

Hello Brothers and Sisters,

One year ago today we started the long journey of a historic strike against Verizon. I can't help but sit and recall some of those tough moments and think about some of the tough calls I received and some of the calls that sent chills of pride up my spine. Union Strong and Union Pride was on display in April and May of 2016 like I've never seen before, this strength and unity enabled us to win one of the toughest battles that a Labor Union has ever faced. I personally reflect on those seven weeks as only the second hardest seven weeks of my life, second to an overseas deployment in 1990/1991 in the Persian Gulf.

Currently the company is trying to force Lead to Succeed sales down everyone's throat and although they say its voluntary they use language like "must, requirement, shall, confirm my email" The fact of the matter is that Lead to Succeed and any or all sales promotions are voluntary and they are not a requirement and our job duties are in writing and are bargained for.

" EXCEPT FOR ATTENDING INFORMATION MEETINGS, THE DECISION OF WHETHER OR NOT TO PARTICIPATE IN SALES AND OR REFERRAL INCENTIVE PROGRAMS SHALL BE WHOLLY VOLUNTARY."

"SALES EMPLOYEES are expected to continue their sales activities and other job responsibilities whether or not they participate in these incentive programs. " Page 244 of our General Agreement.

We have reached out to upper management about the tactics and threats that are currently being used and they have continually stated that their intentions are not in any way to lead to discipline etc..... We have informed them that if the harassment does not stop that they can expect massive resignations from the Lead to Succeed program. If you are asked or threatened about sales inform your supervisor that you want a Union Rep present and that THEY need to call the HALL at 410 335 2100 to set up an appointment.

Please realize that although it is like a mosquito in the summer this pressure is nothing compared to what we stood up to a year ago. **Union Strong!!**

HAPPY EASTER TO EVERYONE AND THEIR FAMILIES!!

"THEY CAN ONLY DO THAT IF YOU LET THEM"