

## Local By-Laws

We have had a committee of our members reviewing the By-Laws for the Local. They have come up with suggestions to be reviewed by the Executive Board and brought before the membership for a vote. The new By-Laws will be presented to the general membership at the next series of meetings in March. The current By-Laws have not been updated for over 30 years and they need to be brought up-to-date. These

new By-Laws will be voted on at the upcoming meetings for approval to be submitted to the National Union.

The committee was also tasked with drafting a set of rules that are not covered in the By-Laws. These rules would regulate the overall operation of the Local and focus on keeping things consistent for the future of the Local. These rules include how and when mileage is paid by the Local, the proper use of Union time

for functions, spending limits of the officers, etc. These will also be covered at the next series of meetings.

We would like to thank the By-Laws committee, Katherine Davis, Rob Barry, Keith Cyphers, Sabian Woodard, Zach Graen, and the chair Nick Riddle, for their work on these topics and assisting the Local in moving forward with their recommendations.

## Union Night at Camden Yards



The Annual Union Night at Camden Yards is scheduled for Friday night May 31st. The Orioles will be playing the Detroit Tigers. We will again have a limited number of tickets for sale and they will be available on a first-

come-first-serve basis. Tickets will be \$6.00 each and members will be limited to 10 tickets. \$1 of your ticket price goes to a great cause at the AFL-CIO Community Services Food Bank

Bring your friends and family out to the yard and enjoy a evening of baseball at a really great ticket price.

Remember, these tickets are for Union members and their family and NO tickets should be sold or given to management for this game. Come out, watch and cheer on the O's.



## Reasonable Excuses



Reasonable Ex-  
cuse Certificate

**Reasonable:** : being in accordance with reason <a reasonable theory> b : not extreme or excessive

<reasonable requests>

1. I am financially obligated to attend an event with friends or family.
2. My presence is requested at a family planned event.
3. I am fatigued and feel that I cannot

perform my job safely.

4. My family was planning on spending the bargained for holiday relaxing and bonding with me.

5. All of the Above



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# The Sentinel

Communications Workers of America  
Local 2100  
Box F, Chase, MD 21027

## 2013 MEMBERSHIP Meetings

### Bel Air

Monday, March 4, 2013

Door Open 7:00 PM

Knights of Columbus 4714 23 Newport Drive, Forest Hill, MD

### Baltimore

Tuesday, March 5, 2013

Doors Open 5:00 PM

Knights of Columbus Hall 1010 Frederick Rd.—Catonsville

### Westminster/Frederick

Wednesday, March 6, 2013

Doors Open 6:00 PM

VFW Post #467 519 Poole Rd., Westminster, MD

## Membership Meetings

The last membership meeting participation has been well below expectations. The Executive Board discussed this dilemma. Having a fiduciary responsibility to the Local and to the annual budget some changes are being implemented. These changes will be sent to work locations, emailed through our blast program along with being posted in this newsletter.

Membership meetings are scheduled at least a month in advance. At each meeting there is a minimum charge for hall rental. At Westminster and Baltimore diner is provided which adds to our cost. We are averaging about \$1,200 per quarter/ \$4,800 per year—this equates to \$40 per member average that attends. All this being said changes have to be made.

Starting in 2013 we are asking for members to R.S.V.P. to each meeting. If there is not 10% of the membership from each District attending, the meeting will be cancelled for that quarter. Cancellation will be determined 7 days prior to the meeting date. So if you are interested in attending please contact the Hall prior to cancellation date. Cancellations will be posted on our website.

**President's Corner.....****Kevin Miller**

Nothing should come as a surprise anymore around Verizon. Just when you think things can't get any worse or stupid you're proven wrong again and not knowing what to believe is getting harder to decipher

the truth from yet another lie. Are we really going to believe that the company is really concerned about the customers again after the way the company has treated them over the past 15 years? By not repairing or replacing defective cable and techs being the last resource to save the customer, customers are pissed off. From their initial call to repair, it gets worse the longer they have to deal with this company. We are being told that the company has a new outlook and customer care is their new priority. Yea like safety was to be the most important issue as long as productivity isn't effected. This customer drive will have meaning as long as it doesn't hamper productivity. Let's see how long it takes for the first person to be disciplined for low productivity or will this just be an excuse for a customer mistreat by their definition?

Another set of issues, that have been popping heads up lately, is management saying that the Union has knowledge of something or has signed off on an issue. It must really get to their team to have to lie to you, so you believe that what they are about to do some how was justified by the Union. They know you will not like the situation at hand, whether it was schedule changes, forced overtime, vacation or time off denial. Most of the time we don't even hear that they are about to do something, until you (the member) calls the hall and let us know they're about to screw something up again. Don't think that we get a direct answer to a question either. I really think it infuriates management when we question their decisions or their practice

that they want to start. It's like questioning the teacher to see if they are correct. How dare you question their thought process. Can they ever be wrong? They think not!!!

All of you should have been covered on the 2013 work rules. Did you see the fine print about the overtime restrictions. If you did then did you ask to see a copy of the plan? I have asked for that copy through Labor Relations and have been told on numerous occasions that there is no such plan yet I am hearing from the members that they are being covered on this plan. Wouldn't this be a change in working conditions and at least be brought before the Union? I was never told about it. Maybe board charges with the d.o.l. might be appropriate. When Labor Relations is asked for a copy of the policy the response is that the company is not implementing this policy. Why are members being covered verbally on the OT restriction plan, when it doesn't exist? How would you know what gets you on the plan and what gets you off the plan? Once again nothing more than tactics by this company to get what they want out of each of you!

Kevin Miller  
President  
Local 2100

**Retirees Corner****by Tom Thomson**

The next function will be the "Spring Luncheon" on May 1st at Bill Bateman's Bistro in Parkville.

Reservations are required—contact the Union Hall if you are interested in attending. The cost will be \$20.00 per person and you will have your choice of crab cake, baked chicken or BBQ ribs. Meals include soda, tea, coffee, domestic beer or house wine. Reservations need to be in by April 26th. If enough people are not interested in attending this event could be postponed and rescheduled

Scheduled to be a guest speaker will be Sue Anderson the retiree Health Care Benefits coordinator for CWA.

Any one that has recently retired from Verizon should consider becoming a member of the retirees club! Please contact Tommy Thomson for additional detail or information.

Tom Thomson

President of CWA 2100 Retirees' Club

410-925-3759 (Cell Phone)

**It's That That Time of Year Again**

As we sit at our kitchen tables compiling receipts, medical expenses, donations and other deductions we gripe at the thought of Tax season. However, there are corporations that are full of excitement because they pay negative taxes. Yes you got that one, NEGATIVE TAXES. Now when these large corporations get a kickback (refund), who do you think subsidizes them? WE DO! Our very own employer Verizon paid -3.8% according to Citizens for Tax Justice from 2008-2011. Some other large employers PEPCO Holdings - 39.5% , Boeing -5.5%, General Electric -18.9%, Ryder System -5.4%. I believe you get the point. Well there's no reason we should be too upset because cutting taxes creates jobs right? WRONG! Since 2008 Verizon has cut approximately 40,000 jobs and continues to exploit the tax loopholes in this country.

[http://www.goodjobsfirst.org/sites/default/files/docs/pdf/verizonunpaidbills\\_0.pdf](http://www.goodjobsfirst.org/sites/default/files/docs/pdf/verizonunpaidbills_0.pdf)

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