



February 9, 2010

James R. Davis, Jr.
Director, Potomac Verizon Labor Relations
1 E. Pratt Street
10N17
Baltimore, MD 21202

Re: Executive Level Grievance – Failure to Administer Article 35 Properly – Clerical
Employees Denied Opportunity to Test for Jobs

Dear Jim,

This is an Executive Level Grievance related to Verizon's failure to administer Article 35 properly. During the past year Verizon has entered into return to work settlements with terminated consultants returning them into the titles of customer service clerks and general clerks. In some cases the company has failed to bridge the previous service of these employees which has resulted in their loss of employment security protection. In addition, Verizon has applied its' RAMP (Regional Associate Mobility Plan) guidelines to these employees, consequently denying them the opportunity to test and claim openings in the consultant title. As a result these members were forced off the payroll on January 30th. This was never the intent of the language found in Article 35 Sections 4 and 5 of the General Agreement.

CWA grieves on behalf of all affected bargaining unit employees within the jurisdiction of CWA District 2.

CWA seeks Verizon's immediate compliance with the terms and conditions of the General Agreement and further that all affected employees be made whole regarding any lost wages, benefits and employment.

The following data request is made in reference to this grievance:

1. Identify all employees affected by the 2009 Declared Surplus who were brought back on settlement agreements into the clerical titles since January 2009.
2. Identify all employees affected by the 2009 Declared Surplus who were not given an immediate bridge of their NCS.
3. Identify all employees affected by the 2009 Declared Surplus who did not have the RAMP "time in title" requirement satisfied.
4. Identify the number of known consultant jobs available during the relative Article 35 process.
5. Identify the number of consultant jobs filled during the relative Article 35 process.

I would like to meet with the company to discuss the grievance. Please contact me with available dates on 301 809-4164.

Sincerely,



Gail Evans
Administrative Director

GE/dt

cc: Ronald Collins
Jimmy Tarlau
District 2 Staff
Local Presidents

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