

EXECUTIVE VICE PRESIDENT REPORT

February 2009

Submitted by Stan Wylie

So other than the change in government we seem to be starting the year on a bad note. The closure of the CFS office in Seattle is obviously very impactful to all those folks that work there over 200 in all. It is going to be very difficult for everyone during this transition time. Frankly I wish we had some way to fix this but I do not see it at this point in time. Not to make light of it but also simply the huge numbers of company's within the state and the numbers of folks who are being laid off are tremendous. It is going to be difficult for all of us. How safe are any of us? Another question that seems impossible to answer... Recently a VP in mass markets was asked about the use of vendors (contractors) and while he said he doubted the use would increase he continued to say lets face it they are cheap labor. So that pretty much sums it up...cheap labor!

Regarding the closure of this office members have an opportunity to follow their work to different states but at the same time there is an ongoing Job content review for that title. So if these folks choose to follow their work depending on the review the company could be proposing significant wage reductions to the tune of somewhere between \$5.00 to \$10.00 an hour then folks are currently making shortly after arriving to the new location. We will not know the outcome of the review or what the company is proposing till the end of March at best. By then most of the folks will have had to make a decision to move by then. It would be nice if the company would be able to solve that issue before announcing the closure because to me it really seems that folks are put in a very difficult decision and making blind decisions if truly they will not know their wages or job functions.

The company also wants to add a sales component to the collection side of the house. Frankly, it seems to me pretty difficult to sell a product when the reason you are talking with the customer in the first place is because they are having difficulty in paying the bill in the first place. But I don't run the business...

Most of the new executive board spent several days in training. It was rather intensive and long but very informative for all. Some of what we learned was refresher but had plenty of new things as well. I believe the training gave all those on the board the tools needed to effectively represent out local. Obviously though we all can still learn more and do so on a daily basis. The International has developed a new "Welcome" DVD for all of CWA that gives a broad description of CWA and its members. Our local has 2 clips in the DVD which is kind of nice to see that our efforts have not gone unnoticed. More importantly it also shows that CWA is also moving forward in updating its materials and systems to make things a bit easier for the locals and more to date information to share with its members. The international has been a bit slow in some of these areas so glad to see it is taking steps to improve that. We also have some training scheduled for Feb 20th and 21st for some new stewards and should have 3

in attendance from MV transportation and at least one from Qwest. So we are still expanding our representation and I look forward to working with these folks as well

Speaking of MV, Michael and I met with Aaron Edwards the Operations Manager to discuss several issues and we have scheduled a follow up meeting as well with Aaron and another company representative to discuss some of the lingering issues within the work group. Obviously the bid process is confusing and there are no written guidelines so we discussed that and are drafting up some guidelines. The pay issue from last summer has still not been resolved and hopefully we can get some closure on that. We also have some concerns about Ambassadors and their roles as well as how they are filling in gaps in the dispatcher's reasonability's etc... We will also be discussing some other items as well. They have some newer managers as well that seem to think doing whatever they want is acceptable because they can. Unfortunately for them they are learning they cannot just make decisions that affect entire work groups and not follow the contractual language in those decisions.

On a good note the terminations seem to have decreased as well as incidents of not reporting vehicle incidents it seems the message has been a little clearer on how and when that is necessary. Let's keep that up and avoid unnecessary terminations of members.

On another note given the circumstances of the economy and what difficulties in the job market I would like to remind everyone of benefits afforded to you as a union member through the union plus program. There are many programs available to assist members from roadside assistance, legal assistance, and mortgage programs. A couple examples are roadside assistance from \$52.00 a year which includes up to \$500.00 in accident assistance reimbursement. Free legal consultation and discounts under the Union Plus program and the mortgage program has many benefits. This would be very beneficial to those who may be currently considering refinancing due to the historic lows in interest rates. The rates are competitive but if somehow you lose your job due to disability, strike or layoff the program makes your payments for you up to 6 or 12 months depending on circumstances. This is not additional debt or deferment it is actual payments made by CWA through this program. Something to look into given the times. We have handouts here at the local or you can go to www.unionplus.org yourself and take a look.