



# TRANSMITTER

LOCAL 3902



Volume 30, Number 02

Birmingham, Alabama

January, 2011

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## PRESIDENTIAL

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**Happy New Year and here's hoping that it has been a blessed and wonderful year so far.**

In December of 2010 your local went through a Department of Labor's audit. There were some minor violations, but overall we came through with your money being calculated accurately. There are copies of the audit on hand at the local should you wish to drop by and pick one up. I will be available to answer any questions that you might have. Again, this audit was done by the Federal Government and James and I are very proud of the outcome!

In November of 2010 this District did a wide spread organizing of the Prem Techs. Thanks to everyone who led the way in Network, our local was able to get the 50% plus one to recognize the Union. It has gone to the third party and the next step will probably be the determination of whether they will be in the core (BST) contract or have a contract of their own. We will keep you informed on the Prem Techs.

Congratulations to the DSL group on the ratification of their contract. Thanks to Celia Jones, Debora Lawson, KerraGrace Anderson, Bradley Davis, Marion Williamson and Anquannetta Pierce for the wonderful job they did on mobilization.

I would like to remind each of you that next year is a contract year, so start saving your money now and get ready for whatever might happen. During 2009 bargaining there were some things that the Company said would continue, however we are finding out that there were some changes. For instance, in the state of Alabama instead of having an option of picking a PPO or HMO, HMO was discontinued and the retiree premium went up without any type of notice. When questioning the District Vice President Judy Dennis about this, her answer was that "the company stated in bargaining that we will still have HMO." The Union does not negotiate the Vendors that the company will use; they only negotiate the health care costs. Since we work for the New at\$t we need to be prepared for what they might have in store for us in the future. I have received a lot of calls from our retirees who are really taking a hit in their pockets for their prescription drug cost. It's very disheartening that our members who built at\$t (the retirees) have to choose between paying for their prescription drugs or paying their regular monthly bills. We need to continue to look to God for all we need and do, for He is still in charge. As you know our newspaper is done quarterly however I will continue to keep you informed through the webpage or through your e-mail address that we have on file.

Remember, the company will paint your union as the enemy but, the first letters in Union are U N I.

In Unity

# EXECUTIVE'S



Communications Workers of America, AFL-CIO  
**THE COMMUNITY-MINDED UNION**

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### More Surplus Nonsense

The first quarter surplus of ET's will have a major affect in the central offices. We were already under staffed. The negative effects will be felt by everybody who comes in contact with the central office forces.

Outside techs may be tempted to go into the central office. This is a violation and will make matters worse. Until they feel the effects, the company will continue to surplus. So please, stay out of the central offices. If you are ordered to go inside let us know and we will handle the grievance.

### Manhole Safety

The company is again talking about sending technicians into manholes alone. This violates the OSHA requirement for a second technician to remain at the top of the hole. If you are ordered to work in a manhole alone please contact the Local immediately.

Regulations call for the person at the top to have specific training. Furthermore, a contractor can not work under your direction or under the direction of another company employee. This violates IRS rules that determine who is a contractor and who is an employee. If you are assigned a contractor as a helper we need to know.

### Leveraged Title

AT&T calls it a "Leveraged Title". Elsewhere it is known as a "merit pay system". The strategy is to tie workers pay to performance. These systems have typically been used in the sales environment. A recent article in the January 13, 2011 edition of the Wall Street Journal, demonstrates we are all at risk.

According to the article, executives at General Motors have said that, "union wages should be tied to employee performance". The article said, "GM wants more flexibility to entice workers". It sounds more like a shakedown than an enticement. We know well how it works. We make the targets, they move them further away. Their greed can not be satisfied.

Steve Monk  
Executive Vice President

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Darion Hartley, Vernice McCroey,  
Donna Lyles, Rosie Dunbar

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## The Wireless Report

Happy New Year!!!

First I would like to thank all of you for your support and prayers during my time out with the new baby girl. In addition to all of the board members, departmental representatives, and staff, I would especially like to thank Andrell Hubbard for stepping up in my absence. At the December departmental meeting she was officially elected as the Department Representative for Mobility!!! Congratulate her when you see her.

The New Year has just gotten started, but the company has not stopped. The unjust treatments, their ridiculous changes in policies, their unreliable systems and unrealistic requirements that we are being held accountable

for has been unrelenting. So we can't stop either! We have to continue to show management that we are united. We have to maintain our solidarity and support for each other. We have to prolong our lively hood for our families. We have to keep on moving forward knowing someone always has your back.

So let's make a new years resolution to preserve through the rest of the year. Let's pledge to tell a co-worker in need "talk to your union representative". Let's vow to ask for union representation any time management calls you into a disciplinary meeting. Let's promise to make our voices heard at the monthly union meetings. Let's guarantee we have our support system by joining the union.

Jeneen Patrick  
Departmental VP

## The 12th Annual Diversity African-American History Program

**Saturday, February 26, 2011  
2:00 pm**

**"We are the World"  
Guest Speaker**

**Cedric Sparks**

**City of Birmingham Youth Executive Director**

**Communication Workers of America Local 3902  
210 Summit Parkway, Birmingham, AL 35209**

**\*OPEN TO PUBLIC\***



**INTERCONNECT/ OPR SVC/ DSL**

**HAPPY NEW YEAR!!!!!!!!!!!!**

Celia and I would like to wish everybody a Happy New Year. We are praying this year will be a better year than last year.

You can help make this happen. How? Exercise your rights to Union representation. When you are requested by management to attend a meeting you need to invoke the following rights below:

**WEINGARTEN RIGHTS**

**IF THIS DISCUSSION COULD IN ANY WAY LEAD TO MY BEING DISCIPLINED OR TERMINATED, OR HAVE ANY EFFECT ON MY PERSONAL WORKING CONDITIONS, I RESPECTFULLY REQUEST THAT MY UNION REPRESENTATIVE, OFFICER OR STEWARD BE PRESENT AT THIS MEETING. WITHOUT REPRESENTATION, I CHOOSE NOT THE ANSWER ANY QUESTIONS.**

This definite should be exercise anytime you are called to Security, the name has been changed to Access Management. Our job is to make sure your rights are not violated according the contract.

Congratulations to DSL INTERNET SERVICES on the RATIFICATION of their contract.

All of your issues and concerns are important to us, our attempt is to try and resolve them to the best of our ability. Just remember all of your issues and concerns are not contract violations but they are important to us. Please feel free to call us at (205) 945-1979.

Yours in Unity,  
Celia Jones - Departmental VP  
Debora Lawson - Departmental Rep

**NOTICE!!!**

**NEXT DEPARTMENTAL AND MEMBERSHIP MEETINGS FOR 2011**

**FEBRUARY 22ND**

**MARCH 22ND**

**APRIL 26TH**

**MAY 24TH**

**AT&T Southeast PARTNERSHIP Program for Represented Employees**

**Program Overview**

Available for AT&T Southeast represented employees (regular full-time and regular part-time who have 6 months of service), the Employment Security PARTNERSHIP supports employees in their efforts to enhance their personal growth and build job skills within and outside of the company.

Employees and their jobs will continue to be affected by technological developments and structural changes, therefore CWA and AT&T, realize the need for ongoing employee development, career preparations and career transition. The PARTNERSHIP Program is intended to benefit our employee body because we acknowledge that employees represent our best competitive advantage.

The PARTNERSHIP Program Includes:

- Employee Orientation Meetings
- Educational Assistance for degree programs, certificate programs and non-company courses
- Customized Courses
- Career Counseling & Assessment
- Correspondence / PC Courses
- Job Bank

All regular, active full-time and regular part-time employees with at least 6 months of net credited service are eligible to participate in the PARTNERSHIP Program.

If you are interested in classes through PARTNERSHIP, please contact me at the Local at (205) 945-1979 or email: [partnership@cwalocal3902.org](mailto:partnership@cwalocal3902.org)

Katrina Whitely,  
Partnership Field Representative



# S-A-F-E-T-Y

**“NO JOB IS SO IMPORTANT, NO SERVICE IS SO URGENT THAT WE CAN NOT TAKE TIME TO PERFORM OUR WORK SAFELY”**

***Safety Committee***

Johnny McCollum  
James Ehlers  
Claude L. Perry  
Walter Long

Temperature Guidelines

Excerpt from Standards and Policies [Corporate Real Estate]

Occupied AT-T General Office space

- Occupied AT&T General Office space temperature guidelines are established at 68 degrees for heating and 78 for cooling. It is anticipated that normal space temperature will vary plus or minus 2 degrees of the heating and cooling settings the temperature will be determined and maintained by averaging the office space environment on the floor.
- AT&T unoccupied administrative area, (i.e. non-used areas or outside of normal business hours) and unoccupied Central Office area (i.e. normally vacant of Central Office equipment) temperature guidelines will be set at 50 degrees for heating and 85 degrees for cooling. Average temperature will be determined and maintained by averaging the equipment space environment on the floor.
- Other AT&T temperature guideline standards can be found on the following reference table: AT&T Temperature Guidelines.
- "Too Hot" or "Too Cold" calls will only be accepted from a local management employee. Refer to the CRE Services section if the temperatures in your building are above or below the aforementioned standards.

In the event these guidelines are not in practice, please submit report to the building service help desk and obtain a ticket number for follow-up. You must have your geographical code when submitting report. Call: 1.888.330.2737. After initial call has been made, please follow-up with second call, if issue continues, contact your CWA Local 3902 and file a safety complaint.

Brought to you by your CWA Local 3902 Safety committee.

**ELECTRONIC PICKPOCKETING.**

Cut and paste on your URL, then watch. Do you carry a company credit card or perhaps your personal cards? If you haven't heard about this, then again, I suggest you watch the video.

<http://www.wreg.com/videobeta/?watchId=8ba6f8fc-90a2-4711-90ea-1884ec348310>

*Be aware of your surroundings, on and off the job.*

-Broad of Trustees

<p><i>CWA LOCAL 3902 210 SUMMIT PARKWAY BIRMINGHAM AL 35209</i></p>	<p><b>CWA Broad of Trustees Annual Spring Clean-Up</b></p>
<p><b>March 26, 2011 9AM-12PM</b></p>	<p>If you desire to participate in this clean-up, please call the local [205.945.1979] and leave your name and contact number. Departmental Reps, Please inform your members. We're looking for a few [6-8 people] good members.</p>

Labor

CALENDAR

February

February is Black History Month



1 National Freedom Day, Anniversary of President Abraham Lincoln's approval, in 1865, of the 13th Amendment to the U.S. Constitution, which abolished slavery.

4 Labor leader and Industrial Workers of the World co-founder William D. "Big Bill" Haywood was born in 1869.

5 In 1830, the first daily labor paper, the New York Daily Sentinel, began publication.

8 Mary Kenney O'Sullivan, factory inspector and labor leader, was born in 1864. She was appointed by American Federation of Labor President Samuel Gompers as the organization's first female general organizer.

12 United Mine Workers President and founder of the Congress of Industrial Organizations John L. Lewis was born in 1880. He played a leading role in organizing drives of the 1930s which established trade unions among unskilled mass production workers.

14 President Theodore Roosevelt signed a law creating the Department

of Commerce and Labor in 1903. Ten years later, it was divided into two separate government departments.

15 Susan B. Anthony, female suffragist, women's rights advocate, and labor activist, was born in 1820.

25 In 1913, 25,000 immigrant textile workers went on strike against Paterson, New Jersey's silk factories in one of the most heroic struggles for justice in American labor history. Workers were forced by their employers to work 10 hours a day for as little as six dollars a week. Despite the workers' steadfast courage, mass arrests, lack of financial support, police harassment, and divisions between skilled and unskilled workers contributed to the strike's defeat.



We welcome the following members to Local 3902. Whether you have just joined CWA or are transferring from another Local, we are glad to have you as members. See you at the next membership meeting!

New Members For October

BST

- Jessica Jones New member
Lindsay A Miller New member
Tasha Robinson New member
Andrea Sanders New member
Daniel Svarney New member

DSL

- Brandi N Williams Reinstated

MOBILITY

- Shannon Abel New member

- Renea Bearden New member
Synthia Beauvais New member
Sidney P Boucher New member
Larry Busby New member
Ashlyn Butler New member
Johnna Carter New member
Nakendria Cockrell New member
Antonio Corley New member
Latoya Davis New member
Raymond Dunn New member
Chutney Forbes Reinstated
Sean Golden New member
Gerald Holifield New member
Tiffany Levert New member
Leslie Loggins New member
Brittany Long New member
Ebony Luck New member
James McCaw New member
Robert McMullen New member
Benjamin Mason New member
Michael Merkersen Reinstated
Elace Minnifield New member
Jeneen Patrick Reinstated
Vincent Peoples New member
Heather Salillas New member
Shawna Seidel New member
Sandquita Simmons New member
Marketa Smith New member
Togwan Smith New member
Eldon Stoehr New member
Darice Story New member
Tiffanie Tanner New member
LaDarius Thomas New member
Jessica Walker New member
Latoya Walthaw New member
Monique White New member

New Members For November

BST

- Jocelyn A Bivins New member
Stacy Coe New member
Marcus Cummings New member
RoyTonya Dailey New member
LaShun Daniels New member
Laura Dewing Reinstated
Betsy Elms New member
Shenita Freeney New member
Kasey Funderburg New member
Byvanca Godbolt New member
Tonya Godbolt New member
Kellye Griffin New member
Londarius Jackson New member
David Johnson New member
Keristin Jones New member
Kimberly McKinney New member
Christa Marks New member
Krista Moore New member
Tamara Moore New member
Randall Murphy New member

Tequila Nelson	New member
Taylor Nguyen	New member
Catherine Norman	New member
Alanna Owens	New member
Kimeca Riddle	New member
Quineidra Scaife	New member
Sharonica Marbury-Sears	New member
Shane Shavers	New member
Leslyn Shaw	New member
Tameka Smith	New member
Matthew Taul	New member
Pamela Taylor	New member
Tony Walker	New member
Jennifer Walton	New member
Sondra Williams	New member
Denisha Witherspoon	New member
Tanesha Wright	New member

**New Members For December**

**BCS**

Shawndalyn R Brooks Reinstated

**AT&T - Legacy T**

Barbara Bower	Transferred
Gregory S Cuyler	Transferred
Evonye T Gibson	Transferred
Mary E Murphy	Transferred
Karen Shoup	Transferred

**BST**

Holly Allen	New member
LaCara Atchison	New member
Kristen L Banks	New member
Kayla Bates	New member
Kendrick Cade	New member
Brian Caston	New member
Henry Childs	New member
Quenice J Chisem	New member
Wilma Dale	New member
Edward Gavagan Jr	New member
Christopher Greene	New member
Michael Henderson	New member
Kelvin Hill	New member
Sedrick Holstick	New member
Don C Hull	New member
Shanna Kelley	New member
Krystal Klein	New member
Carla McCloud	New member
James Melton	New member
Jasmine Nevins	New member
Michael A Oden	New member
Brittany Phillips	New member
Kenneth Pritchett	New member
Latonya Samuels	New member
April Whisenant	New member
Nichole York	New member



The officers and members of CWA Local 3902 would like to extend our heartfelt sympathy to these Brothers and Sisters who have lost loved ones.

Bruce Epperson (Ret. Mem)	.....	Father
Ronald Brandon	.....	Wife
Olivia Olds	.....	Brother-in-law
Sheila Feliciano	.....	Sister
Rufus Love Jr.	.....	Ret. Member
Avery Wilson	.....	Brother
Lena Christian (Ret. Mem)	.....	Husband
Aileene B. Lindsey	.....	Ret. Member
Marie Noote	.....	Mother-in-law
Katrina Whitely	.....	Son
Kimberly Scruggs	.....	Father
Tracy Pass	.....	Grandmother
Evelyn McNeil	.....	Mother
Shelia Pagebey	.....	Sister-in-law
Sheila Hampton (Ret. Mem)		Son and Nephew
Carol Cleveland	.....	Grandmother
Gail Williams	.....	Father
Bruce Whorton	.....	Ret. Member
Elizabeth Lathan (Ret. Mem)	.....	Mother
Whitt F. Miller	.....	Ret. Member
Gwendolyn Jackson	.....	Ret. Member



**RETIREES**

CELESTE MATHEWS

LYNN DURHAM

BRENDA G. HESCH

ICY JERNIGAN

BRAD R. JOYCE

GAIL KENNEDY

REBECCA SMITH



Don't forget our retirees' next monthly meeting on February 22, 2010 at 11AM, will be held at the Union Office, 210 Summit Pkwy in Homewood. Please bring your favorite covered dish. If you don't have one, come anyway, we love to share. Invite other retirees to join us for lunch and fellowship.

Meeting Dates: March 22nd, April 26th, May 24th

In Unity  
Louise White, RMC





*"We missed you at the membership meeting!!!"*



**Emergency Contact:  
205-948-3924**

**Regular Monthly Membership Meeting**

**February 22, 2011**

**Time: 7:00 P.M.**

**PLACE: Local Union Meeting Hall  
210 Summit Parkway**

**DEPARTMENTAL MEETINGS**

**AT&T / AVAYA**  
February 22, 2011 – 6:00 P.M.

**BAPCO**  
February 22, 2011 – 6:00 P.M.

**CINGULAR**  
February 22, 2011 – 6:00 P.M.

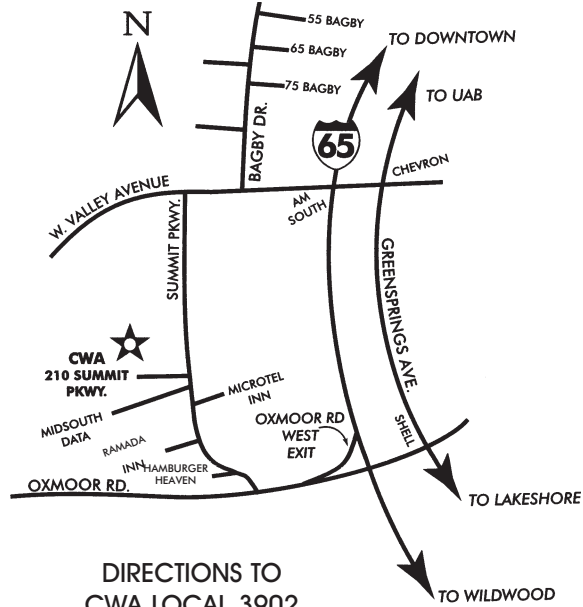
**CONSUMER/FIN./SM. BUS./BBI**  
February 22, 2011 – 6:00 P.M.

**INTERCONNECT/PUBLIC/OPR. SVC./ SECURITY**  
February 22, 2011 – 6:00 P.M.

**NETWORK/BCS/UTILITY**  
February 22, 2011 – 6:00 P.M.

**RETIREES**  
February 22, 2011 – 11:00 A.M.

\*Regular meetings are subject to date and/or time changes. Special meetings may be called. Be sure to check your bulletin boards.



**DIRECTIONS TO  
CWA LOCAL 3902  
210 SUMMIT PARKWAY  
BIRMINGHAM, AL 35209**

**Your Presence at the February Meeting is Requested.  
Please Join Us for Your Chance to Win  
\$100 or 1 of 10 T-Shirts!**

**THE TRANSMITTER**  
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BIRMINGHAM, ALABAMA 35209  
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**TIME VALUE**



*I'm Proud  
To Be Union!*