



HOTwire
CWA Local 3106
Jacksonville, Florida
JUNE/JULY
WWW.CWA3106.ORG



President's Message

All Departments

We are growing. In February a motion was put on the floor and in March the membership voted to merge with the St. Augustine Palatka Local 3110. They currently have a membership of 85 and they are E.T's , D.T's, S.T's., O.P.T's. and F.T's. We will be finalizing the merger in the new few months.

Premise Technicians have voted in CWA as their representatives and we have signed 90 Plus % of them. The next step is to bargain a contract for them. These folks really need some representation. The bargaining is set to begin in the Third week in June.

National Internet

Bonus time, the first quarter is over and it is now time to see how the new bonus program will work out. As with all newly bargained items I am sure there will be rough spots to iron out. It will be interesting to see how many of our people receive the full bonus.

Central Office

Tracey Ridley informed the Local of the changes in Central Office coverage. The company has sent no notice to the Local.

With the retirement of Jim Francis and the new second level being in Tampa and not as readily available it is more important than ever to keep us informed. If you have a question or concern please call either Tracey Ridley or the Union Hall.

Just added, the company has informed us that they intend to use outside forces in the unmanned Central Offices. Tracey Ridley and I are meeting with Mr. Knisley and Mr. Aldo second and third level over the Central Offices. This looks to fall under the jurisdiction of work. We will let you know of the outcome.

13th Floor at Tower & Southpoint CRC

The merger is now complete making Jacksonville Consumer Office one of the largest in the United States. I hope that is a positive that Consumer is in Jacksonville to stay.

City of Jacksonville

The contract conflict continues. We received a proposed contract and have a go ahead from Bill Eberhardt our Staff Representative and bargaining chair to hold a vote on our most recent contract. We will be available from 6am to 6pm on Tuesday June 7th at the Union Hall for the ratification vote. Pending the outcome of that we will move forward.

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The State Legislature has been working on many issues dealing with Public Employees and their rights with Collective Bargaining. At present we have prevailed but look for it to be brought up again in a revised form in the next session. To try and balance a budget solely on cut wages and benefits won't fork. To cut wages also cut the economy. It has to go both ways.

AT&T ADP

Yellow Pages is coming and going at the same time. On the same day last month the Local received notice of a hiring and surplus. At the meeting three weeks later there is the new hire surplus. Sales have now survived the surplus and is now hiring for telephone sales.

The company last year hired some temporary M.A's in the C.A.B. it was timed perfectly because several of our surplus employees were able to extend their career by taking these jobs. Now the year is close to over and the company wants to extend the temporary position instead of making permanent jobs available. If appears to be a battle looming on the horizon.

Outside Forces

Evaluation plans continue to weigh heavy on the senior employees. Under the present evaluation plan instead of meeting set numbers as in the past you have to out do your co-worker. At present all the members that are in trouble with the evaluation plans have over 30 years of service.

Quintiles are set up A B C D E. If you are rated E months in a row or 3 time in six months discipline starts. We are in battle mode now.

AT&T Cassat

Our Operators at Cassat all continue to shrink, as another VTP offer was made and 12 more Operators retired. We are down to 30 Operators at Cassat Ave.

AT&T Wireless

This is a tough place to work. The guidelines at wireless are very stringent from Dress Code, Performance, Conduct to Crif. The sales people here can make a good living but like most of our other departments it is high stress. We are presently fighting many terminations.

Friday I met with Marshal Cressiner, President of AT&T Florida. He was telling us about the merger with T-Mobile and the need of more band width needed for the 4G network. He was glad that CWA nationwide had endorsed the merger.

Evaluation Plans

AT&T has set all evaluation plans to drive productivity up. Whether setting higher monetarily rates or higher appeals on production.

The company has the right as all companies do to set production standards. What we are seeing now are unattainable standards. When the majority of employees fail to meet the minimum standards the standards are too high. If any monthly score seems wrong you need to address it immediately and not let it build. Contact your job steward when your monthly score has incorrect information up to one year.

Our monthly membership meeting is the 1st Tuesday of each month at 7:30p.m.

In unity,
Mike

AT&T ADP

Greetings;

As I attend executive board meetings; facilitate grievances for you I want to make you aware of a few things. All AT&T Companies are fighting the same battle, it is bleak all over. Please make sure you ask for union representation if any discussion with any company personnel can lead to you getting discipline. This is your right by law and the company cannot deny you representation. You want to make sure you have someone in your corner fighting for your rights. The stewards for our locations are Valerie Cooper; Todd Williams; Todd Ferrell; Kevin Bodie; Gary Lawrence and myself, Dennis Corrigan. Do not hesitate to call on any of us should a situation arise and you need representation or if you have a questions or need confirmation.

Please be where you are when you are supposed to be and be on time when arriving for your designated tour and returning from break or lunch. The company is always watching and making their notes.

In unity,
Dennis

Tower VP

To Local 3106 Members:

As a person that likes to cook I have many recipes. Some are so good there is nothing you can do to make them better. I am sure many of you have recipes that you use or that you like. At work my recipe for success is: Be at work every day and be on time. Whenever I deviate from this recipe something happens.

I want to take the time to thank all of us for doing our jobs very well. Keep up the good work. When you are good you're good. On a more serious note the company's recipe of intimidation, outsourcing and overworking is to break our spirit. But I say to you my brothers and sisters we can and will prevail. This year is going by fast, be prepared as we will be at the bargaining table yet again. Pay your bills ahead if you can. Put something aside. Take heed; be prepared. Prepare for war in a time of peace. Some would say I don't have time to save but I'm not talking months, we have known from the last contract negotiations that they get harder. Our best offense is a good defense. Our Defense! Preparation is the key, let us all stand together. United we stand divided we fall. Please be on notice the company keeps covering COBC (Code of Business Conduct). Read the fine print. Control your destiny. Put on the whole armor, we are the best. I am ready are you? We all have some one or something that we love. I love my work, my people at work. All of you, my work, my family I love and look forward to seeing you all day every day.

In unity,
Curline Darden
Tower VP

1st EVP

Brothers and Sisters

We are under attack in our own Country, the Land of the Free. Our own government is in the process of splitting us up. We have to stand together, we need the support of all of you against any and all Union busting.

We need to increase our membership, we have lost so many members due to company surplus and attrition.

If you are not a member PLEASE join we will be out meeting with our Non-members asking for you to join and support Your lively hood. Floyd Carroll is our new organizer and he is doing a fantastic job. He will be coming out to see you, look for him. We need each other now more than ever. Remember that we have the best benefits and salaries over most companies. Don't ever think for a minute that the company cares so much for you that they just give you these benefits.

These benefits are due to successful contract negotiations we all have contract articles that we do not like, however we all have some that we do.

I was made aware that your beneficiaries on your ATT policies were not carried over from BellSouth when the merger took place. Please call HR1Stop 1-888-772-1787 to ensure that your information is correct.

Again Let's Stand Together

In unity,
Ann Rivers, 1st EVP

Legislative/ Organizing

Hello Brothers & Sisters;

If somehow you are not aware of the current events in our local and external forces against us, here is some of it. ESM on the outside forces are hitting us real hard, several close to being terminated. For some of our inside members it is worse. Looking at our grievance load we need more job stewards. If any of you are interested, get involved.

Legislatively, they tried to remove the word Union from the USA dictionary. In at least 29 states, Florida being one of the top 11, they cut 650,000 public employees pay; tried to stop dues deduction; tried to decertify unions under 50% organized; removed rules the building trades used to bid on jobs in some state and members lost bargaining rights. In some states which are closed shops they are trying to reverse them. There is more but you get the point. We fought back, the AFL-CIO, our central labor councils, CWA, IBEW, AFSMCE to name just a few have been very busy locally. We had rallies, wrote letters, made phone calls and the like and it made a difference. Unions have had members in Tallahassee constantly lobbying on our behalf. It should be very clear to our members who is on the side of workers. If you do not know, unions look for candidates that have voted and promise to continue to vote for workers rights and family values. Issues that help all workers, union and non.

I am asking you on behalf of CWA to get involved. We need to be stronger. Find out who the non-members in your work area are and ask them to join regularly. In the future be ready to help. Our contract is coming up in a little over a year. Nothing contractually or legislatively was ever achieved by a few. Your officers and activists can't do it alone. Unions are about doing things "Collectively". So when asked to take action, whether it is a simple phone call or letter, attend meetings etc. it is important that we show our strength in members. We can't complete with big money and we do not own the media. Our only option is the power of numbers. So please get involved, see you at the next meeting.

In unity,
Floyd Carrol

CRC

CRC Center at Southpoint

The CRC has surely gone through many growing pains, last of which is the merging of the downtown sales associates and consultants and the creation of a second center at Southpoint, making us one of the largest centers in the country. Everyone has done an exemplary job of making our new folks feel welcome.

Although the discipline hemorrhage has subsided, the issues have not changed, and we continue to be plagued with ongoing discipline for performance, attendance, adherence, not to mention the catch-all "Misconduct" which encompasses a variety of things like gross customer abuse for excessive hold times, failure to properly authenticate, CPNI infractions, overtime not worked, unauthorized accessing of accounts of family/friends, and the use of personal cell phone/texting while on a call. The list goes on and on.

I wanted to touch base on grievances and what the process is for filing since many are under a variety of misunderstandings. The Weingarten law provides that you are entitled to have a CWA Steward present at any meeting where you are to be disciplined *or if the meeting could result in discipline*. Most times the Company will select a steward, usually one that is available. I encourage anyone who has any discipline to file a grievance. You have a choice of who you want to handle your grievance. You have 60 days to file, but please do not wait till the 60th day, since that is the day that the grievance must be filed at the second level. You are also entitled to be present at the grievance meeting. Yes, it's in the contract book. I can't tell you how many folks have told me that they have never been in a grievance meeting even though they may have filed grievances in the past. This is your day in court, so to speak, and many times the grievant can provide relevant and necessary information during the meeting. Also, another important fact is that you should get a copy of the settlement. Bottom line, while being a steward is a volunteer job, your stewards are here and available to help and provide vital assistance to you.

Bargaining is just around the corner. Yes, it's that time again. And while the last round of bargaining was controversial and substantial changes made including the creation of the Sales Consultant title, I shudder to think what our office would be like WITHOUT A UNION. Mobilization efforts are underway, and I am working on email contact lists and a phone tree for

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quickly getting information out to everyone. WEAR RED ON THURSDAYS has been a part of CWA Mobilization for many years and shows our solidarity and commitment to CWA and the bargaining processes.

Lastly, I encourage everyone to watch their attendance, especially tardies. Our center call out rate is consistently higher than other offices; something we are constantly trying to address in LGP meetings -Joint Company/Union monthly meetings. We have made huge strides in reducing our daily call outs, so keep up the great work. We have a wonderful group of skilled and talented people who have been working under extraordinary circumstances and extreme pressure. There is a light at the end of the tunnel, and it's not the train! We are one Union family and family takes care of each other. SAY UNION STRONG.

In unity,
Cathi Puckhaber,
Departmental VP for Jacksonville CRC

AT&T NIS

If you are keeping up with the current union news, this is a rough time for the country's union members. Politicians are using their platforms to silence Unions for good. This is unacceptable and WE cannot stand for this. I encourage all members and those who support the Unions efforts to join your local for all rallies that are organized to draw more attention to our Union efforts. Some politicians plan is to destroy all that our brothers and sisters fought and struggled for us to have and everything we are trying to leave for our sons and daughters. And all this for a buck and at the expense of our future. What a disgrace.

At NIS, the CAPP will be administered soon and according to management 72% of our centers employees will be receiving the bonus. Congratulations!! Let us look forward to a great second quarter and more money for our efforts. I would like to thank all of our members at National Internet Services for staying true to your heart and doing what you know is right. Thank you all for being part of something that WILL make a difference. Thank you for getting your hands dirty and not just leaving the serious matter of UNITY to those in higher positions.

THIS IS A TIME TO UNITE and CONQUER. Let this be what is shouted from every employee at National Internet Services.

Thank you, Racquel Davis
Departmental Vice President

Sect./Treas.

Brothers & Sisters;

Let me begin this article by thanking all of you for all the support all of you have shown throughout this difficult period. We all have STRESS.....economically, personally, and professionally. It seems every time I turn on the news or pick up the paper current event dictate the sad state of our nation. It is rough all over...but one thing rings true....every time you think you are the worst you see or hear of another that is just a little worse off than you and you give thanks; it grounds us not to wish harm on any others but that is life so it seems. We must band together and support each other through this difficult time. I am a firm believer that what does not kill you makes you stronger, just have faith...

On a more positive note take time along your journey to enjoy your loved ones; all too often we get so busy we forget why we do what we do. Go to a movie, take a walk, picnic, hit the beach, whatever relaxes you and yours. Chill, put all the stress and what causes it on the back burner and you will come back refreshed and better able to prevail upon your return.

Please keep in mind we are coming to another contract end and will need to be refreshed for the fight ahead of us. Make sure we have your current mailing address and contact numbers on file at the hall. The Local will need to have an avenue of contact for you to ensure you can make an informative decision by getting all the necessary information to you to do so.

United We Stand, Divided we Beg.

Shonella Gray
Secretary/Treasurer

My Fellow COJ Employees,

There's an ancient Chinese curse that says, "May you live in interesting times." These are certainly the most "interesting" times for the labor movement that I've seen so far in my lifetime. In many states, legislators are currently considering bills that, if passed, would interfere with unions' ability to effectively represent their members' interests, restrict public workers' rights to collectively bargain, or even take away those rights altogether.

Although the right to collectively bargain is enshrined in the Florida Constitution (at least for now, that is!), the party currently in power in the Florida House and Senate is trying to push through three bills which would greatly weaken your union's ability to look out for and defend your interests. In brief, these are:

Senate Bill 830/House Bill 1021: would prohibit any public-sector employer from automatically deducting union dues.

House Bill 1023: would mandate that any union with less than 50% of its members signed up as of the date this bill became law, would face a decertification election.

Senate Bill 1720/House Bill 1025: would allow anyone to call for a public-sector union to be decertified at any time.

These bills have nothing to do with the state budget, or with anything else other than a politically-motivated attempt to starve public-sector unions of necessary funding, and to hamstring and distract our union from its real tasks: looking out for us, its members, and defending our interests.

What can we do? There are three big, important steps we can all take:

- 1) Go to www.flsenate.gov and www.myfloridahouse.gov. Find your state senator's and representative's office locations, postal addresses, email addresses and phone numbers: tell them that you oppose SB 830/HB 1021, HB 1023, and SB 1720/HB 1025, and that you'll keep your representative's vote on these bills in mind, next Election Day.
- 2) Do your best to help grow our union. Talk (on your lunch or break time) to other people in your job classification. If they're already dues-paying members, thank them. If not, remind them of the almost 10% we've won for them in raises; tell them that we need to get to 50% of all members signed up or risk losing our union; and tell them that without a union, our salaries and pensions will be left to the "tender mercies" of the Jacksonville City Council. To arrange for them to get an application card, email me at erik@cwa3106.org, or call the union hall at 384-2221.
- 3) Come out and take part in actions such as the April 1st demonstration at Senator Thrasher's office and the April 4th Day of Unity. These events are inspiring, help us to remember that we're not alone in our struggle, and demonstrate to the powers that be, that we're willing to act in defense of our rights. Keep an eye on your inbox for notice of upcoming events, or visit www.cwa-union.org for more information.

Let's do our very best to make these "interesting times" for the politicians who are trying to take away our rights!

In unity,

Erik Larsen
Unit Vice-President, City of Jacksonville
CWA Local 3106

New Members

AT&T

Velvet Barnes
Nesha A. Lewis
Stephen B. Long

AT&T NIS

James Allan Richardson
Danielle Pamela Alleyne
Milagros Bailey
Shauntrelle L. Brannon
Christopher B. Calvert
Joshua Clark
Lester A. Encarnacion
Eric R. Jackson
Tina M. Konegan
Patricia Miller
Lisa Poole
Omar Saadi
Lillie Mae Sanford
Deborah Tallent
Ron D. Coleman
Michelle P. Eckels
Ira G. Katz
Denise M. Page
Stephen c. Pallais

CRC

David Yoe

AT&T AD&P

Morris E. Holsey

AT&T Wireless

David Allen Sr.
Marvin Lunsford
Chrisopher Mitcham
Donna Nehrich
Stephanie A. Rooney
R. Zachary Smith
Barbara Jean Zefanin

COJ

Mia M. Brack
Jimmy G. Burns
Michael J. Lerian
Mary Dill-Maxey
Karen R. Dwyer
Yette R. Jefferson
Phillip M. Johnson
Albertha M. McTeer
Yvonne P. Mitchell

Important Update

Please call the Union Hall at 384-2222 to verify your contact information is correct in our system.

This is an ELECTION YEAR. Voting information will be mailed to the last known address on file. If you have moved or have not received CWA material recently we do not have your current information. The company does not forward us your address changes as you submit them.

Please call the hall to verify your mailing information is correct to ensure your receipt of voting information this year.

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Ann Rivers 1st Executive VP ann@cwa3106.org	O: 350-8406 C: 703-9901	Mailbox #12
Eddie Clanton 2nd Executive VP eddie@cwa3106.org	H: 282-5885 C: 655-8083	Mailbox #18
Shonella Gray Secretary / Treasurer shonella@cwa3106.org	O: 350-2918 H: 695-4995 C: 502-8143	Mailbox #15
Vacant AT&T Wireless	O: H: C:	Mailbox #
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Cheryl Proffitt AT&T O/S / AVAYA VP cheryl@cwa3106.org	H: 778-7769 W: 381-9600 C: 521-8646	Mailbox #25
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Floyd Carroll Legislative Organizing Floyd@cwa3106.org	H: 720-0101 C: 305-6449	Mailbox #14

Dates to Remember

June 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

July 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/31	25	26	27	28	29	30

June 2011

7th 5:30PM-Community Service Mtg.
 6:00PM-Equity Mtg.
 6:30 PM-Legislative Mtg.
 7th 7:30 PM-CWA Membership Mtg.
 6:30 PM-Dinner Served
 23rd-12:00 PM-Retiree Luncheon

July 2011

5th-5:30 PM - Community Service Mtg.
 6:00 PM-Equity Mtg.
 6:30 PM-Legislative Meeting
 5th-7:30 PM-CWA Membership Mtg.
 6:30 PM - Dinner Served
 28th-12:00 PM-Retiree Luncheon
 28th-6:30 PM-Job Steward

**Wear *RED* on
 Thursday, If you can
 if not Wear *ORANGE***

HOTwire

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