

## West Virginia Frontier Employees Rally for Solidarity *Petition with 1,155 Signatures Delivered to Frontier Management*

A sea of red shirted CWA members, many from CWA Locals 2001 and 2276, braved late afternoon temperatures nearing 100 degrees for a Solidarity Rally in front of Frontier Communication's headquarters in Charleston, West Virginia on July 28.

Labor negotiations with Frontier began the previous Monday due to Local 2001's contract expiring on July 31. Frontier's contract with Local 2276, out of Bluefield, WV, will expire on August 20. Both locals are composed of Frontier Legacy employees. (See "West Virginia Locals Unite for Contract Negotiations" for more information.)

"Solidarity rallies like this are vital because they send a message to Frontier during negotiations," said Elaine Harris, CWA International Representative and West Virginia Bargaining Committee Chair for 2001 and 2276. "These negotiations are going to set the stage for all future contracts with Frontier so we must stand together as one, strong union to reach our goals."

Rally speakers included CWA District 2-13 Vice-President Ed Mooney, CWA Vice-President of Telecommunication & Technology Ralph Maly and West Virginia Frontier workers, organizations such as the West Virginia AFL-CIO and West Virginia Council of Churches.

After a series of inspiring speeches CWA members gathered to deliver a petition to Frontier management with more than 1,150 signatures from Frontier employees.

"We have to keep in mind the old saying, it's easy to break one stick but a bundle of sticks together is unbreakable – if we stand together we will be unbreakable," said Choate.



Karen Snyder, Misti Davis, Kim Caudill and Vanisea Winfree



Vice-President Ralph Maly speaking at rally

**Do you have a story** about how members at Frontier are working together to improve their pay and benefits, provide the best possible quality service, and secure the good jobs our communities need? Send stories and pictures to:

Laura Unger at [lunger@cwa-union.org](mailto:lunger@cwa-union.org)

or

Maria Armada at [marmada@wvtpg.com](mailto:marmada@wvtpg.com)

# West Virginia Locals Unite for Contract Negotiations

Two West Virginia Legacy employee Locals, 2001 out of St. Mary's and 2276 out of Bluefield, will be in formal collective bargaining talks this month.

Formal collective bargaining talks between Legacy employees from Local 2001 and Frontier Communications began on Monday, July 25 just a week before the collective bargaining agreement expired on July 31.

The talks continued through the week with the company presenting proposals to the union, the union responding with additional information, proposals, counter proposals and data requests. CWA has argued for some time that one week is not sufficient time to bargain a contract, yet Frontier continues to schedule negotiations in tight, unviable timeframes. As a result CWA and Frontier first agreed to extend the Local 2001 to August 12 and then to September 1.

The union's bargaining committee believes the brief extension will allow time for needed responses to our data requests and to prepare counter proposals on critical issues.

Another round of talks will begin when the contract of West Virginia Local 2276 will expire on August 20. As another contract is set to expire Frontier has issued strong statements about their intentions to lower standards for all workers at Frontier. CWA won't forget that while Frontier is trying to lower standards for people who make the company run 24/7 the executives are raking in top tier salaries and CEO Maggie Wilderotter got a 77% raise!



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"We have said going into this round of bargaining that parity is our number one issue," said CWA International Representative Elaine Harris. "We are not going backwards, for the former Verizon workers in 2013, but will negotiate to bring up the Legacy workers' standards."

"In order to accomplish this all Frontier workers along with our brothers and sisters at IBEW Local 317 must remain united and let the company know we will not be divided. We are union brothers and sisters, standing together to raise the standards for all Frontier workers."

The IBEW Local 137, from Marlinton and Webster Springs, West Virginia, are standing in firm solidarity with CWA through these negotiations.

Frontier Frontlines will continue to keep all members updated on these contract negotiations as events warrant.

## Frontier Bargaining Calendar

October 2010–December 2011

Expiration Date	Local	Location	Origins
October 21, 2010	IBEW Local 363	Harriman, NY	Legacy
December 4, 2010	CWA Local 3603	Charlotte, NC	Spinco
<b>January 31, 2011</b>	<b>CWA Local 1170</b>	<b>Rochester, NY*</b>	<b>Legacy</b>
April 14, 2011	CWA Local 2276	Bluefield, WV	Legacy
April 23, 2011	CWA Local 3673	Whittier, NC	Spinco
<b>May 15, 2011</b>	<b>CWA Local 7471</b>	<b>Columbus, NE*</b>	<b>Legacy</b>
<b>June 30, 2011</b>	<b>CWA Local 1111</b>	<b>Elmira, NY**</b>	<b>Legacy</b>
<b>June 30, 2011</b>	<b>CWA Local 1122</b>	<b>Buffalo, NY**</b>	<b>Legacy</b>
July 31, 2011	CWA Local 2001	Charleston, WV	Legacy
November 5, 2011	IBEW Local 723	Fort Wayne, IN	Spinco
November 14, 2011	CWA Local 7019	Phoenix, AZ	Legacy

\* Rochester, NY and Columbus, NE (called Citizens Telecommunications Company of Nebraska) — settled on May 15, 2011

\*\* Elmira Local 1111/Buffalo Local 1122 ratified August 11, 2011

### BREAKING NEWS:

## Locals 1111 and 1122 Ratify New Four Year Agreement

BUFFALO, NY — CWA Locals 1111 and 1122 have ratified a new four year agreement with Frontier. The agreement freezes the existing office visit co-pays for the life of the agreement, freezes the annual deductible for the first two years of the agreement, protects the pension for current employees and includes an annual boot allowance.

Additionally, the agreement calls for wage increases totaling 8.25% over the course of the contract that will expire in June 2015. The raises are retroactive and are scheduled as follows:

- July 1, 2011 – 2 percent
- July 01, 2012 – 2 percent
- June 30, 2013 – 2.25 percent
- June 29, 2014 – 2 percent

## North Carolina Local 3673 Negotiation Update

The 106 members of CWA Local 3673, located in the hills of North Carolina, will be joining their brothers and sisters in West Virginia by negotiating contracts with Frontier in late August.

Local 3673's collective bargaining agreement expired on April 23, 2011 but an extension was agreed upon by both the local and the company until August 25. Local President Tim Ammons doesn't expect another contract extension and is ready to negotiate the key issues facing his local.

Top on the list of Local 3673's issues to negotiate are medical benefits, contractor language (or lack thereof), workplace flexibility and Frontier's "sales and incentive" programs. Of particular concern is the medical benefits issue because for many years Local 3673 sacrificed higher wages in order to have better

medical benefits. The North Carolina workers have always been happy with the trade-off until Frontier started predicting medical costs would skyrocket to \$400 per month before the end of the collective bargaining agreement.

"I understand medical benefits are pricey and continue to rise but I question the need of funding these increases solely off the back of our workers when Frontier executives are being handed enormous compensation packages," said Ammons.

Ammons knows he can depend on the solidarity of the brothers and sisters in Local 3673, they proved their resolve and unity standing together during an 83 day strike in 2003. This year Local 3673 will be standing together with all CWA Frontier locals across the country as contracts expire and we fight to win a fair contract for all Frontier workers.