

THE ELEVENEIGHTEEN EDGE



AT&T Mobility ~ Path to a Strike Excerpted from Bargaining Reports

From the Shareholder Press Release - 72 hr

Since February 11 of this year, AT&T workers have worked under a contract extension subject to termination and held up their promise to bargain in good faith with the expectation that executives will come to the table with proposals that protect family-supporting American jobs. However, after months of bargaining, frustration is higher than ever as workers and corporate executives remain far apart on key issues at the bargaining table. The company has refused to invest in the company's workforce, protect the basic promise of quality customer service, and end offshoring and outsourcing with a fair contract.

"We have given AT&T every opportunity to show their commitment to finding common ground and a fair contract and, quite frankly, have been very patient about it. But time is running out for AT&T to stop undermining good jobs, quality customer service and its long-term success," said Dennis Trainor, Vice President of CWA District 1. "AT&T thinks they can play by their own rules, but 21,000 wireless workers are ready to show them what happens when you bet against American workers. The pieces are all in place now, and we'll strike if necessary, but the larger question still remains: will AT&T finally do right by their wireless workers?"

Unfortunately NO!

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AT&T Mobility ~ Path to a Strike cont.

1st Ever Strike

AT&T workers, members of the Communications Workers of America (CWA), gave company executives until Friday, May 19 at 3PM ET to present serious proposals that invest in good jobs with a future. As predicted AT&T didn't take the union seriously and as a result, on Friday, May 19th, AT&T wireless workers across 36 states and DC as well as wireline workers in California, Nevada, and Connecticut, and DIRECTV technicians across California and Nevada walked off the job @ 3pm ET

and joined union brothers and sisters, labor leaders, politicians, community leaders and more on the picket lines,

unclear, what is clear, is that this is no longer a union/corporation fight - it is America's Fight! We must stand together and fight to keep the middle class strong. We must not let corporate greed keep us down as the "working poor". Together, when we Fight We Will Win!

Human Needs NOT Corporate Greed

Once again, the middle class is under attack by CORPORATE GREED. Why these large extremely profitable companies continue to beat down the very workers whose hard work brings in the profit is



What's at Stake!

- AT&T refuses to come to the bargaining table with serious proposals that protect good jobs.
- We are committed to putting an end to the unnecessary frustration and poor service too many people are facing because AT&T refuses to invest adequately in its core business.

- While AT&T is making more than \$1 billion a month, its executives have chosen to undercut workers and customers at the bargaining table.
- We're sending a message. If AT&T didn't know it before, they must know it now: we are never going to give up until AT&T commits to bargaining for a fair contract that addresses:
 - wage increases that cover rising health care costs
 - job security against outsourcing;
- affordable healthcare and
- a fair scheduling policy
- AT&T continues to move more than 60% of wireless retail jobs to low-quality third party dealers that rip off their employees.
- We are organized and if AT&T doesn't do what's right, we'll do what we need to win – even if that means going on strike again.

Strike Facts!

What is a Scab?

A scab is someone who crosses a picket line and decides not to fight alongside her brothers and sisters. Scabs make it easier for AT&T to lower wages and benefits. Anyone who scabs should first think about how they are selling out their coworkers for some short term crumbs from the company.

But I have a family to support. I can't afford to strike.

Striking is hard for everyone. There will be 21 thousand members across the country, many single moms with kids, who will be doing the right thing and striking if and when the time comes. Everyone is in the same boat. CWA has a multi-million dollar Strike Fund. We are a family, and we will take care of each other.

Can I get absence points or get fired during the strike?

No. Striking is a legally protected activity, and anyone on strike will not

get any points or be disciplined or terminated for striking.

Is it legal for managers to ask me if I will strike?

No. This is an Unfair Labor Practice, and a violation of Federal Law.



AT&T Mobility ~ *latest from Dennis Trainor, Vice President, District 1*

1st Ever Strike

Dear AT&T Mobility members,

I am writing to update you about the status of our bargaining.

As you know, we have been bargaining for more than five months to negotiate improvements to our collective bargaining agreement. This has been a frustrating process, but not a surprising one. We are insisting on a contract that isn't "business as usual," and the company is very reluctant to address the needs of our members.

Here are the key things we are fighting for, and what the company's response has been so far.

Offshoring. More and more call center jobs are being sent to vendors around the world. When calls get routed to vendors, members lose their jobs. We are insisting on reasonable measures to protect our work and our members. The company doesn't want to agree to anything which curbs their ability to outsource.

Authorized Dealers. More and more COR stores are closing down and being replaced by Authorized Retailers. When COR stores close down, members lose their jobs. We are insisting on reasonable measures to protect our work and members. The company doesn't want to agree to anything which restricts their plans to close COR stores.

Commissions. The union is insisting that retail sales members have fair commissions and fair compensation. In recent years, our commission checks have been going down. The company wants the right to lower our commission whenever they want.

Absence Control. The company's absence control plan is unfair, cruel, and violates our previous contract. The company uses the plan to get rid of dedicated and hardworking members. The union wants to address this issue and make improvements, but the company likes things the way they are.

Sick Days. The company is trying to add wait days before we can take sick days and decrease the number of sick days for new hires. We are fighting back against these unfair limits on our ability to take care of our health.

Information at Bargaining. Under U.S. labor law, the union has the right to information so we can bargain intelligently. The company has refused to fulfill their legal obligation to supply the union with information on outsourcing of work, and other key pieces of information. We have filed charges against the company at the Labor Board.

Unfair Labor Practices. The company has committed many other Unfair Labor Practices, including interfering with our right to strike and unilaterally changing terms or conditions of employment. The union has filed a number of charges against the company with the Labor Board. The Board is currently investigating our charges, and we expect complaints to be issued against AT&T.

This Ain't Our First Rodeo! Although we are disappointed in the pace of negotiations, we aren't surprised -- this is what happens when we fight for something more than the status quo. If you take away one thing from this email, please realize, the union has a plan to get a good contract. We are following our plan. A big part of this plan is to make sure that our members are mobilized to show the company that we are unified in our demands.

Another part of the plan was to do a short strike to let the company know what we are capable of. We also knew we would need to have the Labor Board investigate all the company's illegal activities.

In the past two months, we have gone public with our concerns by exposing the company's offshoring of jobs and the questionable practices by their Authorized Retailers (check out the new web site:

www.ATTConsumerAlert.org and share with your friends).

And remember, as bargaining drags on, it is illegal for the company to change their commission structure, which makes it harder and harder for them to run their business.

We can't make every detail of our plan public for obvious reasons, but brothers and sisters, CWA has negotiated against major employers before, and sometimes bargaining takes a long time. Last year at Verizon, bargaining dragged on, and then -- to the shock of the company -- we struck and won a standards-setting contract for the industry.

We could settle for a sub-par contract tomorrow, but we would rather fight with you for a contract that addresses the needs of our members. We ask that everyone keep up with mobilization activities, keep engaged with your local, and know that we all win when we work together.

United We Bargain, Divided We Beg,

Dennis Trainor,
Vice President, District 1 & ATTM
Mobility Lead VP & The Bargaining Team

AT&T Mobility ~ Central Avenue, Albany, NY



Business Agent, Rachel Bailey
thanks members & supporters!



Momentive workers fresh off their own strike came by to lend their support!



Senator Neil Breslin, Rachel, Sheriff Apple, Rocco Losavio-Teamsters

~ Destiny Mall



~ Crossgates Mall



Barely time for a photo before Destiny Mall (left) and Crossgates Mall (right) authorities asked us to leave!

~ Mohawk Mall



~ Wilton



~ Queensbury



~ Plattsburgh



*~ Ithaca**~ Vestal*

~ Horseheads



~ Potsdam



~ Oswego



~ Johnson City



~ Watertown



Verizon ~**TAILGATE**

By John Van Denburgh and Theresa Devine

Over the past month, EVP John Vandenburg, Treasurer Mike Panzarino and I have been making the rounds through out the local reviewing EAP, Arbitration rulings, Hiring, Member issues and more.

Ketzer Arbitration Loss

First and foremost we would like to thank all our members for supporting Robby Ketzer during the arbitration process. Your donations to Robby enabled him to sustain this fight for over a year and the leadership of Local 1118 could not be more proud of your efforts. We can't begin to explain how disappointed we are with the arbitrator's decision to support Robby's termination. We further struggle with Verizon's continued firmness throughout the process and their lack of desire to reach a settlement.

District One staff and Local 1118 representatives believed that its case was compelling and hoped that the arbitrator would support Robby's reinstatement. However, the arbitrator ruled that there was "just cause for discharge" based on the 2012 Strike Discipline Agreement between the Union and Verizon. The arbitrator's decision stated that, "Rather than paying attention to his driving, grievant was totally engrossed in recording and commenting on the contractors' movement without regard for potential dangers and consequences of doing so."

N-Day Issue

N-days continue to be an issue for many inside and out.

VPS/MCO has consistently run w/ 50% N-day as it is a 24 x 7 shop and

with retirements while their counter parts in the Fiber Solutions center are running at about 75%.

Field techs are now being thrown into the mix; what started off as an issue primarily for maintenance technicians has seemed to spill over now to the locate and construction crews with most getting 50% N-days.

John advised that he and Tony have been in talks with management about ways to reduce the N-days and further advised members to keep advising their stewards of what they are doing on their Saturdays (ie: routines, troubles, etc.) so that we can accurately establish what is being done on Saturdays.

Ultimately however, the best solution to this issue in the long run is to address it at the bargaining table and insist on a cap.

**Summer Vacation Issue**

As seniority rates soar and more members hit the five week vacation mark the limited weeks available during the summer corridor is problematic.

Per the contract members are guaranteed one week in the summer but are entitled to take up to four weeks. As a result of the 2012 contract dropping the summer corridor from 48% to 35% off many members are only able to get one week.

This is yet another issue that needs to be addressed at the next bargaining session.

Life Insurance WIN!

A few years ago a member passed away and as he was divorced Verizon kept his insurance money even though his brother was listed on the policy as a contingent beneficiary. Upon ratification of the current contract the members brother grieved Verizon and once he showed proof of divorce settlement signing off on decedents pension Verizon did pay out the policy to the contingent beneficiary.

- Verify the beneficiary you have on file is current w/Verizon
- Notify your beneficiary and/or your attorney about the Verizon policy
 - contract now says if no beneficiary monies now go to the estate.

**Call Center Bill**

Business Agent John Lebel joined in many of the tailgates urging member to complete postcards urging their Senators to support bipartisan national call center legislation, the U.S. Call Center Worker and Consumer Protection Act, which would help curb offshoring of American jobs and protect American consumers.

Verizon ~ cont.

TAILGATE

By John Van Denburgh

NOW HIRING

APPLY TODAY

Three year temporary field technician line worker positions are now online. Apply online @ <http://www.verizon.com/about/careers/technology>.



Salary Information

Weekly Rate: \$436.00 - \$1668.50

Additional Information

Summary

Our Verizon Wireline technicians will be working in teams of two or more to perform work associated with installation, removal and rearranging outside plant facilities. You will have the opportunity to connect wires and cables to terminals and attach or detach various kinds of hardware to wires, cables and poles. While driving a Company vehicle to and from each work location, you will perform important work that contributes to connecting our millions of customers on the best network. This opportunity is a temporary assignment lasting up to 30 months and includes benefits.

Responsibilities

- Dismantle, move or remove aerial, underground or building wire, cable, associated equipment, poles and hardware related to the outside telephone plant.
- Perform construction work, such as digging holes, placing and removing poles, laying cable, unreeling, pulling and stringing wire and cable from pole to pole.
- Climb poles and ladders, to remove and rearrange equipment.
- Work in remote and rough terrain locations.
- Operate power equipment such as winches, chain saws, and hydraulic equipment such as aerial lifts (buckets), diggers-derricks mounted on trucks, hand tools, etc.
- Load tools and equipment onto trucks and/or trailers.
- Read and interpret engineering plans.
- Keep reports and records and perform other duties as may be assigned.
- Work outside and may be exposed to all weather conditions as well as dirt, grease and wood preservatives, poison ivy, oak, bee stings, etc.
- Wear appropriate safety equipment and abide by all National Electrical Safety codes and Company Safety policies and procedures.
- May be assigned to work other locations and out of town for various lengths of time requiring overnight stay.

Qualifications

- Must meet required test results for this position in accordance with Company policy.
- Must meet Verizon medical standards for the job. Must meet weight restriction to comply with OSHA/Company safety standards.
- Must have ability to perceive differences in wire and cable colors.
- Must be able to lift 100 lbs. or more many times a day.
- Must have a valid Commercial Driver's License (CDL) and a Department of Transportation (DOT) physical will be required to drive a Company vehicle over 26,000 pounds.
- Must be available to work scheduled tours designated by the needs of the business.
- Must have ability to work day, evenings or nightshifts and overtime; emergency call outs, weekends and holidays, as the needs of the business necessitate.
- Successful completion of a background investigation and drug screening is required.

Additional Information

- This position may require you to work various tours Monday to Friday from 7am to 10pm. Overtime hours may include evenings, nights, weekends and/or holidays.
- Verizon will provide a training program that may require out of state travel and overnight stay.

<http://www.verizon.com/about/careers/technology>

Verizon ~ Summer Camp Reimbursement Reminder



Friday, August 25, 2017

Reminder to all members that Application, Tax documents, Request for Reimbursement and Proof of Payment must ALL be submitted together at the time of Enrollment and must be **Postmarked no later than Friday, August 25, 2017.**

Note if postmark is after 8/25/17, your application will be DENIED!

To ensure no issues occur, I recommend keeping a copy of ALL

documents submitted AND mailing "RETURN RECEIPT REQUESTED" or "CERTIFIED" so that you can track your paperwork and its delivery.

Due to the significant number of applicants WE CAN NOT VERIFY RECEIPT - thus the return receipt from the USPS is your proof.

What Do I Need to Apply?

To ensure prompt payment the following must be submitted with this form:

- 2016 - W2 (self and spouse)
- 2016 - IRS 1040 Form (self and spouse)
- Completed application
- Completed reimbursement form

Verizon ~ Pedant Program

No longer Emergency Service Response only

Members have stated their elders do not want a pendant because they don't want the embarrassment and attention caused by emergency services showing up.

With many of the newer pendants, wearers now have the option of simply pressing the button and stating there is not an emergency but they need their emergency contact to call them.

Self-conscious about pendant dangling?

Pendants are now available in the form of bracelets that look more like a "fit bit" then a pendant giving wearers more confidence.

What provider do you recommend?

Members are encouraged to shop around based on their loved ones needs.

- pendant / wrist band
- Home Unit
- Mobile Unit
- Lock box ?

Reimbursements of up to \$40 per month will be made quarterly, directly to employee during April, July, October and January on the last

- Proof of Payment in Verizon Employee name

What is acceptable proof of payment?

- ACH payment receipt
 - Cancelled Check (front and back) • Cancelled Money Order receipt
 - Credit Card receipt
- If paying cash you must have an original receipt from the camp. (NO "receipt book" receipts will be accepted.)

If you have any questions or would like your paperwork reviewed before submission, please contact your work and family committee member, Theresa Devine on 518-782-9977.



Friday pay check of the month.

Download your application today at www.regionalwfc.com

If you have any questions, please contact your work and family committee member, Theresa Devine on 518-782-9977.

Verizon ~ EAP for Employee & Family

By Theresa Devine

When most employees think of EAP, they think of it as assistance for drug and alcohol problems or as a threat by Verizon for some perceived misdeed however that couldn't be further from the truth.

Is Verizon EAP Confidential?

ABSOLUTELY! Harry Migenes and Yandira Melon, Verizon EAP Counselors, are certified by New York State and as Yandira is fond of saying, "I like my job but I LOVE my

license!" That being said both Harry and Yandira have clearly stated the ONLY time they can break confidentiality is if you are

- Suicidal
- Homicidal
- Child/Elder Abuse

Can Verizon see my file?

ABSOLUTELY NOT! If you meet the three criteria above, counselors must notify local law enforcement.

Can the union see my file?

ABSOLUTELY NOT! The counselor cannot speak to ANYONE about your session without your WRITTEN CONSENT.

No Shame In Needing Assistance!

Simply reach out to Yandira Melon and Harry Migenes represent Verizon EAP and they can be reached on 212-338-7046.

LAP for ALL CWA 1118 Members & Family

By Theresa Devine



CWA 1118 has our own Labor Assistance Program to help members and their families with any issues they might have.

If you or someone you love needs assistance, please contact the union office 518-862-0095 and you will be provided with certified assistance.

Labor Religion Coalition

By Pat Cumo

On Thursday, July 13, I went to an event that was hosted by the Labor Religion coalition called the Truth Commission. I was a commissioner representing CWA. We listened to the testimony of folks who are economically disadvantaged as well as folks who work for non-profit agencies that try to assist these folks, who we call the poor. They may be people we know and, perhaps could be family members.

I was asked to reflect on what I came away with from the testimonies. The folks representing the non-profits spoke about how agencies, other than the non-profits serving the poor, push them into worse situations because they only help if there is certain criteria that has been met such as being completely destitute. I found it mind boggling. The agencies

gave statistics, and gave evidence of how it is the norm to refuse help to folks as well as separate families and force them into homelessness. I found it surprising that in Albany and Schenectady Counties almost half of the population lives below poverty level and in Rensselaer County it's over a third. One person who worked for a non-profit stated that from the point of view of capitalism, society needs the poor.

As a benevolent union of caring people we would agree this is something that needs attention. I was grateful to be a part of the Truth Commission. Moving forward, there is a yearning to bring back Dr. Martin Luther King's poor people movement. The attendees of CWA's Runaway Inequality workshops decided that this movement brings down silos of

various groups of folks who are fighting for issues such as labor, religious, environmental, racial, criminal justice, poverty, tenant's rights and so forth. Now more than ever, everyone must come together because we all need each other. We know that corporations are trying to take away what we have fought for. We need help, they need help. Let's join the movement!



On another note, I would like to let you know that I'm retiring from my position at the local at the end of July. I would like to thank everyone for your kindness.

American Red Cross

By Theresa Devine

Hiring Continues

The American Red Cross (ARC) continues to hire new collections technicians unfortunately we are still understaffed which ARC hopes to remedy by October. Albany also seems to be short on OJI's and thus new employees are sent out of town for weeks of training.

In the meantime, while the new hires are being trained, ARC has had Syracuse and Rochester employees come into the area to assist.

PTO / Floating Holidays

As per our contract, PTO may be taken in hourly increments ~ this is primarily used to make up hours when you leave early or a drive is cancelled or closed early.

Though I am not aware of it happening yet, per article 14.8, AP&S will begin to review PTO allotments at least 12 weeks in advance of the week of finalizing the schedule. If business needs allow for an opportunity to open up additional PTO, AP&S will notify employees, and employees will have seventy-two (72) hours to sign up for this PTO.

If the employer has the opportunity to open up additional PTO on holiday weeks, AP&S will notify employees as far in advance as practicable.

Reminder that all time off requested must be done thru "work day". PLEASE track the times you are approved and denied; as a few members state they lost their "Floaters" because the ARC wouldn't let them use them. If you can prove that you tried a few times (not just at the last minute) and were denied, the union can address this with ARC and if we can't get you the time off, then we should be able to get you the money you should have had. Either

way, without good tracking of "time off requests" there is little we can do to assist.

UPTO

Reminder to ALL members that if you take UPTO not only does it hurt your attendance with the company but it negatively impacts your peers who are forced to do not only their job but your as well. Whenever possible please give as much advance notice as you can so that AP&S and your OPS manager can work together to cover your shift.

Drive Assignments:

Recently your Chief Steward, Chuck Varin and I met with Rob Morris and Andrea Kreuzer to discuss a grievance that our MUA's were consistently getting scheduled less hours than other employees that ARC was bringing into our area to help out while we are short staffed. We pointed out several dates and drives and advised that we believe per the contract MUA's are scheduled to DRIVE first - and we also believe that if there are multiple drives in the same day, our MUA's should be assigned to the drive that is the longest as they have seniority and were HIRED to drive. The grievance is on hold till August now as there has been improvements made and Andrea and Rob are working with the union to resolve this. Chuck is working closely with the hall to provided examples so that we have all our facts ready to go should we need to take this further.

Driver Training:

The union has requested that anyone trained to drive a box truck or a larger van should be road tested which ARC states is being done. It is the unions contention that the current road test is NOT sufficient and that all employees



should be taken out on the highway, down narrow streets, back up to various height loading docks and through alley ways to get a real feel of what they will encounter on the road. After speaking with Rob he offered to have current OJI MUA's train the new drivers so that all bases are covered.

Team Care:

The National Addendum requires ALL full time employees to enroll in Team Care coverage; yet part time employees have the right to "opt out".

This week I spoke with Kim @ Team Care who advised me that ARC sends Team Care a list of new hires each month & at that time Team Care sends out a "welcome package outlining coverage and providing a sign up / waiver form" that should be completed and returned. Team Care then automatically enrolls ALL NEW HIRES into their coverage and only changes to add family members or "opt out" if they receive the paperwork back from the employees.

If you are "part time" and DO NOT WANT INSURANCE, you MUST complete and return the "waiver" to Team Care or you will be automatically enrolled and charged.

Eight Weeks - No Charge

The National Addendum New hires starting after January 1, 2016, are eligible to enroll in the program eight (8) weeks after their date of hire.

If anyone was charged for benefits prior to the 8 week time, please let Theresa know so we can get you reimbursed.

CWA Communications Newsletter Items of Interest



House Legislation 'Full of Malicious Intent' to Destroy Labor Unions

On Wednesday, CWA General Counsel Jody Calemine testified at a House Subcommittee on Health, Employment, Labor, and Pensions hearing on **three bills that deny workers' their right to bargain for better wages and working conditions.** These bills undermine the union election process, a critical step towards workers joining together for a stronger voice in the workplace.

The "Employee Rights Act" (H.R. 2723) rigs union elections by treating every employee who did not vote as having voted against the union. The "Employee Privacy Protection Act" (H.R. 2775) prohibits unions from having the same access to employees' contact information as the employer during the election process, preventing employees from being informed about union representation. And the "Workforce Democracy and Fairness Act" (H.R. 2776) mandates arbitrary waiting periods that delay elections and empower employers to gerrymander the voting composition of bargaining units by adding employees who have expressed no interest in joining the union.

"These bills are chock full of malicious intent to render elections absurdly undemocratic, strip workers

of rights, take control of unions away from union members, drain union treasuries, and otherwise destroy labor unions," said Calemine at the hearing. "In provision after provision, an already tilted playing field is tilted even further against the American workers. These bills don't reflect sound policy or an attempt at consistent application of rules – but are a naked political assault on labor unions and nothing more."

NAFTA Doesn't Need Be "Tweaked" – We Need Overhaul to Benefit Working Families

At the close of the public comment period on Monday for the renegotiation of the North American Free Trade Agreement (NAFTA), CWA released details about related comments they submitted to United States Trade Representative Robert E. Lighthizer. In both a letter from CWA President Chris Shelton, as well as in comments submitted by hundreds of CWA members and activists across the country, CWA emphasized that NAFTA's renegotiation must put working families first.

CWA President Chris Shelton said, "NAFTA does not need to be simply tweaked or updated. NAFTA, and our approach to trade policy in general, needs to be fundamentally overhauled to actually benefit working families. It would be a wasted opportunity and deeply destructive to turn NAFTA into a version of TPP for the U.S., Mexico and Canada. Instead, we must replace this deal written by and for multinational corporations with an agreement that is designed to live up

our values, create jobs, and raise wages for working men and women across North America."

Beirne Scholarships Awarded for 2017-2018

The CWA Joe Beirne Foundation was established in October 1974 by the Communications Workers of America Executive Board to honor the name and memory of the founding President of CWA, who served for more than 30 years.

Fifteen partial college scholarships of \$3,000 each are being offered for the 2017-2018 school year. Winners, selected in a lottery drawing, also will receive second-year scholarships of the same amount, contingent upon satisfactory academic accomplishment.

Eligible for the awards are CWA members and their spouses, children and grandchildren, including those of retired or deceased members.

PLEASE make sure your family members take advantage of this scholarship opportunity next year.



For more information on these and other National CWA issues

Simply go to www.cwa-union.org and select "email sign up".

Call Center Jeopardy!

We're losing thousands of jobs every year thanks to greedy companies sending work overseas at the expense of workers and consumers.

In fact, over the past ten years, New York lost 37,310 call center jobs. Verizon alone has sent at least 1000 good New York call center jobs overseas.

We're taking action to protect jobs and consumers by supporting the New York Call Center Bill. This is urgent - Wednesday is the last day of the legislative session so we have to take action now if we want a vote to happen on this important bill!

Call your New York State Senator at 1-855-980-2128

Tell them:

"Support the NYS Call Center Bill (A.7615A/S. 6282A) to protect good American jobs, and end tax breaks for offshoring call center jobs."

Our state badly needs high-quality jobs, but companies like Verizon keep outsourcing good jobs to countries like Mexico and the Philippines where they pay workers much less and can take advantage of low labor standards.

New York should not subsidize corporations like Verizon that destroy jobs. This bill will stop grants, loans, tax benefits, and other financial assistance from companies that shift



jobs overseas. That's good news for workers!

When companies send work overseas it also puts our data and privacy at risk. For example, a PricewaterhouseCoopers survey found that 83 percent of outsourcing companies in India surveyed had information security breaches during the previous year.

I urge you to make the call today to keep good jobs in New York state.

In unity,
Dennis G. Trainor
CWA District 1 Vice President

Why Congress Should Get Behind the Bipartisan 'U.S. Call Center Worker and Consumer Protection Act'

Reps. Gene Green (D-TX) and David B. McKinley (R-WV) wrote an op-ed for The Hill about why Congress should pass bipartisan legislation to stop the off-shoring of call center jobs:

There's a growing and bipartisan consensus that Congress needs to do more to strengthen American industries and put American workers first. From trade agreements to outsourcing policy, we are engaging in an overdue conversation that cuts across usual ideologies. However, while most of the discussion thus far has focused on the manufacturing sector, American service sector jobs need to be part of this important conversation.

In particular, call center and customer service industry jobs are a major and

under-appreciated economic force in the United States, including for our constituents. There are 54,000 call center jobs in the Greater Houston area alone and 17,000 in the state of West Virginia. Nationwide, there are about 4 million people employed by the call center and customer service industry.

These are good jobs, which in many American communities serve as a key pillar of local economies.

However, many call center jobs have been shipped overseas in the past decade, as companies look to slash benefits and pay dramatically lower wages overseas. Between the years 2006 and 2014, the U.S. lost more than 200,000 call center jobs, according to U.S. Bureau of Labor Statistics data.

This off-shoring trend comes at a tremendous cost to America. As a new report from the Communications Workers of America (CWA) titled

"Why Shipping Call Center Jobs Overseas Hurts Us Back Home" reminds us, off-shoring call center jobs is harmful to the security of U.S. consumers' sensitive information, as well as bad for American workers and communities.

The overdue bipartisan focus on strengthening American workers' hands, and the new CWA report, both make a strong case for the U.S. Call Center Worker and Consumer Protection Act. This bipartisan legislation, which we recently introduced in the House alongside a companion Senate bill from Sen. Bob Casey (D-Pa.), would deter companies from shipping American jobs overseas and incentivize them to locate in the U.S. Our bill would create a public list of 'bad actor' companies who shipped all or most of their service work overseas. Being on the list would make these actors ineligible for certain federal grants or taxpayer-funded guaranteed loans.

CWA Statement on the Senate's Health Care Plan

Thursday, June 22, 2017

Statement by President Chris Shelton, Communications Workers of America, on the health care plan released today by the Senate:

"I wouldn't have believed it possible but the health care proposal released today by Senate Republicans is in many ways worse than the version that House Republicans adopted.

This plan, drafted in complete secrecy by a handful of Republican leaders – all men – would leave millions of Americans without health care coverage. It allows states to drop coverage for services like maternity care and emergency services.

Many states would be forced to kick low-income and disabled people off their health care coverage once federal funding for the Medicaid program is cut, as this Senate bill would do. The Senate's attack on

Medicaid is even worse than that of the House bill.

Health insurance companies, pharmaceutical companies, medical device manufacturers and of course the wealthiest Americans still would get tax cuts, just like in the House version. Union members fortunate enough to keep their coverage, however, will be punished with higher costs under the "Cadillac tax" that Republicans left in place.

Many Americans will find the cost of health care premiums simply unaffordable.

President Trump said that he hoped the Senate version wouldn't be as 'mean' as the bill passed by House Republicans. In fact, it's worse. It is a slap in the face to millions of hard-working Americans who need and want access to quality, affordable care.



We know where Democratic and Independent Senators stand on health care. Unanimously, they oppose this bill to strip health care coverage from millions of Americans in order to give more tax cuts to the wealthy and corporations. It's time for those Republican Senators who today are expressing such concern about the impact of this shameful plan on ordinary Americans to show the courage of their convictions.

As the Senate Republican leadership moves ahead on plans to rush this horrendous bill to a vote early next week, Senators will be hearing from us and millions of working people."



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Nominations for all Executive Board positions will be accepted during the October membership meetings.

Wednesday, 10/4/17 @ 6pm
Potsdam / Malone Area
VFW 95 Market Street, Potsdam, NY

Thursday, 10/5/17 @ 6pm
Plattsburgh / Saranac Area
Pizza Palace, 34 Tom Miller Rd, Plattsburgh

Tuesday, 10/10/17 @ 6pm
Glens Falls / Saratoga Area
VFW 30 Cooper Street Glens Falls

Wednesday, 10/11/17 @ 6pm
Capital District Area
Polish American Citizens Club, 110 Commerce Ave Albany



CWA 1118 URGES YOU TO VOTE NO ON NOV. 7TH

A MESSAGE FROM YOUR UNION

DON'T LET GREEDY DEVELOPERS DESTROY PREVAILING WAGE SAY NO TO A STATE CONSTITUTIONAL CONVENTION



This November, New Yorkers will be asked whether or not to hold a Convention to amend our state's constitution. Important labor protections like prevailing wage on construction projects would be on the chopping block. That would mean even more profits for developers and low road contractors, while you earn less. You can stop them by voting NO on Nov. 7. A Constitutional Convention is wrong for hardworking New Yorkers.

- A DISASTER FOR HARDWORKING NEW YORKERS**—A Convention would jeopardize critical labor rights including prevailing wage, collective bargaining and care and benefits for injured and ill workers.
- A WASTE OF YOUR TAX DOLLARS**—A convention would cost you hundreds of millions of dollars, and with no time limit, it could last for years and years while delegates enrich themselves with an \$80,000 salary, on top of any other pay they earn as an elected official.
- A CONVENTION FOR THE CONNECTED**—This boondoggle will be dominated by politicians, special interests, and corporate lobbyists who will be looking out for themselves at your expense. Don't be fooled; this won't be a people's convention.

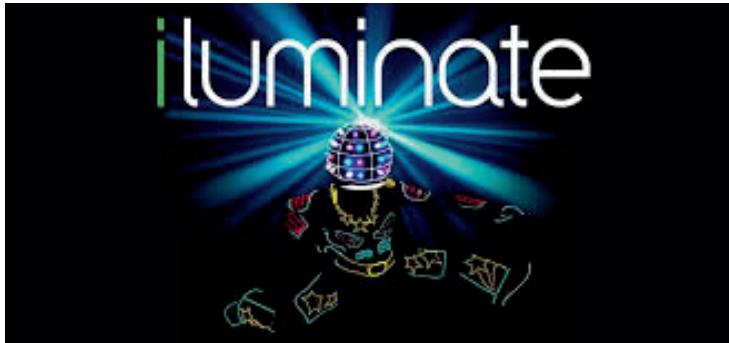


For more information, contact the NYS AFL-CIO at 518-436-8516,
visit www.nysaflcio.org, or text ConCon to 877877.

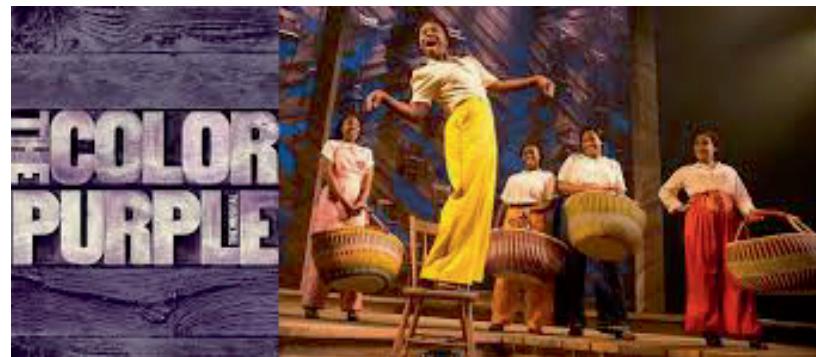


Discount Seats Available

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

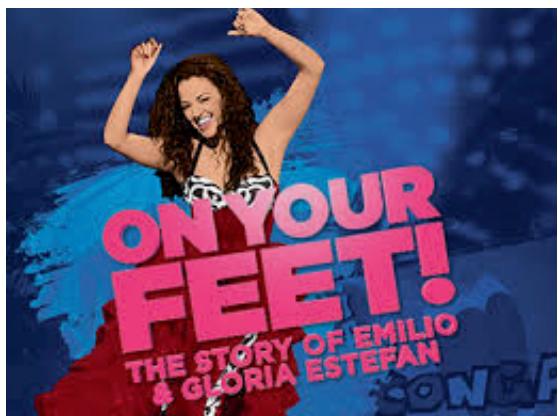


September 15 2017 at 8:00 PM \$28

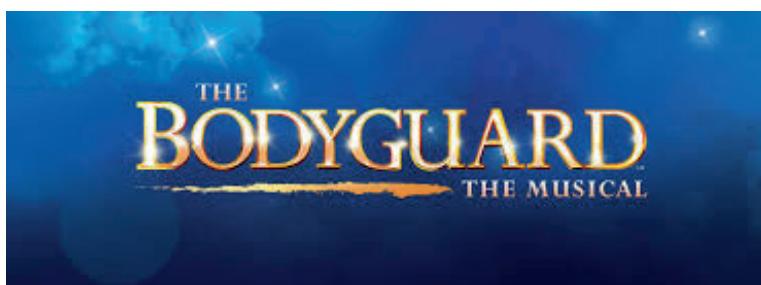


Friday, 10/13/17 @ 8pm - \$64

Saturday, 12/9/17 @ 2pm - \$64



Friday, 6/1/18 - 8pm - \$64



Saturday, 2/3/18 @ 8pm \$64

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



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.

- Arnold, Mary - Husband
- Breslin, Joseph - Father
- Charette, Donna - Mother
- Cicchinelli, Karen - Father
- Cumberbatch, Terry - Mother
- Demarest, Michele - Mother
- Engle, Miriam - Retiree
- Harris, Ed - Father
- Hoffman, Joyce - Husband
- Huyben, Bill - Mother-in-Law
- Krause, Colleen - Father



- Krause, Kevin - Father
- Mackey-Lovely, Joanne - Father
- McCarthy, Chris - Mother
- Sabo, Jennifer - Mother
- Scott, Theresa - Father



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Verizon Vice President

Tony Bottisti - Albany Area

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Rachel Bailey - AT&T Mobility

Bill Kelly - Capital District Outside

Deb LaMountain - Capital District Inside

John Lebel - Cambridge / Glens Falls / Saratoga & Ticonderoga

Steve Sucharski - Plattsburgh / Saranac

Matt Pearson - Potsdam, Malone

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(862-0095)**

NEW PRICE LIST

Hats (red, blue, black) upon request	\$15.00
Hats (red) winter caps	10.00
T-shirts (red)	
S,M,L,XL	15.00
XXL	16.00
XXXL	17.00
XXXXL	18.00
Red Sweatshirts (crew neck)	
M, L, XL	20.00
XXL	22.00
XXXL	23.00
XXXXL	25.00
Red Sweatshirts (hooded pull-over)	
M, L, XL	30.00
XXL	31.00
XXXL	32.00
XXXXL	34.00
Red Sweatshirts (hooded w/zipper)	
M, L, XL	34.00
XXL	36.00
XXXL	38.00
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 and sweatshirts in stock here at the hall. Navy blue and black also available.

(Effective 3/1/17)