

# ***WHY IS VERIZON SPREADING RUMORS ABOUT AN UPDATED ISP PROPOSAL?***

During 2010 Bargaining with VERIZON of California, your Bargaining Committee proposed an Enhanced ISP that would benefit the entire Bargaining Unit and **VERIZON rejected it.**

## **Let's Check the Facts**

**VERIZON lost the arbitration on the subject of declaring an entire unit surplus, so it can replace employees with Contractors.**

January 2010 CWA prevailed in an arbitration case involving the Building Services Technicians, (BST's). Verizon declared the entire BST title surplus. Some of the employees believed VERIZON and were intimidated into taking the ISP offer. The very next day, VERIZON replaces and backfills these BST positions with Contractors. There was no surplus! Verizon was ordered to reinstate the BST's.

**What VERIZON doesn't want you to know about its proposed ISP offer.**

After you, the Membership, ratified the current Contract between CWA and Verizon on May 24, 2010, Verizon wants to now add a new clause to the ISP language that's not found in any other bargaining unit throughout the Nation! Verizon proposed to give itself the right to surplus current employees and replace all with Contractors. The proposal states, VERIZON will have **"exclusive right to determine and declare surplus as part of the offer for any reason, including contracting out work and the Union waives the right to challenge such surplus determinations and declarations in arbitration or in any other forum."**

In essence, VERIZON is offering a few employees a bribe, a buy-out, so it can stir up sympathy for its cause, **to replace current employees with contract employees!** Presently, **VERIZON is refusing to remove this language, so your Union is standing with you, protecting the interest of 5,000 employees covered by the current Contract and REJECTS VERIZON's offer as it stands.**

**Why did VERIZON start the Anti-Union rumors and get the July 9, 2010 internal email message to you?**

Verizon wants you to believe that CWA would reject a proposal favorable to the membership. ***Does this make sense to you?!***

*VERIZON hasn't even provided dates for this proposed surplus offer.*

**So why the July 9, 2010 email? Is this another bribe and scare tactic?**

After 14 weeks of bargaining and strong support from you, the members, **VERIZON wants to break your Union Solidarity.** VERIZON's proposal is nothing more than circumventing the arbitrator's binding ruling. Verizon does not want ***THE MOMENTUM DURING BARGAINING, FOURTEEN WEEKS OF UNION SUPPORT AND MOBILIZATION, TO CONTINUE.*** Don't fall victim to VERIZON's half truths,

## **Get the Facts**