



LOCAL 7901 The Grapevine

February 2010

Serving Oregon & Southwest Washington—Serving You!

February 2010

Communications Workers of America Local 7901

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CALENDAR

February

18th—Executive Board
6:30 p.m.
2950 SE Stark St., Ste. 100

25th—Membership Mtg
7:00 p.m.
6401 SE Foster Rd.

March

18th—Executive Board
6:30 p.m.
2950 SE Stark St., Ste. 100

25th—Membership Mtg
7:00 p.m.
6401 SE Foster Rd.

Steward Applications

William Simons, at&t

LOCAL 7901 NEWS

Our auditor is doing a review of the books this year and will have a report for the March 2010 membership meeting. If you want to know what happened to your union dues, this is the meeting to attend. Jeanette Turner is helping out with Mobility grievances and is here at the local on Tuesdays and Fridays in the afternoon. Madelyn Elder is available every day except Friday. Joe Digman is your newly-elected Secretary-Treasurer. Your Legislative Committee is meeting on February 25, at 6:00 p.m. before the membership meeting at SEIU Local 503 at 6401 SE Foster Road. Plan to attend if you'd like to have input into our endorsement process for Portland, Multnomah county and state races in the primary on May 18th.

COMMUNITY SERVICES

CWA is partnering with the Save the Children foundation to get help to meet the most critical needs of children and families affected by the earthquake in Haiti. Your donation will help them provide urgently needed medical attention, safe drinking water, and other necessities. Workers at Laurelhurst care center put on a fundraiser on February 8th, with the help of our PERU organizers. Go to our website for the link to donate, or go directly to this site:

https://secure.savethechildren.org/01/wpg_e_haiti_earthquake_10

DEX ONE

The first news is that DEX-RHD has emerged from bankruptcy and is now "DEX ONE." Too bad that the same old same old is occurring every day. If you worked an account, and got the signature, and answered the queries, then you should get the commission, right? Management sometimes makes the decision that since the client is based elsewhere that some other rep will get that commission. That's not right, and that's why you need a shop steward within a day of the event.

QWEST BENEFITS UPDATE

What is the difference between light duty and short-term disability under the contract? If you were hired before October 2008, you have access to short-term disability status for so long as you are off work, up to a year. The amount of wage replacement benefit payments is subject to the amount of your seniority. The light duty clock begins when you return to work after being ill or having an injury and cannot do the entire job. You will be paid for all work the first 90 calendar days that you are on light duty. After that first 90 days, you will not get paid and will not be at work. If your doctor puts you on light duty for more than 6 months, you will immediately be placed on an 80-day job search as outlined in Article 23 of the contract. If you are on light duty, you should be visiting your doctor, who can then make an evaluation as to whether or not you should remain on light duty, at least monthly. It is crucial that if you are injured or ill, you stay at home until you really are able to work a minimum of light duty. Techs particularly get bored by staying at home, but coming back to work too early puts you at risk of re-injury or relapse of illness, and if the light duty lasts too long, losing your pay. Please call the Local with any questions.

Qwest has announced that the \$10,000 "death" benefit for Qwest retirees is no longer available. Those who took the lump sum had gotten this figured into their rollover amount, but those that took the annuity have lost it. Future retirees will no longer have it available regardless of choice of retirement.

LEGISLATIVE

Lots of thanks go to the people who manned the phones, knocked the doors and wrote the checks to help pass measures 66 and 67. A special thanks to recently retired Linda Rasmussen for 40 plus years of advocating for workers rights. She has been a phone bank fixture in many elections and has been recognized for her activism at past AFL CIO conventions.

There are some good bills proposed in the Oregon February special session. Senator Rosenbaum has 1044 a bill to increase the earned income credit for low wage working families. The local endorsed this concept in the past. Senator Rosenbaum also has bill 1045 which will curtail the practice of using credit scores in hiring practices. This is very timely since many people have had their scores lowered by unscrupulous bank tactics or due to the poor economy in general. Representative Dembrow has HB3618 that will allow additional rights for home care workers. Representative Bailey has HB3604 which tries to enhance local source preference in public contracts and new Representative Frederick has HB3646 which will allow non profits access to bond funding for energy efficiency projects. Write your legislator and ask them to support these bills.

You can google Oregon Legislature 2010 and then click on legislative concepts. The house and Senate bills are there and when you click on then you will get the text and some co-sponsors. There are several good bills but not all will move forward since the session is only 4 weeks long.

The Supreme Court has let the elective process be purchased by corporations and we need to act quickly on this. Please browse Common Cause. Org for info on election and campaign finance reform. Write your federal legislator and ask them to support the Fair Elections Act and we must sustain the Voter Owned Elections here in Portland this November.

In Solidarity, Mark Sturbois

AT&T MOBILITY

RETAIL: With the "Retail Sales Success Measures" rolled out in October, management is now disciplining for goals. In one store nobody has ever made the GA goal and all are on discipline. At issue at that store is the traffic in & out is distorted because there are so many customers in that area who must pay bill in cash every month plus they bring an English speaking friend with them. Some stores have an overall goal that is substantially less than the goals of all the reps put together. If you are put on a disciplinary path because you are not making your goals, please ask for a shop steward when you are in the meeting. You can even stop the meeting and ask for a shop steward, even via phone. You have the right to be treated with dignity.

CALL CENTER: Union Stewards are trained to know what is in the contract, and when it is best to grieve or not to grieve your situation. When a representative of the company and an employee have a meeting in which discipline, including warnings, suspension, demotion, or discharged is to be announced, you have to clearly state that you want a union steward in the meeting. Union Stewards are available; you have a right per article 17, Section 3 in your contract, despite when a manager states that you may not need a steward you have the right to have someone present. If at any time you are denied a Union steward, you can contact your local union steward after the meeting.

Many representatives in the call center as well as in the retail locations are experiencing difficulty when they attempting to file a leave of absence for FMLA or OFLA if you are in Oregon. The union is seeing an increase in the denial of claims, so we would like to know if you are being affected. Due to the importance of these issues and that any FMLA or OFLA claim are time sensitive, you need to know some simple things to expedite your claims.

1. First when you need to take a leave of absence, you need to contact your manager as well as HR one stop, and identify that you have a claim.
2. The Leave center will send you and your doctor paperwork that needs to be filled out and returned as soon as possible.
3. The union recommends that you have your doctor call HR one stop to identify what exactly needs to be put on your leave paperwork to avoid any delay in your claim approval or denial.
4. If your claim is denied, again have your doctor call the leave center to determine what the cause of the denial is, so that an appeal can be started. The leave center will not advise you what caused the denial. You only have 7 days to cure any deficiency before your employer may deny your leave.
5. Finally if your leave is denied you can be disciplined for absenteeism, please contact your local steward if you are called in for a disciplinary meeting.

PERU

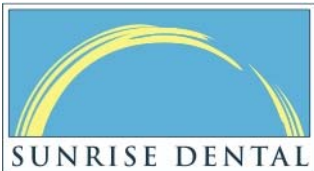
Thanks to all members of the PERU staff support classification review team, we have a very good settlement for our support staff. The market review confirmed what we knew all along--that our OAs were not paid enough! Plus, we gained upgrades for another few titles and were able to confirm that at least two people were working out of class, and they were given new titles and a raise. We also resolved the language differential issue for the person involved. In the future, we have several outstanding issues on the language differential. As well, there are still work load issues that we need to resolve before our next contract. Congrats to Troy, Maro and the rest of the team who organized the Oregon State SEIU Council workers!



QWEST

Qwest management is arranging for more work for the fiber crew in Washington state. Out of town work is a hassle for those with families, but it is work nonetheless. With the smaller and smaller number of techs in all classifications, many issues are breaking the surface: pager duty, coverage of others' shifts, etc. Remember that the Union is a volunteer organization. If you want something done about a problem, take action! Local 7901 does not have enough involved members as stewards, committee members or activists. Do your part! Apply to be a steward or volunteer to work on a problem. Please do not work through your lunch unless you have prior approval from your supervisor or it's an emergency.

SUNRISE DENTAL



"YOUR LOCAL UNION DENTIST"

We encourage your support of these UNION Offices!

Haven't checked out Sunrise Dental yet?? Did you know that Sunrise Dental is a UNIONIZED dental group in Oregon and Washington, who specializes in working with union members! At Sunrise Dental union members come first and the quality of dental care is their number one priority.

Benefits that you receive at Sunrise Dental

- \$150 New Patient Credit (First Visit).
- Free Teeth Whitening for new patients.
- **25% off Orthodontic/Invisalign** for union members and their families.
- Refer a friend or family member and receive a \$20 gift card to a unionized grocery store or credit to your account
- For any patients that travel 30 miles or more, Sunrise Dental will reimburse up to \$30 for mileage.
- No insurance? **35% off** most services.
- One stop dental services for most of your dental procedures including special services.

Sleep Dentistry Implants Orthodontia

Sunrise Dental East Vancouver

360-369-6420

Sunrise Dental Battle Ground

360-666-5700

Sunrise Dental West Vancouver

360-574-8181

Sunrise Dental Portland

503-788-1415

"YOUR LOCAL UNION DENTIST"

The Grapevine is distributed by your Mobilization Committee and other dedicated volunteers.
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