

BUSH'S NLRB STRIKES AGAIN WITH ANTI-WORKER RULING

Union members, workers' advocates and newspaper editorial boards across the country are continuing to express their outrage at the recent National Labor Relations Board decision that could cost millions of workers their right to union representation. The 3-2 decision gives employers the right to classify many nurses with minor supervisory duties as supervisors, making them ineligible to belong to a union. Experts say the ruling could affect not just nurses but an estimated 8 million workers in many jobs and industries.

CWA Local 1122 President John Klein said he's concerned that even many union members, let alone other Americans, don't yet understand the ruling or its potential impact. In health care, he said, nurses without union protection are less likely to speak out about issues affecting patient care out of fear for their jobs. "It's a huge impact, and that's what the public does not understand," he said.

Many newspapers are decrying the decision:

- "This is one more step curbing the power of organized labor since President Bush came to office," the New York Times said in an editorial titled "Kicked While Down." "Far from balancing the scales, the anti-union drive comes when workers are already at a historic low in bargaining strength. We are getting closer and closer to a work force with no benefits and no substantive protections."
- "Spinning out this rationale means that teachers who direct classroom aides could be barred from union membership, as could any professional worker who has a secretary," the St. Petersburg Times wrote. "In a time of growing income inequality, union membership seems to be one of the few ways workers can still get ahead. For the NLRB to stretch the definition of a supervisor in order to exclude a large swath of the labor force from these potential benefits is just another way that workers are being stripped of their leverage in the workplace."
- "If you have just a tiny bit of authority at work — say the task of telling a custodian whose offices to clean — does that make you a supervisor? If so, then an awful lot of people could find themselves with a tiny bit of authority," said the St. Louis Post-Dispatch. "Companies that want to weaken unions may designate lots of employees as supervisors. Before you know it, the only person without a title would be the summer intern."

The board's new definition essentially enables employers to make a supervisor out of any worker who has the authority to assign or direct another and uses independent judgment. Amazingly, the board also ruled that a worker might be classified as a supervisor if he or she spends as little as 10 percent to 15 percent of his or her time overseeing the work of others.

AFL-CIO President John Sweeney calls the decisions "outrageous and unjustified. It's the latest example of how the Bush-appointed National Labor Relations Board is prepared to use legal maneuvering to deny as many workers as possible their basic right to have a voice on the job through their union. The NLRB should protect workers' rights, not eliminate them".

In their dissent, NLRB members Wilma Liebman and Dennis Walsh say the decision "threatens to create a new class of workers under federal labor law—workers who have neither the genuine prerogatives of management, nor the statutory rights of ordinary employees." Liebman and Walsh wrote that most professionals and other workers could fall under the new definition of supervisor, "who by 2012 could number almost 34 million, accounting for 23.3 percent of the workforce." They go on to say the Republican majority did not follow what Congress intended in applying the National Labor Relations Act.

Congress cared about the precise scope of the Act's definition of "supervisor", and so should the Board. Instead, the majority's decision reflects an unfortunate failure to engage in the sort of reasoned decision-making that Congress expected from the Board, which has the primary responsibility for developing and applying national labor policy.

The Board itself has five Members and primarily acts as a quasi-judicial body in deciding cases based on formal records in administrative proceedings. The President appoints Board Members, with Senate consent, to 5-year terms, the term of one Member expiring each year. I'll bet you can't guess who appointed the three members in the majority on this decision. That's right, good ol' Dubya himself, George W. Bush. More reason than ever that we ALL go to the polls on November 7th and vote for candidates who will watch out for our interests as working women and men.



Nurses protest NLRB ruling that may reclassify some nurses to supervisors, and ineligible to receive union benefits

I have been sitting here trying to decide what I should put in my article this month.

Last month I wrote about Verizon requiring their Directors to contact the Local Union officials in their areas to discuss ways in which we could "partner" on safety.

Now I sit here today trying to write this article five days following the tragic fatality of a Union brother, Marvin Benson, from our sister Local 2100 in Baltimore.

I don't even know where to begin. I did not know this young man personally. I know he was an Outside Plant Technician with less than two years of service working on the FTTP project out of the Harman's Road Garage. I know when Marvin went to work on Monday, October 16, he expected to go home at the end of the day. I know his supervisor and the people in his crew all expected the same thing.

It was just another Monday morning and the beginning of another workweek. At 36 years old, Marvin had many Mondays and new workweeks working for Verizon. Something we've all done countless times, no big deal.

However, now it is a big deal. It became a big deal sometime Monday morning when Marvin contacted the power line directly above the area where he was placing fiber. When that happened, his life came to a tragic end. Yet, the tragedy doesn't stop there. The sorrow of those who knew him, those who loved him, will continue for a very long time.

I wish I could tell you I was surprised when I heard about this accident, I wasn't. Not because I think Marvin, the crew he worked in or the supervisor he worked for didn't take safety seriously. As I understand it, the supervisor, having come through the ranks, still places a great deal of emphasis on working safely. No one ever expects this kind of thing to happen. We get up and go to work every day, never considering we won't go home that night.

Right now, the emotions surrounding this accident are running very high. Those who worked with Marvin are understandably



President Les Evans (right) speaks to a member at the recent "Customer Service Professionals" cookout at the Calverton Business Office.

the most upset. Nevertheless, time will pass and as happens with all tragedies, the more time goes by, the lesser the impact of this accident.

Where do we go from here? In my article last month, I remarked on how the Verizon Corporation of today has placed all of their eggs into the productivity basket. While supervisors and managers like the ones Marvin worked for still have an understanding of the importance of safety, particularly in the job of a lineman, they are at the end of the chain of command that begins four or five layers of management above their heads. It's at those levels safety needs to begin.

The old saying "Shadow of the Leader" comes to mind. As a Cable Splicing Technician, I never had a management person at any level come out to my jobsite unless they had on their hardhat and safety shoes. You just don't see that type of commitment from the top anymore and that sends the wrong message.

The challenge to M.J. Johnston, Ty Stephenson and Chris Creager is not to look for a scapegoat in this tragedy so they can absolve themselves of any feelings of responsibility. The challenge is not to look at it and ask; "Whom do we blame?" It's too late for that!

The challenge is to ask themselves, "What are we going to do moving forward? Are we going to commit the time, money and resources into making sure that safety becomes the number one priority it should be? Or, will we permit the passage of time to allow this to fade away?" There was a time when Verizon had award ceremonies, recognition lunches and special attention paid to those individuals and work groups who demonstrated a commitment to safety. A recognition luncheon may not have prevented this tragedy, but a more visible commitment to safety from the top down may have helped.

The next few months will tell the tale. We can only hope that instead of Chris Creager sending messages about how important it is for them to force us to work overtime, he will send messages about how important it is to work safely every day.

We weep for our brother union member and fellow worker whose life was cut so tragically short. We ask you to keep his family in your thoughts and prayers.

However, we who are still here must re-double our efforts to watch out for one another. Whether management changes course or not, we need to make certain that we and our fellow union brothers and sisters go home at the end of the day!

Les

Communications Workers of America

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WAL- MART THE HIGH COST OF LOW PRICES CONTRACTING OUT DSL SALES

In June of this year, Verizon announced an agreement with Wal-Mart to offer Verizon Online DSL at 549 Wal-Mart stores across 24 states. It figures that Verizon's top brass would team up with the worlds largest antiunion retailer to shift bargaining unit work outside the company.

In Verizon's announcement, they go into detail, with many oohs and aahs, about the benefits available to consumers by signing up for DSL service with "specially trained Wal-Mart Connection Center associates" at the 549 stores.

CWA Local 2106 President Paula Vinciguerra has filed a grievance over this practice of shifting sales work outside the company and the impact it will have on jobs and employees working under sales quotas. The grievance also requests supporting documentation on how Verizon made the decision to outsource this work and what the benefits are to the company. Verizon maintains it is reaching out to customers who would not normally call into the business office.

Test visits to Wal-Mart stores show that not only are they also selling Comcast Broadband service, but in many cases are recommending Comcast over Verizon by giving these

customers a more satisfactory sales experience when explaining Comcast products.

JURY RULES AGAINST WAL-MART

A Pennsylvania jury says Wal-Mart violated the state's labor laws by forcing workers to skip breaks and stay beyond there shifts without overtime pay, a decision that could lead to millions of dollars in damages.



The verdict came down October 12, and was entering deliberations on damages as we went to press. A similar case in December awarded \$172 million to 116,000 current and former Wal-Mart workers denied breaks. Across the country, at least 57 other wage-and-hour cases are pending against the company.

"I think this proves that Wal-Mart's sweatshop mind-set persists," Chris Kofinis, a spokesman for Wakeup Wal-Mart told the Washington Post. "There is some point where Wal-Mart will have to listen and it's got to treat its workers with respect and fairness."

RMC 2108 Retirees Corner

By Dennis Strout, President RMC 2108

Our October meeting was very good but not what I had hoped for. We had invited a number of the candidates running for office to speak to us. Martin O'Mally, Ben Cardin and Peter Franchot all were invited. Due to other commitments none of them could attend. Peter Franchot did send Craig Zucker, his Political Affairs Director, to apologize for his not being able to attend and to thank us for our support. Mr. Zucker was very informative.

Ken Kovack, who spoke to us in June was invited to return for this meeting. He has spent almost all of his adult life working in the political arena in one way or another and deals in facts, not speculation. His message was simple and direct. It is the Democrats, not the Republicans, who work to help seniors in this country. With very few exceptions it is the Republicans who are trying to eliminate all the social programs that benefit seniors. Remember this when you vote on election day.

Keeping on the political line I hope you are paying attention to the ads that are running on television. Peter Franchot has asked us for some volunteers to be in a video he is making. Calvin Foster, Kathy Harrison and Jenny Sylvester are going assist him. By the time you read this you may have already seen the spot. If not, keep looking.

RMC ELECTIONS

At our November meeting there will be elections for officers. Anyone interested in serving as an officer should be at this meeting. The term of office is two years. The requirements are that you be a member of the chapter. How easy is that?

FRIDAY ALERT

The following is an excerpt from the *Friday Alert* published by the Alliance for Retired Americans. I include it only because we have talked about this many many times. Some people just don't know when to quit.

Another Suspicious Privatization Attempt

"For Our Grandchildren" a pro-privatization group funded by the conservative American Institute for Full Employment, started a new Social Security campaign pledge that will be sent to each member of Congress this week. The pledge asks for a commitment to require that all "options be on the table" in future discussions about strengthening Social Security. While the pledge avoids direct mention of private accounts, the website of For Our Grandchildren states in its principles that workers should have a choice to divert payroll taxes into privately-invested accounts, and the group's Board of Advisors includes 10 members of President Bush's 2001 privatization commission. The For Our Grandchildren pledge directly challenges the "Golden Promise" campaign kicked off by Americans United and Democratic leaders earlier this month at an Alliance rally. "It's appropriate that the acronym for this pro-privatization group is FOG," said Edward Coyle, Executive Director of the Alliance. "By purposefully failing to mention their Social Security goals, those behind FOG are using a cloudy pledge to trick members of Congress into considering private accounts, even when they overwhelmingly rejected such plans last year."

New Stewards Trained



Alvera Bullock
Chesapeake



Shannon Dixon
Tech Rd



Marlana Duckett
Avaya



Milton Flores
Wilkins Ave



Sylvester Gaines
VCSI



Gabrielle Gillian
VADI



Ken Hendricks
Mission Dr



Gus Paul
Tech Rd.



John Summerlot
Allentown Rd.



Luis Tejada
Calverton



Karen Waters-Woods
Chesapeake

Eleven new stewards, from many areas in Local 2108's jurisdiction, recently completed their Initial Steward Training in October. Instructors Barbara Oliver and LaTasha Carpenter instructed the stewards on the CWA Constitution, Local 2108's By-Laws, as well as our current contracts with each steward's employer.

Grievance handling and how to best represent their fellow members in the work place were keys to their training. Role-playing and learning from real life experiences from the instructors and Local Officers will come in handy when they return to their work areas as stewards. Congratulations to all of you, and don't forget to join us at our Membership Meetings (every 2nd Wednesday of every month) and the quarterly Stewards Meetings. We look forward to seeing each of you there.

Pictures from the Lines



Calverton Cook Out



Gaither Road Picket line



Chesapeake Picket line



Tech Road Picket line

Tear Down The Wall!

CWA Local 2108 officers, stewards and members practiced picketing at Verizon locations in Montgomery and Prince Georges Counties recently to make sure our members are aware of Verizon's practice to not allow CWA to unionize the company's subsidiaries.

Pictures at left are from Calverton, Chesapeake Complex, Gaither Rd. and Tech Road work centers.

CWA Local 2108 Members

Welcome New Members

Carl Brogden

Etienne Forbes
Charles Berg, Jr.

Loren Goldsberry

Nicole Crowder

Ruben Flores

Joshua Lucas

Sabrina Staley

Kimberly Walker

Richard Johnson

Clifford Smith
Richard
Cunningham

Mike Carter

Timothy Spry
John Kirkeby

Barbara Oliver

Kimberly Paisley
Anita Moreno

Transferred Members

LaTasha Carpenter

Eric Hayo
Todd Grill
Christopher Vance

Donald Kurz

Ernestina Mackie

Carl Brogden

Adrienne Farrar

Ruben Flores

LaPreia Terry

Sabrina Staley

Margaret Gannon

Lorraine Williams

Richard W. Smith,
Jr.
Donald Webb
Jermaine Jackson
Tania McKnight
Johnny Jairrels

Joe Cooke

Bruce Dao
Louis Stewart

Personals

We wish to extend sincere sympathy to the family and friends of:

Mohammad Abu-Laban, father of **Ziad Abu-Laban** who died on August 25, 2006.

Vita Pergola, mother of retired member **Robert Pergola** who died on August 29, 2006.

Gordon Mueller, grandfather of **Todd Grill** who died on September 18, 2006.

Gloria Stone, wife of retired member **Pete Stone** who died on September 28, 2006.

Kirk Williamson, an active member who died on September 28, 2006.

Bobby Ohm, a retired member and husband of **Patricia Ohm** who died on October 8, 2006.

Rev. Calvin Boyd, grandfather of **Marlena Duckett** who died on October 13, 2006.

Congratulations to:

Carol and Thomas Carroll on the birth of their daughter, **Amiyah Noelle Carroll** on September 15, 2006.

Jacqueline Stanard on the birth of her granddaughter, **Taylor Zariah Ward** on October 2, 2006.



Ron Collins (top center), the Assistant to District 2 Vice President Pete Cattuci, talks to the officers and stewards of Local 2108 about the Strategic Industry Fund (SIF) and how CWA will implement the strategy. See more on this story on page 7 of this issue.

Local 2108 Members and their Guest are invited to attend a
HOLIDAY GALA
Friday, December 8, 2006
5:00pm to 11:00pm

Local 2108 Basement Meeting Room
4301 Garden City Drive
Lundover, Maryland

Donations of \$5.00 or more will be collected
for the Community Services Agency

Eaters D'ocuevres * DE * Drinks

Note: No Smoking Allowed in the Building

CWA LOCAL 2108
presents
BREAKFAST WITH SANTA
For Members of Local 2108 and their Children
and GrandChildren (Ages 12 and Under)

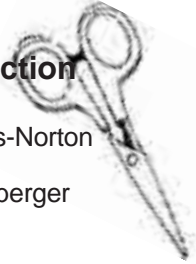
Saturday, December 9, 2006 from 9am to 10:30am

Local 2108 Basement Meeting Room
4301 Garden City Drive Lundover, Maryland

Pancakes, Sausage, Juice and Milk will be served and
a photo of your child with Santa will be provided.

Please RSVP to (301) 459-2108 by November 27, 2006

Maryland State and D.C. AFL-CIO "The Organized Voice of Working Families" Endorsed Candidates in the 2006 General Election



Governor: Martin O'Malley
Attorney General: Doug Gansler
State Comptroller: Peter Franchot

U.S. Senate Ben Cardin

- District 1** -Senate: No Recommendation
House of Delegates: 1A- Bill Aiken
1B- No Recommendation
- District 2** -Senate: No Endorsement
House of Delegates: 2A- No Endorsement
2B- No Endorsement
2C- John P. Donoghue
Candy Greenway
- District 3** -Senate: 3A- Galen Clagett
Sue Hecht
3B - No Endorsement
- District 4** -Senate: No Endorsement
House of Delegates: 4A- Maggi Hays
4B - Timothy Schlauch
- District 5** -Senate: No Endorsement
House of Delegates: 5A- No Endorsement
5B - No Endorsement
- District 6** -Senate: Norman R. Stone
House of Delegates: Joseph J. Minnick
John Olszewski, Jr.
Michael H. Weir, Jr.
Patricia A. Foerster
Linda Hart
Jack Sturgill
- District 7** -Senate: No Endorsement
House of Delegates: Katherine Klausmeier
- District 8** -Senate: No Endorsement
House of Delegates: Todd L. Schuler
- District 9** -Senate: Rich Corkran
House of Delegates: 9A - David L. Osmundson
9B - Anita Lombardi Riley
- District 10** -Senate: Delores G. Kelly
House of Delegates: Emmett C. Burns
Adrienne A. Jones
Shirley Nathan-Pulliam
- District 11** -Senate: Bobby Zirkin
House of Delegates: Dan K. Morhaim
Jon S. Cardin
Dana Stein
- District 12** -Senate: Edward J. Kasemeyer
House of Delegates: 12A- James E. Malone, Jr.
12B - Elizabeth Bobo
- District 13** -Senate: James N. Robey
House of Delegates: Shane E. Pendergrass
Guy Guzzone
Frank S. Turner
- District 14** -Senate: No Endorsement
House of Delegates: Herman Taylor
Anne Kaiser
Karen Montgomery
Rob Garagiola
Brian Feldman
Kathleen Dumais
Jean Cryor
Brian Frosh
William A. Bronrott
Susan C. Lee
Marilyn R. Goldwater
- District 17** -Senate: Jennie M. Forehand
House of Delegates: Kumar P. Barve
Jim Gilchrist
Lou Simmons
Rich Madaleno
- District 18** -Senate: Ana Sol Guitierrez
House of Delegates: Jane Lawton
Jeff Waldstreicher
Mike Lennett
- District 19** -Senate: No Recommendation
House of Delegates: Hank Heller
Roger Manno

- District 20** - Senate: Jamin Raskin
House of Delegates: Heather Mizeur
Sheila E. Hixson
Tom Hucker
- District 21** - Senate: Jim Rosapepe
House of Delegates: Barbara A. Frush
Ben Barnes
No Recommendation
- District 22** - Senate: Paul G. Pinsky
House of Delegates: Ann Healy
Tawanna P. Gains
Justin Ross
- District 23** - Senate: Douglas Peters
House of Delegates: 23A - Gerron Levi
James W. Hubbard
23B - Marvin Holmes:
Peter Murphy
- District 24** - Senate: Nathaniel Exum
House of Delegates: Joanne C. Benson
Carolyn J.B. Howard
Michael Vaughn
Ulysses Currie
- District 25** - Senate: Aisha Braveboy
House of Delegates: Dereck E. Davis
Melony Ghee Griffith
Anthony Muse
- District 26** - Senate: No Endorsement
House of Delegates: Kris Valderrama
Veronica Turner
- District 27** - Senate: No Recommendation
House of Delegates: 27A- Joseph F. Vallerio, Jr.
James E. Proctor, Jr.
27B - Sue Kullen
Thomas "Mac" Middleton
- District 28** - Senate: Roy P. Dyson
House of Delegates: 29A - No Recommendation
29B - John L. Bohanan, Jr.
29C - Norma Powers
- District 30** - Senate: No Recommendation
House of Delegates: Michael E. Busch
Virginia P. Clagett
Barbara Samorajczyk
Walter J. Shandrowsky
Thomas Fleckenstein
Craig A. Reynolds
- District 31** - Senate: No Recommendation
House of Delegates: Pamela Beidle
Mary Ann Love
No Recommendation
- District 32** - Senate: No Recommendation
House of Delegates: Scott Hymes
33A- Torey Jacobson
Patricia Weathersbee
- District 33** - Senate: No Recommendation
House of Delegates: 33B - No Recommendation
- District 34** - Senate: No Endorsement
House of Delegates: 34A- Daniel B. Riley
No Recommendation
34B - David D. Rudolph
- District 35** - Senate: No Endorsement
House of Delegates: 35A- No Endorsement
Craig DeRan
35B - David Carey
Harry Sampson
- District 36** - Senate: Randall Bellows
House of Delegates: Mark Guns
No Recommendation

- District of Columbia** - Eleanor Holmes-Norton
- 1st Congressional** - Jim Corwin
- 2nd Congressional** - Dutch Ruppersberger
- 3rd Congressional** - John Sarbanes
- 4th Congressional** - Albert Wynn
- 5th Congressional** - Steny Hoyer
- 6th Congressional** - Andrew Duck
- 7th Congressional** - Elijah Cummings
- 8th Congressional** - Chris Van Hollen
- District 37** - Senate: Hilary Spence
House of Delegates: 37A- Rudy Cane
37B- Tim Quinn
- District 38** - Senate: No Recommendation
House of Delegates: 38A- Patrick Armstrong
38B- Jim Mathias
Norman Conway
- District 39** - Senate: No Endorsement
House of Delegates: Charles E. Barkley
Nancy King
Saqib Ali
- District 40** - Senate: Catherine Pugh
House of Delegates: Frank M. Conaway, Jr.
No Endorsement
Shawn Z. Tarrant
- District 41** - Senate: Lisa Gladden
House of Delegates: Jill P. Carter
Nathaniel T. Oaks
S.I. Sandy Rosenberg
- District 42** - Senate: Jim Brochin
House of Delegates: Andrew Belt
Stephen W. Lafferty
Tracy Miller
- District 43** - Senate: Joan Carter Conway
House of Delegates: Curt Anderson
Maggie McIntosh
Ann Marie Doory
Verna Jones
Keith E. Haynes
Ruth M. Kirk
Melvin L. Stukes
- District 45** - Senate: Nathaniel J. McFadden
House of Delegates: Talmadge Branch
Hattie N. Harrison
Cheryl D. Glenn
George W. Della, Jr.
- District 46** - Senate: Brian K. McHale
House of Delegates: Peter A. Hammen
Carolyn Krysiak
Gwendolyn Britt
Doyle Niemann
Jolene Ivey
Victor Ramirez



ARE YOU IRRELEVANT?

"You Are Irrelevant." This message, delivered earlier this year, came from a Verizon Corporate Officer (whose name rhymes with Fabio) to an Officer with the CWA International Union. The message came through loud and clear. With Verizon's acquisition of MCI and the creation of Verizon Business, the union represented employees are no longer relevant to Verizon's plans. This is rapidly becoming the top down attitude of the Company regarding its union workforce.

In the April 2006 **2108News**, the grim numbers help to paint the picture of Verizon's plan to diminish our Union bargaining power. With Verizon Business joining Verizon Wireless as nonunion revenue generating strongholds, Union represented employees now generate less than 50% of Verizon's revenue.

With the formation of Verizon Business and its designation as a nonunion company the CWA International leadership recognized this threat immediately. At the CWA Convention this year, as reported in the August 2006 2108News, the Union took the first steps in responding to this threat by establishing the Strategic Industry Fund. CWA President Larry Cohen said, "Offense, not defense, is the point of the Strategic Industry Fund." The fund "will give us the means for major, long-range action programs to change the terms of engagement with our employers and reshape the economic landscape in which we bargain."

We will use the SIF money as an offensive weapon, bringing our message to the public. Throughout our union, in every sector, we are encountering attempts by nearly every employer to contain the unionized portion of the workforce (can anyone say Verizon Business.) Employers take every opportunity to slash benefits, pensions and weaken our collective bargaining. While we cannot match the financial resources of these corporations, we must develop tactics using our financial resources to maintain and build our bargaining power.

Total Engagement with Verizon Strategic Plan Outline

*Discussion Document
October 5, 2006*

The next step in the Union's plan is the development of a strategic plan for "Total Engagement with Verizon." This plan identifies Verizon's corporate strategy, Verizon's vision of the future as a nonunion company, the Union's goals and our strategy to fight back against Verizon's anti-unionism.

Verizon's corporate strategy is pretty simple:

- Compete with the Cable Industry by building out the FTTP network with its promises for the future
- Limit the build out to high-revenue urban and suburban areas
- Reduce network maintenance and other landline costs
- Raise cash and exit slower growth businesses by shedding Union rural lines and by shedding Union VIS
- Opposing further unionization
- Keep Verizon Wireless nonunion
- Keep Verizon Business nonunion and aggressively shift bargaining unit work to the nonunion Verizon Business

CWA's goals include:

- Stopping Verizon's use of resources for union-busting
- Stopping the loss of union jobs as Verizon sells landlines and VIS
- Building strength for the next round of bargaining

As one part of the "Verizon Total Engagement" plan, we will continue the "Tear Down The Wall" campaign targeting the nonunion wall Verizon is building around Verizon Business.

In the next twenty months leading into 2008 bargaining, we are asking you to participate in Verizon Total Engagement activities. Although we are pursuing discussions with the company and other legal options to challenge Verizon's tactics, we must also let Verizon know we will not sit quietly by and watch our work disappear. We must be willing to take the fight to them!

We draw the line in the sand HERE! We must stop Verizon's plan to wall off good union wages and benefits and destroy union jobs. If you are reading this remember, it's YOUR union job Verizon is trying to move to a nonunion group, outsource overseas or eliminate entirely.

Delegate Election Guidelines

Nominations will be held for at-large delegates to the CWA International Annual Convention at the January 10, 2007 membership meeting. In the event that the membership meeting is cancelled due to a snow emergency declaration in the county where the meeting is scheduled, nominations will be rescheduled for the next regularly scheduled membership meeting on February 14, 2007.

Candidates may submit a picture to the Local by December 15, 2006 to run in the January 2007 issue of the 2108News. Ballots will be mailed on January 26th, and counted on February 16, 2007. A declared snow emergency may delay ballot mailing and counting.

Candidates may have use of the Local's facilities for the purpose of mailing campaign literature to the membership beginning 30 days prior to nominations being scheduled. As membership list labels will no longer be printed, any candidate who wishes to mail campaign literature should furnish their envelopes or flyers to the Local. Within four business days the Local will print the names and addresses on the material. The Local will not furnish envelopes or postage. This and all other expenses are to be borne by the candidates.

The Local postage machine may not be used to affix postage to the envelopes. Arrangements for use of the Local facilities should be made with the Chair of the Election Committee, Frank Walker, who can be contacted through the Local office on 301-459-2108. Use of the Local's facilities and campaigning may not be done on union-paid time.

Local 2108 Union Calendar

November 2006

- 7 ELECTION DAY
Don't forget to VOTE!
- 7-8 Blood Drive
Chesapeake Complex
- 8 Retired Member Club Meeting 11:00am
Local Office, Landover, MD
- 8 General Membership Meeting 6:00pm
at American Legion Post 268 Wheaton, MD
- 9-12 Chief Stewards Training
Ocean City, Md.
- 11 Veteran's Day Holiday
Union Negotiated Holiday
- 23-24 Happy Thanksgiving! Union Office Closed
Union Negotiated Holidays



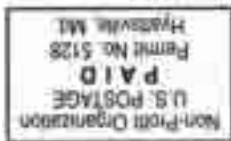
December 2006

- 1 Stewards Appreciation Dinner 6:00pm
Local Office, Landover, MD
- 2 Breakfast with Santa 9:00am - Noon
Local Office, Landover, MD
- 8 Presidents Meeting 9:00am
Local Office, Landover, MD
- 8 Holiday Gala 5pm - 11pm
Local Office, Landover, MD
- 13 Blood Drive
Calverton Business Office, Beltsville, MD
- 13 Retired Member Club Meeting 11:00am
Local Office, Landover, MD
- 13 General Membership Meeting 6:00pm
Local Office, Landover, MD
- 25 Merry Christmas!
Union Office Closed.
Union Negotiated Holiday



Visit Local 2108 On The Web: www.cwlocal2108.org

See Page 5
Breakfast w/Santa &
Holiday Gala Dates



COMMUNICATIONS WORKERS OF AMERICA
LOCAL 2108
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