

BUSINESS MANAGERS REPORT

AUGUST, 2007

THE NUMBER OF CASES IN ARBITRATION STANDS AT 172. PLANT HAS 129, TRAFFIC 14, ACCOUNTING 17, SALES 9, AND AVAYA 2.

THE EXECUTIVE BOARD OF THE LOCAL WILL MEET ON WEDNESDAY, AUGUST 15, 2007, AT THE LOCAL UNION OFFICE. THIS MEETING WILL BEGIN AT 1PM.

THE STEWARDS MEETINGS WILL RESUME IN SEPTEMBER.

AVAYA

AVAYA IS NOW IN THE PROCESS OF COMPLETING THE MERGER AGREEMENT WITH SILVER LAKE AND TPG CAPITAL. THE TRANSACTION SHOULD BE COMPLETED BY THE FALL.

THERE WILL BE A PROXY STATEMENT MAILED OUT TO THE SHAREHOLDERS DURING THE AUGUST TIME FRAME EXPLAINING THE AGREEMENT. SHAREHOLDERS WILL RECEIVE \$17.50 FOR EACH SHARE THEY HOLD. SHARES HELD BY MEMBERS IN THE SAVINGS AND ESSP PLANS WILL BE TREATED THE SAME AS SHAREHOLDERS.

THE COMPANY HAS STATED THERE WILL BE NO CHANGES TO ANY COLLECTIVE BARGAINING AGREEMENTS AND BENEFITS STAY THE SAME.

THE 2007 AVAYA TARGET AWARD WILL BE ADMINISTERED ACCORDING TO THE PLAN IN PLACE.

ACCOUNTING

A REMINDER TO OUR ACCOUNTING MEMBERS; THERE WILL BE A RALLY TOMORROW, AUGUST 2, 2007, AT 185 FRANKLIN STREET BEGINNING AT 5:30P. IF YOU DON'T THINK YOUR ATTENDANCE AT THIS RALLY IS IMPORTANT FOR YOUR LIVELIHOOD, THINK AGAIN!!

ALL ACCOUNTING MEMBERS SHOULD ATTEND THIS RALLY. AS IN THE PAST AS YOU WELL KNOW, ACCOUNTING WORK WAS THE FIRST WORK TO BE MECHANIZED AND LOSS OF HUNDREDS OF JOBS WAS SOON TO FOLLOW. ONE OF THE MANY "GIVE BACKS" THAT VERIZON IS LOOKING TO REMOVE FROM OUR CONTRACT IS "MOVEMENT OF WORK". WITHOUT THAT, ACCOUNTING JOBS COULD EASILY VANISH.

AGAIN, YOUR JOBS AND OTHER MEMBERS JOBS ARE AT RISK AND NOW IS THE TIME TO STAND TOGETHER WITH YOUR UNION BROTHERS AND SISTERS AND MAKE THE TIME TO ATTEND THIS RALLY.

TRAFFIC

THE UNION AND THE COMPANY MET ON THURSDAY, JULY 26, 2007 AT THE CAG CENTER IN FRAMINGHAM, MA.

VERIZON MANAGEMENT AGREED TO ADD ADDITIONAL TOURS TO THE EARLY MORNING SCHEDULES. THIS WILL ALLOW MORE OPPORTUNITIES FOR OUR SENIOR MEMBERS AND RESOLVE OUR GRIEVANCE.

ALSO, AS A RESULT OF THIS MEETING, THE ENTIRE ELM STREET LOCATION WILL BE TRAINED FOR WIRELESS WORK. THIS WIRELESS CONTRACT IS IMPORTANT FOR SEVERAL REASONS, MOST IMPORTANTLY JOBS IN OUR LOCAL. IF YOU ARE NOT CHOSEN TO TAKE WIRELESS CALLS, LET THE UNION KNOW AND WE WILL INVESTIGATE.

PLANT CLERICAL

THE RECENT ANNOUNCEMENT THAT 185 FRANKLIN STREET WILL BE SOLD WILL NOT BEGIN AN IMMEDIATE TRANSFER OF CLERKS FROM THAT BUILDING.

IF THERE ARE ANY DEVELOPMENTS WITH THE SALE, THE UNION WILL BE MEETING WITH MANAGEMENT TO DISCUSS ANY MOVEMENT. ALL TRANSFERS WILL BE ADMINISTERED BY THE CONTRACT.

SALES

THE UNION IS CURRENTLY PROCESSING THROUGH THE GRIEVANCE PROCEDURE THE ISSUE OF "ASSIGNING OF WORK". THE UNION BELIEVES THOSE MEMBERS WHO ARE DESIGNATED BY THE COMPANY TO ASSIGN WORK TO OTHER UNION MEMBERS SHOULD BE RECEIVING THE SPECIAL DIFFERENTIAL AS OUTLINED IN OUR CONTRACT.

WITH ONLY ONE YEAR REMAINING FROM THE EXPIRATION OF OUR COLLECTIVE BARGAINING AGREEMENT, MEMBERS SHOULD THINK LONG AND HARD AT WHO'S SIDE THEIR ON. THE COMPANY BELIEVES YOUR OVERPAID AND UNDER WORKED. THEY WOULD MOVE YOUR WORK TO A PART OF THE COUNTRY WHERE THEY PAY EMPLOYEES MUCH LESS AND DEMAND MUCH MORE IN A SECOND, IF THEY COULD.

NOW IS THE TIME TO START PARTICIPATING IN UNION ACTIVITIES ALONG WITH YOUR FELLOW UNION MEMBERS. BEGIN BY ATTENDING THE RALLY ON AUGUST 2, 2007 AT 185 FRANKLIN STREET AT 5:30PM.

CABLE & LINE

MANAGEMENT CONTINUES THEIR UNREALISTIC CAMPAIGN TO INCREASE PRODUCTIVITY.

THE CAMPAIGN HAS RESULTED IN THE NORTH PART OF THIS LOCAL, WITH OVER 20 CONTACT MEMO'S AND LETTERS IN WOBURN, SUSPENSIONS AND CONTACT MEMO'S IN NEEDHAM, MALDEN, WAKEFIELD AND WATERTOWN.

DESPITE SUBSTANTIATED INCREASES IN PRODUCTIVITY, UPPER LEVEL MANAGEMENT CONTINUES TO BELIEVE THAT THEY CAN CONTINUE TO INCREASE PRODUCTIVITY BY INTIMIDATION, THREATS AND EXCESSIVE DISCIPLINE.

MY BELIEF IS THAT THIS WON'T WORK.

LETS TAKE CARE OF OURSELVES BY PERFORMING OUR JOBS SAFELY, AND TAKE CARE OF OUR CUSTOMERS BY DOING QUALITY WORK.

FA/EA

MANAGEMENT HAS BEGUN A TRAINING SCHEDULE FOR ALL FA'S AND EA'S ON FIOS FIELD ASSISTS.

PLEASE BE CAREFUL WITH THE WAY YOU PHRASE THINGS WHEN MAKING NOTES ON ORDERS. SOME NOTES HAVE INADVERTENTLY CAUSED TROUBLE FOR SOME OF THE MEMBERS IN OTHER DEPARTMENTS WHO ARE WORKING ON THE SAME ORDERS.

SSTS'

THE SHOOT FIRST, ASK QUESTIONS LATER APPROACH TO DISCIPLINE HAS SPREAD TO ALL LOCATIONS IN OUR LOCAL. THEREFORE WE WILL RESPOND THE WAY PEOPLE UNDER ATTACK RESPOND. WE ARE NOW IN A NON-COOPERATIVE MODE WITH THIS COMPANY. WE WILL DO OUR JOB AND NOTHING MORE.

REMEMBER TO WORK SAFELY AND DO NOTHING.....BUT A QUALITY JOB.

THE GRIEVANCE PROCEDURE HAS CRAWLED TO A HALT, WITH MOST GRIEVANCES TAKING SEVERAL MONTHS TO GET SCHEDULED. THEY ARE THEN POSTPONED OVER AND OVER AND ONCE THEY ARE HEARD, THE DIRECTORS TAKE MONTHS TO ANSWER THESE GRIEVANCES. WE WILL NO LONGER WAIT FOR THESE CARELESS MANAGERS TO SQUEEZE US INTO THEIR SCHEDULE. WE WILL PROCEED TO THE NEXT STEP OF THE PROCESS AND IF NECESSARY, WILL FILE CHARGES WITH THE NATIONAL LABOR RELATIONS BOARD.

C.O.& TOLL NOTES

EVERY CENTRAL OFFICE TECHNICIAN SHOULD MAKE A SINCERE ATTEMPT TO ATTEND THE RALLY TOMORROW, AUGUST 2, 2007 AT 5:30PM AT THE FRONT OF 185 FRANKLIN STREET.

THIS RALLY MARKS THE BEGINNING OF THE FINAL YEAR OF OUR CONTRACT AND YOUR PARTICIPATION AND RESPONSE TO OUR EFFORTS WILL BE THE DECIDING FACTOR IN RETAINING YOUR JOB AND BENEFITS.

THERE SHOULD BE A SENSE OF URGENCY AND IF ATTENDANCE AT THIS RALLY IS NOT ON YOUR AGENDA, THEN NEITHER IS THE PROTECTING OF YOUR JOB.

YOUR WORK STATION IS FOR COMPANY BUSINESS. THE COMPANY HAS THE ABILITY TO PULL YOUR HARD DRIVE AT ANY TIME AND THIS WILL TELL THEM EXACTLY WHAT YOU HAVE BEEN DOING AND WHEN YOU HAVE BEEN DOING IT? IF YOU ARE DOING WORK ON COMPANY TIME, THERE WILL BE A CODE FOR IT AND YOU CAN ENTER IT ON YOUR TIME SHEET.

DO NOT USE YOUR WORK STATION FOR OTHER THAN COMPANY BUSINESS- REGARDLESS OF WHAT ANY ONE ELSE IN YOUR WORK GROUP MIGHT BE DOING- YOU ONLY ANSWER FOR YOUR OWN ACTIONS.

C.O.E.I.

ELECTRICAL WORK IS AN ONGOING PROBLEM. WE ARE PRESENTLY GRIEVING ALL VIOLATIONS. IT IS PARAMOUNT THAT ALL ELECTRICAL WORK BE QUESTIONED.