



LOCAL 827

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THE TRUTH ABOUT STRIKE-RELATED DISCIPLINE

Randal S. Milch, Executive Vice President and Verizon's General Counsel has recently distributed and posted a Company Statement about "Strike related discipline". All Local 827 members should know the truth about the Company's strike-related discipline and the current status of the outstanding cases.

Mr. Milch's statements are a thinly veiled attempt to intimidate employees during a time when the Company is shamelessly seeking to strip our contractually negotiated wages and benefits even though it continues to reap huge corporate profits. Contrary to Milch, the company's strike-related discipline has everything to do with this attempt by the Company. The more fear and unease the Company can create, the better for its goal of wiping out a generation of negotiated benefits earned by hardworking and loyal employees.

More to the point, Milch's characterization of the Company's actions during the work stoppage and the NLRB process is just plain wrong. Do not forget that the strike came about as a consequence of Verizon's blatant refusal to bargain in good faith prior to the expiration of our contract as well as the Company's attempt to force employees to work without an agreement. During the strike, the Company used every conceivable tactic to intimidate and harass employees while exercising their federally protected rights - including videotaping, use of strikebreakers and threatened termination of medical insurance coverage. An important part of the Company's strategy was to impose discipline on many employees for purported strike misconduct to create an atmosphere of fear, intimidation and, hopefully, panic within our ranks. Unfortunately, these actions have become all too common place today and belie Milch's statement that the Company accepts our right to strike. Such comments are disingenuous as we all know.

What is particularly offensive, and typical of the Company's efforts to mask, misinform and confuse, is Milch's erroneous description of the National Labor Relations Board charges. His statements regarding the NLRB process is factually and legally flawed. The truth is that it was necessary to file unfair labor practice charges with the NLRB over the strike discipline imposed on our members because the Company steadfastly refused to allow those issues to be decided in arbitration. The Company believed that by denying these members arbitration the Company would stand a better chance with the normally cautious NLRB. However, the Company's decision backfired because the NLRB, after conducting a complete and thorough investigation including requesting and receiving evidence from the Company, has issued a consolidated and comprehensive complaint against the Company on the vast majority of unresolved strike discipline cases. This means the General Counsel's office of the NLRB will prosecute the cases against Verizon before an Administrative Law Judge. It is not simply an administrative hearing as Milch suggests. It is instead a formal proceeding supported by the NLRB which we are confident will expose the company's retaliatory motives in firing long term employees essentially for protected concerted activity.

This is not a time to be misled or naive. The Company's spin on the NLRB process and strike-related discipline is simply that. We have aggressively pursued all discipline imposed on Local 827 members during the strike. As a result the Company was forced to resolve many of the cases by reinstating employees. Local 827 stands behind the all members who stood together last August to let the Company know loud and clear how we value our negotiated wages and benefits and that we have no intention of giving them up. We need to continue to remain united and strong until a new contract is in place.

In Unity,

William D. Huber
President/Business Manager