

# CROSS TALK



Communications Workers of America

Quarterly Newsletter / July– Sept

Fort Worth, Texas

July 1, 2016

## Benefits Information

*The following is some benefit information to keep handy:*

### LOA -STD

If you are on a Leave of Absence (LOA) or on Short-Term Disability (STD) and you have a balance of \$50 or more pending for your deductions for more than 60 days, you will be switched from Payroll Deduction to Direct Billing. If your STD was denied and you are receiving a zero paycheck, there wouldn't be any money to pay for your normal deductions that come out of your check, i.e. Medical/dental/vision etc. After 60 days of trying to get these deductions, Hewitt would then send you a bill, generally on the 9th of the month, due of the 1st of the following month. Sometimes there is delay in getting the Direct Billing started, so your first bill may be for a substantial amount. If this happens to you, please make sure that you call Hewitt as soon as possible to discuss payment options.

You can take care of this bill by several methods—mail in a check, setup Direct Debit from your checking or savings account or make a onetime payment via the website. If you don't pay these bills, you will be dropped for non-payment. Once you either get the STD approved or return to work, your bill will need to be current before you can call to request to be placed back on Payroll Deduction. Benefits are reinstated the first of the following month, and vendors are notified within 7-10 business days.

### New hire enrollment

Upcoming Employee Audits New Hires will get two different letters regarding their benefits ---1st letter offering Unsubsidized Coverage, (if you want to enroll in benefits prior to the waiting period), you would pay the full cost of coverage. Next, about 30-40 days before the 6-month waiting period is to expire, you will be mailed a packet giving you the opportunity to enroll in Subsidized Coverage, (the Company pays a portion of the cost). It is important to enroll within 31 days of the date of the letter in order to avoid any delays in coverage. If you have questions or haven't received it, call Hewitt.

### Employee Audits

AT&T Operations will be running the De-

pendent Reverification Audit, from 2016 through 2018. Starting in June, AT&T will be sending letters to the first group of individuals, which will be Pre-65 management and former employees. In District 6, there are 6800 people impacted and it is important to respond with the requested information by the designated due date or your coverage could be dropped. If that happens, you would get a COBRA letter, which is required by law and a letter explaining your ERISA rights.

### Disability case review

Once an employee has obtained legal counsel on a Workman's Comp claim, once the case manager receives written notification that you are represented by an attorney, they are not allowed to discuss the case with anybody other than the attorney. If you also have a STD claim, the case manager should be able to discuss that with you.



In

solidarity

Georgia Johnson



**Denny Kramer**

Executive Vice-President

## Bargaining Update

After forty five days on strike, nearly 40,000 Verizon workers have reached a tentative agreement with the company. The tentative agreement will be sent to the members for a ratification vote shortly after their return to work on June 1, 2016.

The highlights of the agreement are:

A 10.9 percent raise over the life of the contract with compounded interest with 3% upon ratification and 2.5% on each anniversary of the contract.

A \$1250.00 signing bonus in the Mid-Atlantic and a \$1000.00 signing bonus plus \$250.00 HRA in the Northeast and a minimum of \$700.00 profit sharing in each of the next four years.

A first ever contract for Verizon Wireless retail store employees. All call centers that were threatened with closure will remain open in the Mid-Atlantic region.

As a result of the new contract, Verizon will add 850 call centers job in the Mid-Atlantic region and 450 in the Northeast.

All existing job security language will be preserved. All of the Company's proposals on forced interstate transfers of technicians were withdrawn.

All proposed reductions in pensions were withdrawn by the Company.

A 1% increase in the defined pension plan will be added three times during the life of the contract.

All proposed cuts in accident and disability benefits were withdrawn.

The negotiations are still continuing with the Communications Workers of America and AT&T-West. They have been working without a contract for numerous weeks but have chosen not to go on Strike at this time. The main issues that are still on the table are health care and pension related as well as Job Security language.

For additional information concerning bargaining please contact the Union Hall at 817-332-3186.

## Real Talk

As a Premise Technician for the past 9 ½ years only a few still remain from the original class of 2006. I can truly say that I have seen and heard all the good, bad, and the ugly of being a U-verse Tech.

At 54 years old I've been a manager at a fast food restaurant and car wash, OTR / truck driver, Bermex meter reader crew chief, Restoration Tech for Blackmon Mooring, just to name a few, oh yeah I am also a ordained minister. I list all of this just to say that out of all of these jobs working here at AT&T with all the headaches has provided me with the best opportunities to take care of me and my family. Could things be better? Yes, but that will only happen if all union members stand united (see Verizon) and start fighting (which will require some real participation on your part) besides offering lip service to everything.

I've been in the union since day one as a job and chief steward, and now as the VP and my only goal is to help my fellow coworkers achieve and have a better working environment then we have had for these first ten years. That will never happen because not enough people are willing to do what's necessary to make the change happen.

With our next contract looming April 4,2017 its very critical especially for all Premise Technicians to start walking the walk instead of just talking the talk. Your participation in voting and yes filing grievances when necessary; also taking part in mobilization rallies and any actions put forth by the union. "If you are not a part of the solution, then you are a part of the problem."

**Kenneth Covington  
CWA6201 VP#3**

## FAMOUS QUOTES

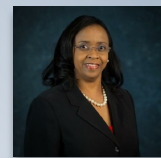
*"Coming together is a beginning; keeping together is progress; working together is success."*

*Henry Ford*

**Don't forget to visit the new CWA 6201 website  
for the latest news, events and updates.**

**Our site is also mobile device friendly !!**

**[WWW.CWA6201.ORG](http://WWW.CWA6201.ORG)**



After completing one year as Secretary/Treasurer how has it been? I'm glad you ask. It has been a challenging but rewarding year. There were some hurdles I had to jump but I made it. It is a job where you have to stay focused on everything you do.

My first thought was write a check, do financials, what can be difficult about that. That's easy. Well, there's a little more to it than that. There are some changes that I would love to see and I believe in time we will make those changes. My goal is to have a training manual or method and procedure book.

This will help remove any doubts and fears. Getting an understanding is the first step to success.

I work with a great group of people who have been available to assist. I would like to say Thank-you.

**Charlotte Brigham  
Secretary Treasure**

Opérateur 19:44

welcome new members

<b>AT&amp;T Southwest</b>	<b>Southwestern Bell</b>
Garza, Adam	Anderson, James
Anderson, James	Cano, Jesus
Cano, Jesus	Claunch, William
Claunch, William	Crowley, Micha
Crowley, Micha	Gibbs, Randall
Gibbs, Randall	Morris, William
Morris, William	Mungula, Christopher
Mungula, Christopher	Winn, Dylan
Winn, Dylan	
Pittman, Mikisha	

<b>Cingular</b>	<b>Mobility</b>
Brooks, Jamie	Anel, Frank
Smith, Ashlanette	Arellano, Manuel J. Jr
	Short, Alexandra

# Retired Members Club



## "THE RMC IS ABOUT SERIOUS BUSINESS"

Thank all of you for your care, prayers, and sympathy in remembering my little sister Debbie Nunley. Many of you met her at various union meetings and other events through the years and the Pioneer special Olympics. She was unique in her love of life and surviving 66 years with joy and smiles. Debbie was born with Down's Syndrome. She was always our "little sister". She lost her sight about a year ago and hearing impairment required double hearing aids also. Bobby Brown said "she was the only angel that he ever met. She loved the union meetings and Sunday School class where she liked to vote.

Georgia reminded us she covered her bases by voting both sides of a motion. We miss her.

Rising prescription drug costs has doubled in just 7 year, according to AARP RX Price Watch. Local emergency clinics are gouging prices at some clinics and billing like a hospital ER. Changes in some providers for secondary coverages also bring bigger bills and surprises for retirees. Its like we as retirees are in need of constant awareness on every transaction we need. Be wary and constant on ANY service whether at the doctors office or some other service provider... Especially, if its a referral to a specialist. Ask if they are included in your plan then verify Before you use the service by calling the member number on the back of you medical card.. It takes time ,yes but if they aren't in your plan and you use them it will be more costly as they will be considered "out of network" and the cost are hard to recover even in an appeal of the claim. Who said Retired Life was golden. It is, but not for the retiree

We did a large membership mailing recently and look forward to meeting you at our monthly meetings. We meet the third Wed. of each month at the union hall at 10:00am. Located at 421 South Adams Ft Worth Texas 817-332-3186. Listed below are the names of RMC Chapter 6201's officers:

Priscilla Brown President 817-367-9364,  
Denny Kramer Vice-President 817-332-3186  
Ray Kramer Treasure 817-295-0400  
Ellen Wakefield Secretary 817-498-2787

**Priscilla Brown CWA 6201 Chapter President**

## Communications Workers of America



Local 6201  
421 S Adams  
Fort worth, Texas 76104  
817.332.3186

### OFFICERS

President ..... Georgia Day-Johnson  
Executive Vice President ..... Denny Kramer  
Secretary - Treasure.....Charlotte Brigham

### VICE PRESIDENT - AT - LARGE

1st Vice-President.....Tommy White  
2nd Vice-President.....Angela Lewis  
3rd Vice-President.....Kenneth Covington

### NEWSPAPER

Editor .....Pat Bratcher  
Printer.....Reilley Echols Printing, Inc.



Send articles or suggestions for the  
CrossTalk to Pat Bratcher

[webcwa6201@loudnclear.com](mailto:webcwa6201@loudnclear.com)

**Monthly Membership Dues:**  
Send this form along with your \$15.00  
dues check to:

**CWA RMC 6201**  
421 S. Adams  
Fort Worth, TX. 76104

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City/State/Zip: \_\_\_\_\_  
Retirement Date: \_\_\_\_\_  
Company retired from: \_\_\_\_\_  
Phone: Home: \_\_\_\_\_ Cell: \_\_\_\_\_  
Email: \_\_\_\_\_  
Is this a change of address? Yes \_\_\_\_ No \_\_\_\_

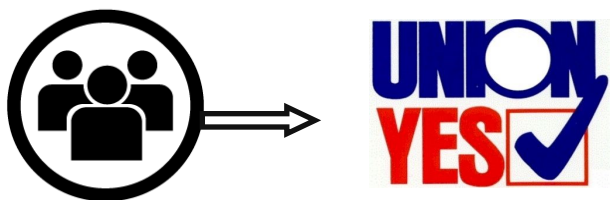


### Time To Prepare:

Everyone knows that succeeding in today's economy is tough. As CWA (Core), we are part of a community, and when things get tough we stand up and fight for each other. That's what being part of a union is all about. More than anything else, unions are about workers coming together to support and to protect one another.

CWA is our union and our opportunity to build better careers and better lives. Because we have a union contract and the legal right to act in unity, we can join together and improve our jobs. We won't win on every issue every time, but every time we fight together, for each other, we grow stronger.

The AT&T (Core) contract ends on April 4th, 2017. Let's work together!!!!



### **CWA NOW.....!!!**



Everyone has been asking about DTV up dates. As of to date due to slow transition of merging DTV systems into AT&T installs have been lower than expected. This is also partially due to Mastec is still fulfilling their contract. As a result 600+ technicians have been deskilled and turned off from doing DTV installs.

Techs who are tenure 0 and or who have not done a certain amount of installs under their belt are being turned off.

This is also the case for certain fiber jobs such as fiber-lock. At this time there is not set date for when this will change and the techs that have been turned off turned back on.

Latest word was that due to new VP put in place that was a DTV director, transition and MOP changes many of the techs will be sent back through training for DTV installations.

**Stay tuned this could change!!!**

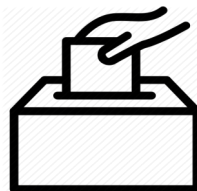
*President's Pen ..... Georgia Day-Johnson*



### Training in Texas

CWA District 6 will be piloting National Training in Texas called Financialization Training, which will occur the month of June. We will have training at our Local hall 421 S. Adams St. Fort Worth on June 30<sup>th</sup> from 9am-5pm.

The focus of the training is to educate our members on the "runaway inequities" in the US economy and how corporate influence has affected policies that have hurt working families in this country. These trainings will be led by Texas member activists. Slots are limited. Lost time for one day will be covered. Please call the Union Hall if interested 817 332-3186.



*Remember you voice can't be heard if*



### VOICE BOX



#### In Memoriam

*The officers and members of LOCAL 6201 wish to extend their heartfelt sympathies to the following members/members family in the loss of their loved ones:*

Harry Lee Sanderson - SWB Employee

Deddie Nunley, sister of Priscilla Brown, RMC VP Dist 6.

Erma Johnson, mother of Edna Dieudonne, Revenue Mgmt Rep.



**Keep Your Union Strong !!! Access CrossTalk Newsletter Online [www.cwa6201.org](http://www.cwa6201.org)**



### **Boost Your Career !!!**

Go to  
[www.cwa.augusoft.net](http://www.cwa.augusoft.net)  
for more information.



### **Knowledge Is Power !!!**

Go to  
[www.cwamaterials.org](http://www.cwamaterials.org)  
for more information.



## JULY 2016

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

Jul. 4th Independence Day  
Jul. 18th E-Board Meeting  
Jul. 20th RMC Meeting  
26th \*Regular Monthly Meeting

Jul.

## AUGUST 2016

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

Aug. 15th E-Board Meeting  
May 17th RMC Meeting  
2nd Regular Monthly Meeting

May

## SEPTEMBER 2016

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

Sept. 5th Newsletter Submission Deadline  
Sept. 19th E-Board Meeting  
Sept. 21st RMC Meeting  
Sept. 28th Regular Monthly Meeting



### **CWA LOCAL 6201 SIX FLAGS FAMILY DAY**

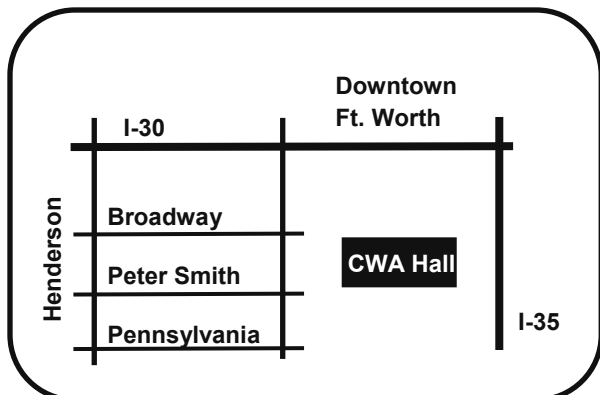
**WE ARE NOW SELLING TICKETS FOR OUR ANNUAL CWA SIX FLAGS DAY. IT WILL BE OCTOBER 1, 2016. TICKETS ARE \$25.00 EACH WHICH INCLUDES PARKING. YOU WILL HAVE EARLY ACCESS TO 2017 SEASON PASSES. LUNCH WILL BE 2-4PM CATERED. WE ARE PURCHASING 200 TICKETS, WE WILL SELL UNTIL THEY ARE GONE. THEY ARE FOR LOCAL 6201 MEMBERS AND THEIR FAMILIES ONLY.**

**TO PURCHASE TICKETS CALL THE HALL  
817 332-3186**



COMMUNICATIONS WORKERS of AMERICA  
Local 6201—421 South Adams Street  
Forth Worth, Texas 76104

NON-PROFIT ORG  
U.S. POSTAGE  
PAID  
PERMIT NO. 2603  
FORT WORTH, TX



Or Current Resident

MONTHLY MEMBERSHIP MEETING 4TH TUESDAY OF EACH MONTH - WEDGEWORTH HALL - 7:30 pm



# Union Strong Union Proud

**Have a  
WORK SAFE SUMMER**

