with us as we fight for a fair contract for Mobility workers in Texas, Missouri, Oklahoma, Kansas, and Arkansas!

To find out what's happening with bargaining in District 6 and for information about solidarity actions go to district6.cwa-union.org/mobilitycall.



text UPDATE to 69866 ■ district6.cwa-union.org/mobility ■ [facebook/CWAD6](https://www.facebook.com/CWAD6)

United We Bargain, Divided We Beg

Communications Workers of America, District 6 ■ district6.cwa-union.org

