



John Pusloskie, President

FRONTIER BARGAINING ON THE HORIZON

by John Pusloskie

In twelve short months our collective bargaining agreement with Frontier will expire. At stake is our wages, benefits, job security and working conditions. The terms and conditions that we enjoy have not come without sacrifice and a great deal of effort. When I speak of effort I speak of mobilization efforts of the membership, the dedication of your bargaining committee and the backing of the National Union. It takes the combined efforts of all to secure a contract that is acceptable to the members.

Now is the time to start working on those efforts. Our Mobilization Committee is in place and meeting. Their responsibility is to organize the membership and get the word out on events and information of importance to us all. It can be anything from mobilizing a picket to needing bodies at a rally.

As a Union we need to reach out to all members, keep them informed

and join in our mobilization and that leadership starts with myself.

Let's face the facts. The livelihood that we enjoy are a result of our contract. I'm calling on those of you who never attend a meeting, walk a picket line, wear a Union button or shirt to stand with those who do. There have been hard feelings in the past over items that have been negotiated, that have caused some not to participate. Some of those hired after 1999 are still upset over the Union not attaining job security, others over the consolidation of job titles and there are those who disagreed with the one year extension just negotiated. I'm asking you to look forward at this time to the challenges and issues that lie in front of us.

The upcoming negotiations will bring new challenges. The recent collective bargaining agreement negotiated in Pennsylvania for the former Commonwealth of Pennsylvania employees provides a glimpse of what Frontier will be looking for. They have changed contracting language which allows the outsourcing of linemen and cable splicer's work. They have consolidated linemen, cable splicers and service techs into one title. I have a hard time envisioning a lineman pulling up in a corner mount truck to

do a DSL install. Anything is possible. Healthcare benefits are shifting more of the cost to the employees. There is the elimination of jobs such as garage mechanics, inventory warehouse clerks, dispatch clerks and potential others.

For the Union, our interest will be in preserving our jobs, all jobs. Keeping existing work here and securing work as new technologies are deployed. It will be a priority to maintain our benefits as well as respectable pay increases.

The Union Book is worth the FIGHT. Please be prepared to do whatever it takes to defend the Book and write a new chapter.

INDEX

VP BYTE	2
SAVE THE DATE	2
TRIVIA QUESTION	2
AFFILIATES	3
A YEAR IN REVIEW	3
COMMUNITY SERVICE	4
ST. PATTY'S DAY PARADE	4
EME BENEFIT	4
SAFETY COMMITTEE	4
RETIREE SEGMENT	5
CRAKER BOX PALACE	5
MEMORANDUM	5
CWA SHINES	6
TRIVIA ANSWER	6
UNION APPAREL	6

VP Byte

UNION PRIDE

by Rick Sanchez

Hello My Brothers & Sisters,

As we start this New Year of 2010, we face the challenge to unify our ideas to secure a fair contract for our Members. Part of that unity is participation at any level. Recently in November of 2009, your Union received a call by one of our Retirees June Carey. June explained to me that she had unfortunately become wheelchair bound and had no way to leave her home. Liftline was able to transport her, but she needed to get out of her home by herself to the driveway. June needed a ramp to be built on the front of her home. It was going to be a challenge. How could we get this done? So much to do, in so little time. After all it was the 2nd week in November and the Holidays were ahead. We all look forward to spending time with our families. Hunting season and family vacations are already in our plans. But we heard the call of one of "OUR" Member's need.

I started making calls to our Members and they responded just as I had anticipated. Each Member I reached only wanted to know Where & When they could help! Mike Sullivan, an Engineer for Frontier, did the drawing for the permit. The real task was still ahead - coordinating the Members for the job and getting the materials delivered. Home Depot helped with the materials and truck rental. There was a lot of prep work that needed to be done around the house before construction could start. Anything you build or add on to has its unexpected problems. It was challenging but we got through the Weather, Scheduling Conflicts and the Usual Snafu's.

The completion of this deck had its hurdles but the joint effort of the United Way, Trent Bridges, Stephanie Schifano and Tracy Owens helped fund the project. It

was greatly appreciated. In the end the Ramp did not cost June anything! Bravo to all.

But that's not the end of this story.

The **REAL** appreciation goes to the Members of Local 1170 that made this a reality! Without their sacrifice this project would have never gotten done until after the Spring time. They answered the call and I would like to recognize the following Members for their Dedication and Hard work to see this project to the end. They are: **Fritz Amrhein, Bob Glynn, Pat Nelson, Dan O'Neil, Jeff Leshner, Walt New, Larry Snyder, Scott Morse, Gordie Klein, Jim Nemeth, Mark Semrau and Rich Sarkis.**

These Members exemplify the True Spirit of Union Family. Not only did they give up their time with their families but they worked tirelessly to complete this job so that June Carey could make it to the Retirees luncheon on Dec 10th.

Great Work EVERYONE!

So what kept this together? It was Pride that kept this project on track... **UNION PRIDE!**

One of the things that stuck with me after the deck's completion was the question June posed to all of us. She said "I just want to know why you are doing this for me?"

I said simply:

"YOU Are One Of "US"!

It could be a Member who is house bound, someone who has an ill child, a loss of residence due to fire, or a Member who leaves us earlier than expected and leaves loved ones behind.

Our Family 1 UNION!

Let this be our call to each other as we head towards contract negotiations in 2010-2011.

WE ARE PROUD!

CWA Local 1170 ANSWERS the CALL Like Nobody ELSE! Union Member Solidarity Gets the Job Done!

Remember:

Face all Challenges United.

Stand Tall Together in all situations.

United We Can & WILL Get a Fair Contract!

My Brothers & Sisters,

The Time is Now!

Thanks to all who helped Our Local!

Pride-Strength-Unity!

Never Forget those who came before us and left us with so much!

Let's Keep the Spirit Growing!

Save The Date!

- *Feb. 13 - Steward Training
 - *Feb. 25 - United Way Leadership Meeting
 - *Feb. 24 - Patterson Trial
 - *Winter - Unit 1 Meeting
 - *Mar. 2 - Mar. 4 - District 1 Meeting in Atlantic City
 - *Mar. 13 - St. Patty's Day Parade
 - *Spring - Units 2 and 4 Meetings
 - *June - General Membership Meeting
- Call the Hall for details on all events.

647-1170

Trivia Question

(see page 6 for answer)

What was the top rate of pay for a Table 1 employee in 1949 and how many paid Holidays were recognized in the CBA in 1949?

Affiliates Update

by John Pusloskie

Town of Bristol DPW Association

In December the Union reached a tentative agreement with the Town on a new three-year agreement. Improvements included 7% wage increases compounded over three years, increase in longevity payments, upon retirement unused sick time may be credited towards health care, and maintained health care benefits with no increase in cost sharing.

Town of Groveland Highway DPW Association

In December a tentative agreement was reached on a new four-year contract, which provides 12% pay increases compounded over the life of the contract. The Union agreed to change the base health care plan and negotiated a health reimbursement account, which the Town will contribute \$1,000 per year per employee. The current members maintain fully paid health care from their employer for a single plan.

Canandaigua Police Benevolent Association

In December negotiations started on a new agreement that expired on December 31st. It was anticipated that negotiations would be difficult based on the City's financial problems and position taken with the firefighters. As expected health care and wages are the main issues. Meetings have been scheduled in March to continue negotiations.

Town of Gates Part Time Librarians Unit

Negotiations, which started last June, ended in October with both parties declaring impasse. This is a first contract with this unit and there are several issues still on the table, with wages being the most important. The members are committed to getting a fair agreement and gaining parity with

wages for the same work done as other librarians. A mediator has been selected and a meeting is to be scheduled. The Union is seeking to improve wages and starting pay along with providing other benefits.

Village of Waterloo PBA

In October we reached a tentative agreement on a new four-year contract for the officers. Improvements include 2.9% wage increases each year, a \$500 increase in sergeant's pay, fully paid sick leave for one year due to an off the job injury, and fully paid medical and dental to an officer's family killed in the line of duty. The Union also maintained the same level of clothing allowance that the Village sought to cut.

Since the contract was signed, we've filed two grievances. One is in regard to the unilateral change to the health care plan and the other is the elimination of the \$10 co-pay reimbursement by the Village.

Town of Greece

In June of 2009 grievances were filed in regards to the Town implementing new email, computer network, Internet, cell phone and PDA policies without negotiating with the Union. We are waiting for the outcome of the negotiations with the Patrolmen's Association, which filed a ULP to review and come to an agreement with the Town.

The Union recently sent the Town a letter requesting a list of confidential employees. We are currently reviewing it and will be requesting recognition on those employees who no longer hold confidential positions.

We will begin preparing for upcoming negotiations as the current CBA's expire at the end of the year.

2009

A Year In Review

January

- *Local 1170 CWA President Linda McGrath's retirement party
- *Officer Training

February

- *Union Counselor Training
- *Steward Training
- *Gilda's Walk for Wellness

March

- *St. Patty's Day Parade
- *Genesee Valley ALFC
- *Fair Share Plan Rally

April

- *United Way Leadership Meeting
- *Annual United Way Campaign
- *Workman's Memorial Day
- *Contract Extension Ratified

May

- *United Way Day of Caring
- *Annual Shareholders Meeting
- *CWA Leadership Training
- *Project Hope Extreme Home Makeover

June

- *Officer Anthony DiPonzio fundraiser presentation
- *CWA National Convention

July

- *COPE Picnic
- *Annual Retiree Picnic

August

- *EFCA Banner
- *Tom Luciano Memorial Golf Tournament
- *Steward Meeting

September

- *Labor Day Parade
- *General Membership Meeting
- *Union Clambake

October

- *Tentative Agreement-Village of Waterloo
- *Open Enrollment

November

- *Election Day
- *Collection for Tony Smith
- *Unit 5 Meeting

December

- *Retiree Christmas Lunch
- *Christmas Solidarity Party
- *Union Appreciation Hockey Game

Community Service

by Dianne Ostrander

The Community Service Committee kicked off the UCAN (Union Committee Assistance Network) program. It was held at the United Teachers Association Building on Union St. for 2-8 hour days. Skip Helfrich, Owner and President of Human Energies, facilitated the training with the assistance of Rosemarie McKinney (AFL-CIO Director of Community Services at United Way) and Linda Donahue (Cornell School of Industrial and Labor Relations). The Union members were instructed in leadership skills to better the communications with their members and the community.

Your Local sent representatives from Frontier, and the Town of Henrietta Highway Department. They were Diane Holloway, Communications Clerk, Osborne Boxx, Desk Technician, Rob Bruno and Pat Herman. The class will be recognized at an even at the Hyatt on February 23rd.

St. Patty's Day Parade

The annual St. Patrick's Day Parade is Saturday, March 13th. To march in this parade is an annual tradition of Local 1170. For years we have been the only Labor Organization in Rochester to march in the parade. We encourage all Members and their Families to march with your Union Brothers and Sisters. This is a fun-filled day and an opportunity to get great exposure in the Community. A gathering place after the parade will be announced shortly. Your Parade Committee consists of Patty Roberts, Bruce Cotton and Tom Tartaglia. If anyone would like to volunteer, please contact one of the Committee Members.

EME BENEFIT

EME is an extra coverage for expenses over and above your primary health care. It applies to you and your family. If you are *grandfathered* you automatically have it. During open enrollment it can be purchased in Tel Flex. It includes reimbursements for Doctor appointments and prescriptions and devices such as orthotics and allergy shots. There is a deductible depending on your marital status and there are time restrictions. The form to submit expenses is on the "Link" and is now on our website:

www.cwalocal1170.com

Please submit your expenses and Anthem will tell you if you are entitled to any return. Please call the Hall with any questions.

Safety Committee

by Dennis Thomas

The Committee continues to work on some of the past issues while there are new ones that have been brought to our attention. The following points were discussed at the most recent Safety Committee Meeting:

PERSONAL SAFETY TRAINING: President Pusloskie attended the meeting along with Lynne Monaco to discuss the use of people outside the Company for personal training. The Committee suggests a person who has background in this type of training would be beneficial in addition to someone within the Safety Department.

POSITRON TRAINING: The Company has committed to setting up classes for those

employees that come in contact with positron. The Committee continues to expect the Company to provide the training.

GAS DETECTORS: No one should go in a manhole without a gas detector. The Company has purchased these items and will provide a list of where they are located.

FIRST AID KITS: Mike Posadni and Jim Wojtarowicz inspected the First Aid Kits at West Henrietta Rd. Many needed supplies and there were locations where new ones were installed. Make sure you check your location's first aid kit at least once a month.

SLC SITES: Any SLC site members are having a problem accessing because it needs plowing or is unsafe the Committee wants to be made aware of. For your protection please let us know.

DRINKING WATER: The drinking water problem continues. The Company has brought bottled water to some locations where the water is not drinkable or there isn't any. The Committee would like water coolers at these types of locations. This continues to be addressed.

A copy of the Safety Committee Members will be posted at all building locations. Please help us by contacting us with any questions or concerns. We are committed to getting you an answer.

Don't Forget!!
CALL YOUR TAPE!
458-7800

Retiree Segment

by President Charlie
Faggiano

The Retiree Chapter Officers and Committee Members would like to wish you and your family a very happy and healthy New Year.

The receipts for the Retiree's Chapter Membership cards have been sent out to those who paid their yearly fee of (\$10) ten dollars. If you have not received it, please verify your status by contacting myself or Don Deperna.

The Chapter would like to extend thanks to the Local Officers and Executive Board for supporting us and providing up to date information. The retirees should be available to help when called upon by the Local. This year is a bargaining year so I am sure they will need our help.

Events are being worked on for this year. If you have any ideas and would like to help, please contact us.

We are currently looking to fill the position of Vice President of our Chapter. This position is currently vacant and

the new officer would start immediately. If interested, please call me at (585) 334-7197. The Officers meet the second Monday of the month at 10:00 am at the Union Hall. Everyone is welcome so please join us.

There is a new Committee forming to document the history of the Local. If anyone is interested in helping or has any pictures or information to share please let the Union Hall know and someone will contact you.

Please stay well and we hope to see you some time this year.

Cracker Box Palace

by Marie Spendlove

Recently Channel 13 showed a segment about the Cracker Box Farm in Ontario County. The farm is a sanctuary for a variety of animals.

The leased property that the farm is on went up for sale. This left the animal haven in crisis. Without the funds to buy it the only option was to close down. Fortunately they were able to receive a grant for the majority of the purchase price but still need to raise a considerable amount to finalize the sale.

Two of our members at the West Henrietta Rd location, Linda (Grassi) Meyer and Sandy (Sam) Colocino were surprised they had never heard of this place. They have always contributed to animal protection causes. So to hear about one in this area for the first time made them curious.

After looking at the information on line they decided to take action. Instead of just saying it was a sad story a campaign was initiated for the farm to see if they could get people to help. It was decided to set a goal of \$500 by

Valentines Day. The thought was if everyone gave a little the goal was possible. A pledge form was posted along with flyers that included the website. It wasn't long before people committed to help by pledging. Almost instantly there were 10 pledges. Once people were told the story they signed up. The pledges are growing but the goal is still a long way off.

Linda visited the farm and saw the dedication the people have who are running it. They had just taken in animals rescued from neglect. Linda witnessed the animals who are recovering from some of these terrible conditions. She left the farm knowing they needed to continue providing this sanctuary.

It has been a couple of weeks and so much has happened in the world since they started the campaign. So many people need help but Linda and Sam are committed to doing the best they can for this little part of the world trying to save animals that can't help themselves. If you would like to help, please call Linda and Sam.

The website is:

www.crackeboxpalace.org



Memorandum

Frontier

Heinz Metzиг 10/08/09

John (Jerry) Keber 11/22/09

Harry Wood 11/27/09

Thaddeus Sillence 12/04/09

Donald Engemann 12/13/09

Union Apparel

Union apparel is always available for purchase. If we don't have what you're looking for, orders can be placed. Just call the hall at 647-1170!

Baseball Hats

T-shirts

Golf Shirts

Turtlenecks

Sweatshirts

Hoodies

Fleeces

Zippered Sweatshirts

Men's Jackets

Women's Jackets

CWA Shines!

by Diane Papas

CWA members have always come through when it counts and these past few months have proven just that. Although completely different circumstances, member Tony Smith and retiree Chuck Cardinale have both been handed situations that most people will never encounter in their lifetime.

This past fall, Sales and Service Tech Tony Smith's home was destroyed by a fire that started in his garage. Not only did he lose his home but he also lost his vehicle. Although the fire struck shortly before the holidays, Tony and his family are doing well. Fortunately, no one was injured and we all know that is what is most important. Through collection cans CWA members donated money to help Tony and his family. Currently, they are in the process of remodeling their home which they chose to stay in.

More recently, retiree Chuck Cardinale's 2 year old granddaughter, Juliana Jean (JJ) LaMonica was diagnosed with Acute Myeloid Leukemia. JJ's parents, Christine and Mike, have been faced with life altering decisions while trying to sustain a happy household for their 4 year old son Andrew. Fortunately Andrew is a perfect match for a bone marrow transplant and the family will be moving to Boston in mid February for the procedure. The LaMonica Family likes to call all that have helped them "JJ's Angels". Thanks to our members there are even more JJ's Angels. Collection cans were passed at the recent membership meeting and our giving spirit as always shined through.

The continuous generosity portrayed by CWA's membership is truly amazing. Never complaining to help out, this membership is always willing to lend a hand. It's nice to be a part of a membership that cares. Thank you CWA!

Trivia Answer

The top rate of pay for a Table 1 employee in 1949 was \$83.00 Per the CBA in 1949, 7 holidays were recognized: New Year's Day, Washington's B-day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.



How To Contact Us:

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Communication Workers of America Local 1170

John Pusloskie - President

Rick Sanchez - Vice President

Dave Barney - Treasurer

Marie Spendlove - Secretary

Union Contacts

safety: Dennis Thomas

United Way: Fritz Amrhein, Bill Netchke

Community Service: Dianne Ostrander, Marnye Knight, Patty Roberts

Eye Care and Dental: Marge and Angela at the Hall

Retiree Chapter President: Charlie Faggiano

Grievance Issues: Contact your steward or call the Union office