

THE ELEVENEIGHTEEN EDGE

Volume 10, Issue 1 - September 2016



Verizon Contract A Victor for Labor By Theresa Devine

Although the winds were high, that didn't stop the Greedy Pig and the Rat as they made their 1st appearance of 2016 on Wednesday, February 3rd at the East Greenbush Verizon Wireless. Approximately 60 members and their children gathered to hear the latest message from our Executive Vice President, John Van Denburgh who spoke on behalf of President Carey who was called back to Rye for bargaining. Members marched down around the Verizon Wireless store chanting "what do we want, contract, when do we want it now! greatly increasing morale and reminding the public that we are working without a contract.

Informational picketing, rallies, email campaigns and membership meetings built up momentum at a rapid pace in the 44 days between the appearance above and day one

of the strike, April 13, 2016 @ 6am where both the Greedy Pig and the Rat were again on hand at a large rally outside 158 State Street, Albany where ALL members gathered to kick off the strike in the capitol. Throughout day one, we heard from President Gil Carey, Executive Vice President John Van Denburgh as well as labor leader, politicians, religious leaders and more. The outpouring of public and private support was phenomenal and bolstered all who took part.

From the State Street rally, several members of the Executive Board headed to Plattsburgh to meet with our members there and review our "strike strategy". Our Plattsburgh/Saranac brothers and sisters were excited for the upcoming Trump in Sanders rallies where they would be spreading the "union / labor" message to those in their community.

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Path of the Strike *By Theresa Devine*

On May 5, 2016, approximately 3 weeks into the strike, executive board members headed to Glens Falls for another Membership meeting. The board felt it was important to keep up our regularly scheduled meetings and keep the membership as informed as possible.

EVP Van Denburgh took up the lead as President Carey had been called back to Rye to resume bargaining, encouraging members speaking about

the positive public support we have garnered this strike. The National Platform with the Bernie Sanders campaign worked to our advantage by bolstering our lines in every area, in every region - even social media was blowing up in support of union workers.

At this time, the company was still adamant about freezing our pension at 30 years which we couldn't allow to happen. People must be compensated for their time worked.

Additionally the union needed to strengthen job security language and enforce the 35 mile rule; the company had to be stopped from hop scotching employees from one location to another. Verizon was making approximately \$1.8 billion a month in profits and has paid less income tax then we have thus there was absolutely NO REASON for them to attack the union workers who built the company - NO REASON BUT CORPORATE GREED.



CWA District 1 NY/NE - May 29, 2016

39,000 CWA and IBEW members struck Verizon on April 13th because after 10 months at the bargaining table management had totally refused to address the most important issues for our members. These issues included, most importantly, job security, limiting contracting out of both plant and customer service work, closing of call centers, preserving the Force Adjustment plan, protecting pensions and retiree health care, limiting the company's ability to transfer us away from our families, abusive supervisory practices, and finally, winning a first contract for retail workers at Verizon Wireless. The company believed they could win our cooperation on limiting health

care costs—AND shove the rest of their demands down our throats at the same time.

The unity and determination of our members for 6 1/2 weeks on the street—in the great tradition of 1971 and 1989—proved that management was wrong. Our members stood up and fought back, and turned back virtually every concession that remained on the table when we went on strike on April 13th. Most important, we preserved our job security language, kept call centers open, increased the amount of call center work performed by union members across the footprint,

reversed plant contracting initiatives, protected our pensions, gained 1500 new union jobs, AND won a fair first contract for the Verizon Wireless workers.

You should be proud of what you and your fellow members accomplished for yourselves, and for the entire labor movement, over the last seven weeks. You proved that when working people stand together and fight back, they can win.

For a complete copy of the agreement go to our website: www.cwa1118.com click bargaining updates / Verizon.

May 20, 2016 - March from CWA 1118 to VZW on Central Ave



CWA 1118 members, friends and families gathered for a picnic and rally at CWA 1118, 4 Wembley Court before marching over to Verizon Wireless on Central Ave.

EVP John Van Denburgh rallied the troops with an inspiration speech and thanks to all who participated in the strike efforts to date and the great impact we are making on the labor movement.



Kids of CWA 1118





Clifton Park Verizon Wireless



Latham Verizon Wireless



East Greenbush Verizon Wireless



Central Avenue Verizon Wireless



94 4th Street



Saratoga / Plattsburgh and more . . .



Queensbury / Ticonderoga and more . . .



158 State Street and more



To Our Members:

To all CWA Local 1118 Members,
I would like to take this time to let everyone know how proud I am of being a representative of this local.

The strike was a huge victory not only for us but for the Labor Community as well. I lost count of the number of times different labor leaders throughout the Capital Region would congratulate us and thank us for taking the lead on fighting corporate greed.

Other local unions and businesses took notice how we never lost faith and never gave up. The Saturday mass rallies grew more and more each week. We showed the same passion for this fight from day one of the strike until the end.

When Verizon took our health care away they anticipated that a lot of our members would cross the picket lines but that never happened. We were not going to let Verizon beat us.

I would also like to thank our entire Executive Board for all your hard

work, long hours and your dedication to our members. The team work was awesome!

Lastly I would like to thank our Community Service Committee and our Defense Fund Committee. It was an honor and a pleasure to work side by side with each of you. Your dedication to all of our members is commendable.

In Unity,
Michael
Treasurer CWA Local 1118

To Our Supporters:

Whether you walked the line with us, donated to us spiritually, financially, provided food / water to us - for the countless ways you helped keep us strong during our strike we salute you and appreciate everything you have done.

Thank you to everyone, most especially our members, their friends, families and communities for stepping up and supporting us to achieve this great contract. WE couldn't have done it without each and every one of you.



*In celebration of our
victory against Verizon!*

Strike 2016 CWA Local 1118

*Patrick
DeSorbo
Photography*

Definition of a Strike Breaker by Jack London

After God had finished the rattlesnake, the toad and the vampire, he had some awful substance left with which he made a Strikebreaker. A Strikebreaker is a two-legged animal with a cork-screwed soul, a water-logged brain, and a combination backbone made of jelly and glue. Where others have hearts, he carries a tumor of rotten principles.

When a Strikebreaker comes down the street men turn their backs and angels weep in Heaven, and the devil shuts the gates of Hell to keep him out. No man has the right to be a Strikebreaker, so long as there is a pool of water deep enough to drown his body in, or a rope long enough to hang his carcass with. Judas Iscariot was a gentleman compared with a Strikebreaker. For betraying his master, he had the character to hang himself –a Strikebreaker hasn't.

Esau sold his birthright for a mess of pottage. Judas Iscariot sold his Savior for thirty pieces of silver. Benedict Arnold sold his country for a promise of a commission in the British Army. The modern Strikebreaker sells his birthright, his country, his wife, his children, and his fellow men for an unfilled promise from his employer, trust or corporation.

Esau was a traitor to himself. Judas Iscariot was a traitor to God. Benedict Arnold was a traitor to his country. A Strikebreaker is a traitor to himself, a traitor to his God, a traitor to his country, a traitor to his family and a traitor to his class.

There is nothing lower than a Strikebreaker.



AT&T Mobility

CWA Members Approve New AT&T Mobility Contract

AT&T Mobility workers across the country voted to ratify a new contract covering health care and other benefits for 42,000 workers.

CWA District 1 Vice President Dennis Trainor said, "Our main goal was to put health care benefits bargaining back in the regional bargaining agreement process and to make health care affordable for all Mobility workers. This new contract reduces

healthcare costs and will improve the standard of living for our members."

There are four separately negotiated Mobility contracts that now cover compensation and working conditions. An earlier agreement was voted down by the members last month, and continued negotiations resulted in the proposal that went to the membership for a ratification vote.

Among the highlights of the new agreement:

- Reduced premium costs for 20,000 employees hired after 2014.

- Employees with dependent children and no covered spouse will pay lower rates under a new 4-tier contribution structure.
- Employees in Puerto Rico will be able to take advantage of popular HMO plans with much lower contribution rates.
- A new "Option 2" plan will be introduced with lower premium costs.

Work and Family Committee News: *By Theresa Devine*

In 2011, The Work and Family Fund went from \$1.65 million annually to \$1.5 million and with this latest contract down to \$1.4 million annually. Although this is still a significant amount of money, it does not meet the growing need of our members or the managers involved in the fund so the committee is doing everything in its power to make sure all participants in the fund are able to collect as long as possible. To that end, the Dependent Care Fund has been dropped to \$50 weekly in hopes that we have enough money to keep the fund going until the contract expires.



Where does the money go?
Summer Camp - approximately \$400,000 annually

- Reimburses members up to \$600 per child for 2 children for summer camp expenses.
- Maximum benefit \$1,200 annually.

Dependent Care -

approximately \$1.7 million annually

- Reimburses members up to \$50 weekly for one dependent child or elder for day care and/or before/after school expenses. Maximum benefit \$2,600 annually.

Pendant Program -

"I've fallen and I can't get up."

approximately \$10,000 annually

- Reimburses members up to \$40 per pendant per month, this is paid quarterly. (each

member is entitled to 2 pendants)

- Maximum benefit \$960 annually.
- Pendant bill and proof of payment must be in Verizon employee name

Members / employees can use any provider they wish.



CWA has worked out a deal with Emergency Response USA

- \$25 for landline only
- \$35 for portable w/GPS

Get yours today:

- Call Wayne Wahrsager on 516-642-4187
- Identify yourself as a CWA member and provide the requested information.

How do I apply?

Application and Reimbursement forms can be found online @

www.regionalwffc.com - simply select the tab for the program you would like to participate in.

For assistance with the application and/or reimbursement process, please contact your Local Work and Family Committee Member, Theresa Devine on 518-782-9977.

Men as Allies - approximately \$9,000 annually

- Partnership with "Connect" - Program that travels around

locals training Verizon staff and management on domestic violence and work place bullying. Working to educate and teach members to be more aware of what is happening around them, not judge based on first impressions and look at the whole picture.



Connect

Founded in 1993, CONNECT is a leading, non-profit training, educational and advocacy organization dedicated to the prevention and elimination of interpersonal violence in New York City.

Vision: The realization of a society based on mutuality, respect and social justice where institutions are accountable, communities are peaceful, families are safe and individuals are empowered.

Mission: CONNECT is dedicated to preventing interpersonal violence and promoting gender justice. By building partnerships with individuals and communities, CONNECT strives to help change the beliefs, behaviors and institutions that perpetuate violence. Through legal empowerment, grassroots mobilization and transformative education, CONNECT seeks to create safe families and peaceful communities.

Straight Talk About Local Politics

By Patricia Cumo

People tell me that they don't like politics all the time. I get it. I don't like doing dishes. I could wash them or I could eat off of dirty dishes and suffer the consequences. If I was very lucky I would have someone wash them for me and trust that they will be clean enough and I won't get sick. I have been taking on politics for CWA and I have your best interest at heart. When I do the work I don't consider my personal feelings. I work with and support candidates who will work for you. They work tirelessly for working people. It's important for you to know that the people who are on the list have worked on your behalf in one way or another, from walking with you on the picket line to co-sponsoring bills for folks in the telco industry, which is specifically you. Please take the list very seriously. I will give you some names and some notes about the people specifically and their districts.

Assembly:

AD 108 John McDonald – committee member that voted to remove the perpetual tax abatement

for Madison Square Garden after CWA made the request of him. We were there for his verbal vote so we know he voted our way against stiff opposition. His vote was the swing vote. Madison Square Garden is owned by the same guy who owns Cablevision and we were having problems getting a first contract. He came through for us. Please vote for him on the Democratic line.

AD 109 Pat Fahy – always co-sponsors bills for us in the telco industry.

AD 110 Phil Steck – always co-sponsors bills for us. He will even fill out the paper work while we are in his office. He always gives us his time.

AD 111 Angelo Santabarbara - is very pro-union. We are developing a relationship with him and we're hoping that he will begin to co-sponsor bills for us.

AD 113 Carrie Woerner – has walked on our picket line so many times that I was thinking she might be

a member. She doesn't co-sponsor bills for us but with discussions I believe that will change.

Senate

SD 44 Neil Breslin – Neil has been a friend of CWA for many years. He always supports us and works hard on our behalf.

SD 43 Shaun Francis - is a union organizer who understands our issues deeply and has pledged to work very hard for our needs in the senate. He is running against Kathy Marchione who doesn't co-sponsor anything for us.

SD 46 Sara Niccoli - is a down to earth deep activist who will work very hard for working people and that means us. She was with us on April 13, 6:00 am at 158 State St and she walked with us many many times while we were on strike. Our fight is her fight. She will go to bat for us on every level. Sara is running against George Amedore who hasn't co-sponsored anything for us either.



Thank you to NYS Assembly Woman Patricia Fahy, 109th District, who stopped by our picket line at 158 State Street to give us her support.



Thank you to Assembly Woman Carrie Woerner, Assembly District 113, who stopped by our picket line at 158 State Street to show her support.

Straight Talk About Local Politics cont.

Congressional Districts

Two candidates are running for the first time and need all the help we can give them. They are in an uphill battle as is always the case when you are running against an incumbent.

CD 19 Zephyr Teachout - is a very strong supporter of labor unions as is deep fighter

CD 21 Mike Derrick - is a very strong supporter of labor unions.

CD 20 Paul Tonko - is the incumbent and is a close friend of CWA and has been for many years.

The candidates that are listed will work as hard for you as you do for our customers. They are all committed people who deeply care about the

lives of working families. Please don't let wedge issues deter you from making sure that you have a secure future and that your children do as well.

Anywhere possible, please vote for candidates on the Working Families Party line.

CWA 1118 Member view

By Pat Gillespie

Sisters and brothers,

I decided to volunteer for political outreach in our local after the strike ended in June. During the weeks we spent picketing I realized a few things. One of them is that I need friends; friends of all kinds. Our bonds as CWA members made the long hot days easier. Didn't it feel great when union men and women from different trades and professions showed up to picket with us? I've never shaken hands with so many politicians, they supported us and came to ask for our consideration.

Two of those politicians would now appreciate our support.

Sara Niccoli, is running for State Senate in the 46th district. She has walked picket lines with us many

times during our strike. She realizes the need for broadband throughout our state and will work to make that a reality. We need friends who respect unionized labor and are committed to expanding broadband with our help. That work can assure our futures with the company. I don't recall shaking her opponents hand or hearing a word of support from his organization. Please check out Saras' website. saraniccoli.com

Mike Derrick is running for State Senate in the 21st district. He is another candidate who came down and supported us throughout the strike. I have heard Mr Derrick speak on two occasions and believe that he and I share many of the same interests. He also supports broadband access for all of his constituents and respects unionized

labor. He will be an ally as we go forward looking to secure our work and our financial futures. Please go to his website - derrickforcongress.com

When meeting these candidates I was impressed by the genuine decency they both possess. Their ideals and responses to questions are reasonable. These two candidates seemed like people I could call friends.

Finally, if the candidate you vote for has a spot on the Working Families Party line please vote for them on that ballot line. Also, please consider changing your affiliation to Working Families. It can provide our union with more political influence. Thanks. In Solidarity, Pat Gillespie

IUE-CWA

On June 3, 2016, CWA members joined our union brothers and sisters of Momentum in Waterford for informational picketing at their work location. These men and women were there for us during our strike and we wanted to be there for them as they prepare to fight for their own contract. Our only hope is that they will be treated fairly and not have to "hit the streets" as we did.



District One Conference Notes: *By Theresa Devine*

Don Guardian, Mayor of Atlantic City, welcomed delegates, alternates and guest to his city, proudly informing all that **“Atlantic City was built on the backs of union labor and is run by union hands today”**. Built 162 years ago for people to come and have a good time and play, we are glad you are here.

Governor Chris Christie wants to take away civil rights to elect officials and eliminate rights to collective bargaining. That is unacceptable. We are thrilled that casino owners make billions of dollars they must pay people a reasonable wage and pay for health benefits to keep our city strong.

The community and the government are going to continue fighting. We appreciate NAACP, ACLU, League of Municipalities, Police Department, Fire Department and remind all that we need to be working together. We can't let them support the trades over other unions - as long as we stick together we will win.

Frank LoBiondo, Congressman, 2nd Congressional District advised the delegates he would be proud to

partner with union on a number of issues in Washington and prouder still to chair the Republican Labor Caucus who believe in working men and women, believe there must be a middle class and believe contracts must be honored.

As a Republican, before going to congress I helped run our family trucking business and negotiated contracts with the Teamsters. Our business was a full union operation and as operations manager I was responsible for grievances and am proud to say we never had a single grievance leave the barn as both Teamsters and I understood we had to work together.

Taking my real world experience and making it work in Washington I am proud to say I voted against every trade agreement as all they have gotten us is more jobs moved out of America. General Motors built a new manufacturing plant *in Mexico*. America can't stand to lose anymore domestic jobs; we have lost too many already that is why I will continue to fight TPP and call on my colleagues to join me in this effort and show them why TPP won't work, why it is union busting and why it is WRONG for America.

Not only are American union jobs on the line, but our safety too if Norwegian Air allows union American crews; vetted crews; to be replaced by foreigners and who knows how they have been vetted; NO, NOT TODAY, NOT EVER!

When something decent and good happens in the district it doesn't happen because of one person, it happens because of a partnership. Recently I partnered with Senator Booker and got \$30,000,000 in Labor Relief Funds: when Atlantic City was going to lose fire fighters we worked together and as recently as last Saturday, Senator Booker and I stood together with striking workers at Taj MaHal. Ironically dealing with the same owner as the Tropicana who were fair to those workers, they are taking a stand won't be fair to Taj workers who are fighting for a fair wage and affordable health care. Sadly the picket line will be dropping soon for a few hours so that strikers can attend the funeral of a 17 year employee of the Taj who passed because he couldn't afford the health care treatment for his condition. We can't let this continue to happen. If you are going to be fair to one, be fair to all. We can't lose another life because of corporate greed.



District One conference attendees joined Striking Trump Taj Mahal workers on the picket line.

District One Conference Notes cont.

Brooks Sunkett, Public Workers Vice President spoke of the amazing, outstanding victory against Verizon declaring, “today the public sector too is being attacked all over the country and it is time to fight, time to make the ground shake, the sky thunder, the walls tremble. Together we can not be defeated.”

Justice delayed is Justice denied! The Union brought American workers pension plans, social security, paid holidays, equal pay for equal work, health care and more. If you believe in workers rights and civil rights stand up and together we will fight - together we will win.

Tom Runnion, District 9 Vice President - AT&T is bargaining just like Verizon bargaining, AT&T wants to shift more and more of the cost of health care to the workers who are already paying through the nose. We continue fighting to hold back the cost shifting.

Dennis Trainor, District One Vice President - discussed the State of the Nation and how it never occurred to him to teach his children to put their hands out the car window when pulled over - unfortunately that is the state of our Nation today. The vast majority of police go out on the street to do the right thing but we must acknowledge that racism remains a powerful force in todays society. I believe that unless we all fight against racism the full power of the union movement will never be realized.

This current Presidential Campaign feeds on economic anxiety; fueled by

racism, hate and bigotry rather than Wall Street who destroyed the economics of this country. Together I am confident we will turn the tide of hatred and bigotry this fall.

The incredible victory in the Verizon Strike, where members took a stand against the 15th largest corporation in America was just the beginning. Verizon thought we lacked the resolve and unity to hold out - they were wrong, dead wrong. We didn't want to go on strike but when the bell rang local leaders and members knew what they had to do. Together we WON the 1st contract for 75 VZW workers in Brooklyn and Massachusetts. I have never been prouder to be CWA member then I was on 5/27/16 when we settled that contract. Thank you all for your magnificent solidarity, you set an example for working people across this country that we can all be proud of.

Donald Trump is dangerous for America, supporting right to work laws, busting a union drive in Las Vegas; talks about TPP being bad for America but has his ties made in China; talks about deporting illegal immigrants yet had Trump towers built on land cleared by undocumented workers paid under minimum wage.

Assemblyman Tom Wisniewski - Together we share a commitment to civil rights; the promise of America is that we all share the same rights and believe in standard voting rights. Every single day there are people that do not have the opportunity to vote and it is our duty to make sure they do.

With Senator Bernie Sanders we proved that every day people of principals and ideas who agree with a progressive principle can run for office without having to be personally wealthy.

Men and women ought to have access to quality health care as a fundamental right. Changes are required to make quality health care the law of the land and will require the effort and the enthusiasm of all to make sure the opinions of the average man and woman are valued. Additionally, making sure our children are well educated should matter to everyone as well - they are our future and we need to give them every advantage possible.

We all need to recognize that election battles will not end in November of 2016. We have seen how apathy and disconnect can impact an entire state and the consequences of elections with bad outcomes. It is important that we don't just accept what comes our way; we can fight to support candidates that support our progressive value. We must ALL continue to support the goals of progressive agenda items not yet fulfilled - we can only do it together.



“Unless we all fight against racism the full power of the union movement will never be realized.”
- Dennis Trainor, District One Vice President

District One Conference Notes cont.

Bob Master - Political Panel discussion

What was the significance of the Bernie Sanders campaign?

- Bernie essentially demolished the trickle down frame; the whole idea that jobs will come from tax cuts and job creators. He stated the wealthy don't pay their fair share and always want more and expressed class consciousness.
- Essentially the divide between Hillary and Bernie was generational. Bernie was the millennial candidate focusing on tuition and housing being outrageously expensive.
- Both the Democratic and Republican parties got too close to Wall Street - it is past time for the Democratic party to go back to its roots and back to protecting working families.
- Bernie had no problem calling the CEO of FairPoint during the strike and it wasn't a good conversation for the CEO but it was good for the union

Not about electing people - we are about building a movement

We are dying as a labor movement unless we fundamentally change politics. The only real solution is public financing of elections

A victory for Trump in November will be a step back for labor and will end the fight for progressive candidates - we must build a movement that will keep people out in the streets around working class people.

How do we collectively go on offense?

- define a few big issues:
 - tax wall street
 - provide free public education
 - raise minimum wage
 - immigration rights

The Supreme court has systematically built a right wing court since Nixon and this right wing consolidation in the country needs to STOP. Our next President of the US may appoint as many as 3 Supreme Court Justices.

- Women's Rights
- Civil Rights
- Workers Rights
- Raise taxes on wealthy - make Wall Street pay fair share and use the money to rebuild the infrastructure of county, city, etc

We can change how Hillary Clinton governs; she is running against her husbands legacy - not in a vacuum but because of us; she has to respond to progressive pressure

Bernie Sanders is NOT on the Ballot but there will be other 3rd party candidates. If Donald Trump is to be defeated the only way to defeat him is

to "Vote for Hillary Clinton - not voting at all will assure Trump wins".

Chris Shelton - President Communications Workers of America

The contrast between Hillary Clinton and Donald Trump couldn't be wider.

Hillary supports:

- the call to get big money out of politics;
- help students end educational debt;
- closing tax loophole benefitting 1%

Trump:

- right to work;
 - he believes workers who want good jobs should take them for less money
 - he fired union supporters at his LasVegas hotel
- preys on anxiety of working class
- attacks Mexicans and Muslims
- disrespects women
- thinks he is above the law
- doesn't understand the constitution
- he is an international embarrassment

Workers supporting Donald Trump is like chickens supporting Colonel Sanders. Defeating Donald will be our priority and we will mobilize our members. Never forget that defeating Donald isn't nearly enough; if Hillary is elected we must keep building our movement and hold her and congress accountable. No more excuses!



Bullying in the Workplace

We are not going to change the bullies; we are going to change how we react to them. It is up to us to control our behavior and not feed into the bullying around us.

Workplace bullying is a pattern of behavior that:

- harms and/or intimidates
 - When someone is intimidating you, step back, lower your voice and speak calmly
- undermines
 - People taking credit for your work but not giving you credit
 - finding out about a meeting you should have been involved in after it happens
- offends
 - race, color, religion, etc
 - working next to someone who crossed our picket line; rebuilding trust; reassessing the union's goals
- degrades or humiliates

It is a serious health and safety issue.

Yes, it is a workplace issue, however, it is often difficult to decipher which actions qualify as bullying. Bullying behaviors must be repeated, one occurrence does not constitute as bullying.

Member to member issues are difficult. and we have to learn to respect each other.

Bullying Affects on the Bullied

- Physical
 - inability to sleep
 - loss of appetite
 - stomach pain
 - headaches
- Emotional
 - Anger

- Increased sensitivity
- Frustration
- Helplessness
- Mental
 - Panic / Anxiety
 - Loss of confidence
 - people don't smile anymore
 - Low morale and productivity

When the work day is over let it be over; shut it down; free your mind of work issues and focus on your friends, family, etc.; it won't happen overnight, it will take training but in the end it will be well worth it.

Bullies are Bad for Business:

How the workplace suffers:

- high turnover, which is expensive for any workplace as they invest in hiring and training new employees only to lose them shortly thereafter
- Low productivity since employees are not motivated to do their best and are more often out on sick time due to stress-related illnesses
- Victim becomes less likely to generate or share new ideas due to the hostile work environment
- Difficulty hiring quality employees as word spreads that the company has a hostile work environment

Keep in mind:

"One's dignity may be assaulted, vandalized and cruelly mocked, but it can never be taken away unless it is surrendered."
— Michael J. Fox

"I would rather be a little nobody, than to be a evil somebody."
— Abraham Lincoln



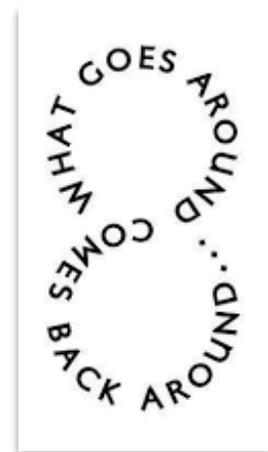
"Knowing what's right doesn't mean much unless you do what's right."
— Theodore Roosevelt

"People who repeatedly attack your confidence and self-esteem are quite aware of your potential, even if you are not."
— Wayne Gerard Trotman

"With ignorance comes fear- from fear comes bigotry. Education is the key to acceptance."
— Kathleen Patel

"Often the right path is the one that may be hardest for you to follow. But the hard path is also the one that will make you grow as a human being."
— Karen Mueller Coombs

"I realized that bullying never has to do with you. It's the bully who's insecure."
— Shay Mitchell



Communications


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Workers of America

AFL-CIO

2016 Annual Jack Clark Memorial Scholarship

Two \$750 Scholarships to be awarded to Daughters or Sons of CWA Local 1118 Members

To Apply Simply Fill Out This Form and Return It By Mail To:

CWA Local 1118
4 Wembley Court
Albany, New York 12205

Or Fax it to the Union Office At 518-862-0561

Applications Must Be Received By Monday, October 24, 2016

Drawing @ the Glens Falls Membership Meeting October 27, 2016

THE APPLICATIONS WILL BE REVIEWED BY THE CWA LOCAL 1118 EXECUTIVE BOARD AND DRAWN AT THE October 27th MEMBERSHIP MEETING. THE TWO WINNING APPLICANTS WILL BE CONTACTED BY A MEMBER OF THE BOARD.

YOU MUST BE ALREADY ATTENDING COLLEGE TO APPLY

I WOULD LIKE TO APPLY FOR THE "LOCAL 1118 JACK CLARK MEMORIAL SCHOLARSHIP"

Name: _____ age _____

Street: _____

City: _____

State: _____ zip _____

I AM CURRENTLY A FULL TIME STUDENT AT THE FOLLOWING COLLEGE FROM AUGUST 2016 THROUGH MAY 2017

NAME OF COLLEGE: _____

MY PARENT/GUARDIAN _____ IS A MEMBER OF LOCAL 1118

TELEPHONE #: HOME: _____ CELL: _____

American Red Cross News!

By Theresa Devine

National Grievance Committee

In accordance with the National Addendum the National Grievance Committee met in Washington DC in April and July to review grievances from across the county - each local presents their own grievance and provide witness and facts but CAN NOT take part in deliberation and decision.

Breaks grievances - the ARC has made a commitment to retrain supervisors and charge staff on the importance of breaks and lunch and how to schedule them within a drive that may be very busy. Both the union and the company are hopeful that the "eat before" will resolve a lot of these issues. Please be sure you take your breaks as directed by your supervisor or charge.

Uniform grievances - the ARC has agreed to reimburse members who can provide a receipt for scrubs purchased between October 2nd and April 28th when the agreement was reached.

Staffing issue

Many members have expressed frustration over what they consider the "lack of staffing" at our drives. According to the "matrix" each collections tech should be doing 2.4 donors per hour; and the drive goal was to be the average of the past three drives at that site - the local and your chiefs and stewards have been watching and in most cases that is happening.

Reminder that "call outs" negatively effect your peers so PLEASE think twice before you call out as you wouldn't want someone else leaving your drive short.



Breaks - why is it so hard to get them?

Many members have made complaints that they are still not getting their lunch, breaks or additional "meal period" as required by NYS Law unless they are on a drive with a steward or chief. This is unacceptable! The union has been working with the ARC to resolve this issue and ARC has assured us that they too take this matter seriously.

If you are on a drive and have not gotten your break or lunch, **please ASK the person in charge when you will be given your break or lunch** - if you don't get a satisfactory answer, please contact your steward or chief as well as Renie immediately. If any staff member gives you a hard time when requesting your breaks or lunch, notify the union of that too.

Mandatory Drug Testing

Recently one of our MUA's was in motor vehicle accident and was picked up at the scene of the accident by supervisor Rob Morris and taken to facility for drug and alcohol testing

then suspended without pay until the test results came back.

Although ARC states this is their policy this has NEVER before been done in the Albany area and the union filed a grievance on behalf of all members and after meeting with operations manager, Renie Ball, agreed to withdraw the grievance without prejudice provided the ARC notifies ALL MEMBERS that this is the policy and that going forward anytime they are involved in a motor vehicle accident while driving an ARC vehicle, they will be drug/alcohol tested and suspended until the results come back.

The union believes that the suspension without pay of our members causes undue stress and harm to good, hard working union members. It is our hope that this issue will be addressed when bargaining begins before the National Addendum expires

Weingarten Rights

Meeting your manager for discipline? Tardy, Sick, Job Performance, etc. Remember you are entitled to union representation - remember what you say has the potential to hurt not only yourself but your peers as well.

Advise your manager of your Weingarten Rights: **"If this discussion with management or security could lead to my being disciplined or terminated, or affect my working conditions, I request that my union representative be present. Without the union being present I choose NOT to participate in this discussion."**

"Without unions, workers will lose many of the protections against abusive employers. Wages for all will be depressed, even as corporate profits soar. The American Dream will be destroyed for millions. And we will have a government of the corporations, by the already powerful, for the wealthy." ~ Kenneth Bernstein

Credit Union Phishing Scam Resurfaces:

Although this has yet to happen with CAPCOM, some SEFCU credit union members throughout our service areas have reported receiving calls or texts telling them there has been suspicious activity on their account. Members are instructed to call another number where they are asked to enter personal information, like account numbers, Personal Identification Numbers (PINs), and credit card numbers. The scammer is just trying to gain confidential account information – remember never give out confidential information!

Don't Hesitate to Report Fraud

Your Credit Union will never call you to ask for a PIN, card number, or any other personal or account related information. If you get an unsolicited call requesting sensitive information, report the call as fraud to the Federal Trade Commission at FTC.gov, or by calling 1-877-FTC-HELP.

Be Proactive

There are certain measures that you can take to prevent these types of scams from coming to your doorstep. Sign up for the National Do Not Call Registry to minimize the number of ways that your phone number can get into the wrong hands. Add your number to the list today by visiting ftc.gov/phonefraud.

Were You a Victim?

If you think that you may have been a victim of a phishing scheme, you should close your account and open a new one. If you believe your personal information – like your name, or date of birth – has been stolen, you can add a code word to your account and anyone trying to gain access to your account will need to provide this word. If your card number was stolen, we

can block your current card and reissue another one.

Make sure you don't become a victim of a phishing scam. Add your name to the National Do Not Call Registry today!

Social Security Internet Phishing Alert:

Warning: Phishing emails encouraging you to create a my Social Security account are circulating.

What is phishing? Phishing is the practice of using social engineering techniques over email to trick a recipient into revealing personal information, clicking on a malicious link, or opening a malicious attachment.

How can I detect a phishing scam pretending to be Social Security?

- Most emails from Social Security will come from a ".gov" email address. If an email address does not end in ".gov", use caution before clicking on pictures or links in the email.
- In a few instances, we use marketing firms to raise awareness of Social Security's online services, and this includes creating a my Social Security account. We allow these firms to send email directly to individuals. Any links you find within these emails should always point to a ".gov" web address.
- Links, logos, or pictures in the body of an official Social Security email will always direct you to an official Social Security website. Rather than rely on the way a link looks, please follow these steps to confirm authenticity:

- Links to the official Social Security website will always begin with <http://www.socialsecurity.gov> or <https://secure.ssa.gov/>
- To verify the web address of a link or picture, hover over it with your mouse until a text box appears with the web address. This is the actual address you will be directed to and it should always end in ".gov" A forward slash should always follow the ".gov" domain.
 - Example - <http://www.ssa.gov/myaccount/>
- Below are examples of fraudulent websites pretending to direct you to Social Security. Notice the location of the forward slash.
 - <https://www.socialsecurity.gov.gmx.de>
 - <http://www.socialsecurity.gov.bx.co.rx/setup>

What should I do if I've received a phishing scam pretending to be Social Security?

- If you are not certain that an E-mail you received came from Social Security or one of our marketing firms, DO NOT respond to the email or click on any links contained in the email message. Instead, navigate directly to the Social Security website, www.socialsecurity.gov/ and click on the my Social Security icon.
- Report the incident by forwarding the scam email to the U.S. Computer Emergency Readiness Team <https://www.us-cert.gov/report-phishing>

If you receive phishing E-mails, please forward them to the U.S. Computer Emergency ReadinessTeam at phishing-report@us-cert.gov.

Retiree Corner cont.

Phone Scams Continue to be a Serious Threat, Remain on IRS "Dirty Dozen" List of Tax Scams for the 2016 Filing Season:

Aggressive and threatening phone calls by criminals impersonating IRS agents remain a major threat to taxpayers, headlining the annual "Dirty Dozen" list of tax scams for the 2016 filing season, the Internal Revenue Service announced today.

The IRS has seen a surge of these phone scams as scam artists threaten police arrest, deportation, license revocation and other things. The IRS reminds taxpayers to guard against all sorts of con games that arise during any filing season.

"Taxpayers across the nation face a deluge of these aggressive phone scams. Don't be fooled by callers pretending to be from the IRS in an attempt to steal your money," said IRS Commissioner John Koskinen. "We continue to say if you are surprised to be hearing from us, then you're not hearing from us."

"There are many variations. The caller may threaten you with arrest or court action to trick you into making a payment," Koskinen added. "Some schemes may say you're entitled to a huge refund. These all add up to trouble. Some simple tips can help protect you."

The Dirty Dozen is compiled annually by the IRS and lists a variety of common scams taxpayers may encounter any time during the year. Many of these con games peak during filing season as people prepare their tax returns or hire someone to do so.

This January, the Treasury Inspector General for Tax Administration (TIGTA) announced they have

received reports of roughly 896,000 contacts since October 2013 and have become aware of over 5,000 victims who have collectively paid over \$26.5 million as a result of the scam.

"The IRS continues working to warn taxpayers about phone scams and other schemes," Koskinen said. "We especially want to thank the law-enforcement community, tax professionals, consumer advocates, the states, other government agencies and particularly the Treasury Inspector General for Tax Administration for helping us in this battle against these persistent phone scams."

Protect Yourself:

Scammers make unsolicited calls claiming to be IRS officials. They demand that the victim pay a bogus tax bill. They con the victim into sending cash, usually through a prepaid debit card or wire transfer. They may also leave "urgent" callback requests through phone "robo-calls," or via a phishing email.

Many phone scams use threats to intimidate and bully a victim into paying. They may even threaten to arrest, deport or revoke the license of their victim if they don't get the money.

Scammers often alter caller ID numbers to make it look like the IRS or another agency is calling. The callers use IRS titles and fake badge numbers to appear legitimate. They may use the victim's name, address and other personal information to make the call sound official.

Here are five things the scammers often do but the IRS will not do. Any one of these five things is a tell-tale sign of a scam.

The IRS will never:

- Call to demand immediate payment, nor will the agency call about taxes owed without first having mailed you a bill.
- Demand that you pay taxes without giving you the opportunity to question or appeal the amount they say you owe.
- Require you to use a specific payment method for your taxes, such as a prepaid debit card.
- Ask for credit or debit card numbers over the phone.
- Threaten to bring in local police or other law-enforcement groups to have you arrested for not paying.

If you get a phone call from someone claiming to be from the IRS and asking for money, here's what you should do:

If you don't owe taxes, or have no reason to think that you do:

- Do not give out any information. Hang up immediately.
- Contact TIGTA to report the call 800-366-4484.
- Report it to the Federal Trade Commission.

If you know you owe, or think you may owe tax:

- Call the IRS at 800-829-1040. IRS workers can help you.

CWA 1118 RMC Executive Board:

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Bette Ticen.....Vice-President

Patte Livingston.....Treasurer

Vickie Dichian.....Secretary

Retiree Corner cont.

4 Paws for Giovanni:

You may remember about two years ago we took up a collection to assist in the fund raising effort 4 Paws for Giovanni. Through generous donations by so many far and wide, Giovanni was able to get his very own service dog.

On May 30th this year, Giovanni and his family went to 4 Paws for Ability in Ohio to meet Roslin (Ros for short) and train with her until June 10th when they officially completed training and returned home as a family.



**Reminder - retiree meetings are held on the 1st Thursday of each month at the West Albany Fire Hall, Sand Creek Rd., Colonie at 1PM
Please bring a non-perishable food item for the Food Bank**

Bridgette West Update

Bridgette is the daughter of our AT&T Mobility Member Roger West. The family message on Facebook on September 1st was - Hello every...As you may know Bridgette is doing remarkably great! She is getting stronger and her hair a little longer with each day! Unfortunately the nature of cancer leaves us in the dark, we just don't know what the future holds. With all of our trips back and forth to Boston, for follow up appointments and scans, we just can't make ends meet. We are really starting to fall behind financially. I

would like to ask you all to please consider buying a Bridgette Strong bracelet to help us keep up the fight! For an easy link to purchase the "Bridgette Strong" bracelet, please log on Facebook and search for "Hope for Bridgette bee"

Donations are also still be accepted online @ <https://www.youcaring.com/bridgette-west-498500> no amount is too small, every donation helps.

Thank you and God Bless you all.



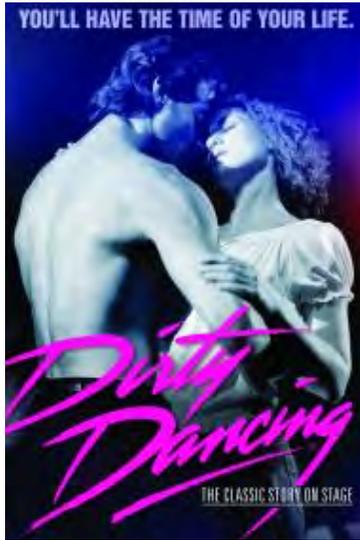
Bridgette and her sister Trinity

Social Committee Events



Discount Seats Available

For ticket information contact Theresa Devine on 518-782-9977 or by email TheresaDevine@me.com

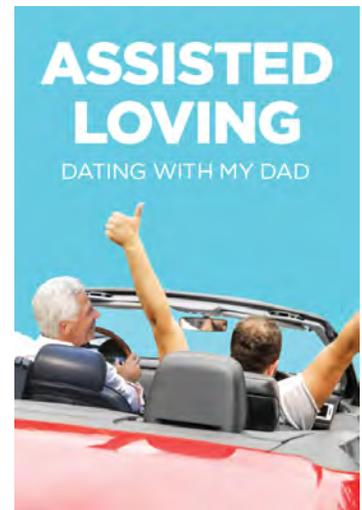


Friday, 11/11/16 8pm - \$64



Sunday, 1/15/17 2pm - \$64

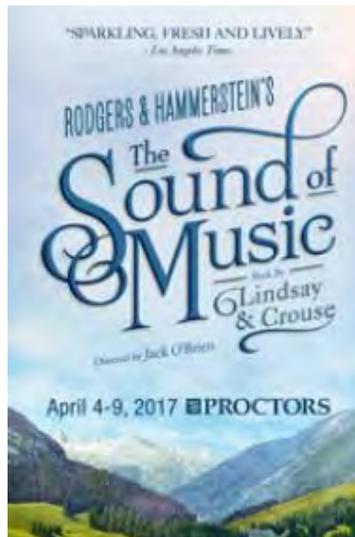
at the REP ★



Assisted Loving
at the Rep Albany
Sunday, 2/12/17 2pm - \$46



Saturday, 3/4/17 8pm - \$94



Sunday, 4/9/17 2pm - \$66

Deposit due: \$10 per ticket due within 2 weeks of order
Balance due 60 days before the show

Mail Deposit to: CWA 1118, 4 Wembley Court, Albany NY 12205
Checks Payable to CWA 1118 - Event Name in Memo Field



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CWA 1118 does not endorse any financial institution. CWA members are responsible for their own financial decisions.

In Times of Sorrow



The CWA Local 1118 Executive Board and Retiree Board would like to express our deepest sympathy to our members during this difficult time. We hope and pray that you will find peace in the memories you share of your loved ones.

- Addison, Sean - Member
- Albrecht, Ann - Father
- Carpenter, Dan - Father
- Clapper, Al - Wife
- Coon, John - Son
- Cowles, Cheryl - Mother
- Fortin, Kay - Brother
- Griffin, Tom - Father
- Hendron, Essie - Mother
- Hill, Deborah - Retiree
- Hines, Michele - Father
- Kucharek, Patricia - Father
- LaBelle, Rich - Father
- LaPorta, Doug - Father
- McNulty, Moira - Mother
- Newman, Howard - Father
- Owen, Margaret - Sister
- Petter, Donna - Retiree
- Piviroto, John - Daughter
- Posporelis, Harry - Mother
- Robinson, Renie - Father
- Schuttig, Pat - Father
- Sorel, Jen - Father
- Vojnar, Doris - Father
- Whipple, Brenda - Husband



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- Executive Vice President** - John Van Denburgh III
- Secretary** - Theresa M Devine
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 Tony Bottisti - Albany Area

- Business Agents:**
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 - Bill Kelly - Capital District Outside
 - Deb LaMountain - Capital District Inside
 - John Lebel - Cambridge / Glens Falls / Saratoga & Ticonderoga
 - Steve Sucharski - Plattsburgh / Saranac

CWA Local 1118

NEW PRICE LIST

Hats (red, blue, black) upon request	\$15.00
Hats (red) winter caps	10.00
T-shirts (red)	15.00
Long Sleeve Ts (a few)	17.00
Red Henleys (red) Short Sleeve – 3 button (a few)	19.00
Red Sweatshirts (crew neck) M, L, XL	22.00
XXL	24.00
XXXL	25.00
XXXXL	27.00
Red Sweatshirts (hooded pull-over w/pouch)	
M, L, XL	34.00
XXL	34.00
XXXL	37.00
XXXXL	39.00
Red Sweatshirts (hooded w/zipper)	
M, L, XL	36.00
XXL	38.00
XXXL	39.00
XXXXL	41.00

Special shirts, jackets, etc. are available by order. We have a catalog available in the office.

NOTE: Please contact your Chief Steward or the Union Hall to place an order. We try to keep the red T-shirts, sweatshirts and hats in stock here at the hall.

(Effective 2/1/16)