

## Verizon Requests Early Bargaining

As you have probably heard by now, Verizon approached the CWA and requested early bargaining over both the Core and VCSI 2008 contracts. They told the Union they are only interested in talking about health care. The Union told Verizon our interests in this round of bargaining extend beyond health care. The Company agreed that we can bring up any issue normally negotiated at the regional bargaining table. As we go to press a firm schedule for negotiations to begin has not been established.

For the latest updates go to: [www.cwalocal2108.org](http://www.cwalocal2108.org). We will keep you up-to-date with all of the latest information as we receive it.

## Maryland Legislative Coalition Pushes for "Health Care for All"

Last spring, the Maryland House of Delegates under the leadership of House Speaker Mike Busch passed HB 754 by an overwhelming bipartisan margin. This bill had the potential to cover 250,000 uninsured Marylanders. Sadly the State Senate opted not to address the health care issue in the 2007 General Assembly Session.

In the wealthiest state in the nation it makes no sense that we are in the bottom 10 of all states in taking care of adults. Having 800,000 uninsured Marylanders is unacceptable and makes no fiscal sense. We are already paying for the uninsured through higher premiums, so it's a no brainer to offer coverage to our working poor. The Maryland General Assembly has a chance to greatly enhance Medicaid coverage to 116% of Federal Poverty Level by increasing the tax on tobacco by \$1. This expansion passed the House of Delegates by an overwhelming majority last year, and it is critical the Senate do the same the next time the Maryland General Assembly meets.

The group Health Care for All! Is championing this legislation and recently released a poll done by OpinionWorks that showed 69% of Marylanders support a tobacco tax for health care

A tobacco tax for expanding health care could be a major source of funding for this coverage. Some of the reasons this tax makes sense are:

- 800,000 Marylanders do not have access to quality, affordable health care, placing their lives at risk
- The negative health effects of tobacco have been proven throughout the years. Heart disease, lung cancer, emphysema, and other tobacco related illnesses affect thousands of Marylanders every year
- a 10% increase in the price of cigarettes will decrease overall consumption by about 4%. Among youth, a 10% increase in price will decrease smoking prevalence by about 6.5%
- A \$1 per pack increase in the state tobacco tax would generate \$200 million in year one towards Medicaid. This amount will be matched by federal dollars, providing approximately \$400 million in the first year for Medicaid.
- Every time uninsured Marylanders go to the emergency room and cannot pay their bills, these high costs are passed along to taxpayers and increase premiums for those with health insurance
- Expanding Medicaid will save the state over \$1 billion in long term health costs

We urge you to call your State Senator and encourage them to support health care expansion. For more information and to join the fight to help make health care for all a reality, we encourage you to go to [www.healthcareforall.com](http://www.healthcareforall.com).



*It is not the strongest of the species that survives, or the most intelligent, but the one most responsive to change.*

Charles Darwin

Change. The very word strikes fear into the hearts of many people. My mother, at 84 years old, fears nothing ... except change. We like the familiar. It makes us comfortable and leaves us with a feeling that we are somehow in control.

Yet, as the old saying goes:

The only constant in this world is change.

For those of us working in the telecommunications industry, change is definitely the order of the day.

At Verizon, the changes began almost four years ago when the company announced plans to build a new all fiber network. The project known as FTTP was born. That "project" is a project no longer. It's every egg Verizon has, thrown into one basket known as FiOS. The company has bet the house they can succeed in changing over their network and be a "telephone" company no longer. They are betting they can become the most advanced "Communications" company in the world.

For our members working at Verizon Information Services, we saw a major change in their work place about a year ago when Verizon spun-off their Yellow Pages division into the company now known as Idearc.

Instead of being a division of a larger corporate whole, Idearc now must stand alone in the very competitive world of Yellow Pages advertising.

To succeed as a company Idearc must rely on the skills of their salespeople. To be a successful sales person, perhaps more

than any other job, requires a positive attitude.

Yet, the management team at the Greenbelt Division of Idearc seems intent on fostering just the opposite. Instead of providing encouragement to the salespeople, they seem to believe in the old saying: "the beatings will continue until morale improves".



The latest change (and perhaps the most radical change of all, so far) for the members of Local 2108 is the recent sale of Avaya to two private equity firms, Silver Lake and TPG Capital, in a transaction valued at approximately \$8.3 billion. "Today marks the beginning of an exciting new era for Avaya," said Lou D'Ambrosio, president and CEO of Avaya. Exciting perhaps for Lou, after all, he reportedly made somewhere in the neighborhood of 19 million dollars on the deal. *A very nice neighborhood indeed!*

Yet, for the workers who make the company run the picture is quite a bit different. One of the first moves Avaya made following the sale was to lose the contract they had with Verizon to provide technicians to the federal government at the NIH and National Naval Medical Center. A contract Avaya has had since before they were even in existence!

Reportedly, they raised their price to hold onto the contract by 55%, essentially inserting a poison pill into the bid. By all appearances, it seems Avaya had no interest in holding on to the contract. This leaves us as employees wondering, "Where is Avaya headed? Is the plan to take the company apart and sell it off in piece parts? That is anyone's guess. As a privately held company, Avaya no longer has to report earnings to shareholders or get permission to do any of these things.

For all of us in the industry the constant change maxim will continue into the future with no end in site.

As a result, we must prepare ourselves for those changes. Each of these companies offer some sort of tuition reimbursement plan.

Avaya offers company paid time and bonus pay to further your education.

Both Verizon and Idearc offer a tuition assistance plan to their employees. While they do not pay them to take classes, they will pay for the classes. These are benefits negotiated by the Union, yet far too few of our members take advantage of it. In fact, in Verizon the statistics show that the predominant users of the TAP program are management employees.

I must encourage every member we have to take advantage of these programs and prepare for the changes taking place in our industry.

If you wait until the day comes when you need it because the changes mean you need to go to work someplace else, you waited too late.

*Les*


**Communications Workers of America**

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**Recording Announcements**

(301) 459-8381: Avaya and Lucent  
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(301) 459-9541: VCSI



**ILCA**

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Web Site: [www.cwalocal2108.org](http://www.cwalocal2108.org)

## RMC 2108 Retirees' Corner

By Dennis Strout, President RMC 2108

The following is a summary of a poll taken by Lake Research on behalf of the Alliance for Retired Americans.

Seniors are not optimistic about the state of the country.

Top concerns are security issues, such as terrorism and the war, and health issues, such as rising costs.

Senior voters are not happy with the job being done by anyone in government, and many do not feel that presidential candidates are addressing their concerns.

Voters in this age group are strong believers in the American Dream but worry that it will be more difficult for their children and grandchildren to attain.



*We really do have fun at the RMC Meetings. See you at our next meeting on November 12th!*

I do not have the space to go through the entire survey question by question but I will give you the answers to some of the questions.

When asked about their top economic concern, older

voters give the same answer as other groups: rising health care costs. Senior voters want to see congress take action on controlling rising health care costs and guaranteeing affordable health care for all.

Many older voters blame insurance and drug companies for rising health care costs, but when given the choice, more blame the government.

Older voters are pessimistic about the direction of the country. They believe by an almost 3 to 1 margin that we are on the wrong track. They are not satisfied with the job being done by either party in Congress.

Senior voters are attentive and enthusiastic about the 2008 presidential election, yet they are mixed on whether the candidates are even addressing their top concerns.

Senior voters are poised to return to historical patterns and vote for the Democratic nominee in 2008.

The above is just some information on how older voters feel. How do you fit in with these results?

**A reminder**, while telemarketers are prohibited from using automatic dialers to call cell phones, you may take advantage of the federal government **DO NOT CALL** list for your cell phone number. For the list you simply dial (888) 382-1222. You must call from your cell phone and not any other. It takes about 20 seconds to do this. You may also register at [www.donotcall.gov](http://www.donotcall.gov).

Our last social event of the year will be held on Wednesday, December 5th. We are going to **Toby's Dinner Theatre** in Columbia Md. The **Sound of Music** is being performed. If you would like to join us, contact **Janice Crowe** on (410) 533-5370 for more information and ticket prices.

The officers are already busy planning events and speakers for next year. Hope to see you at one of our meetings. Our December meeting is on the 12th and we will be having a catered lunch.



**RMC 2108**

**Collective Bargaining Rights. Health Care. Good Jobs.** Through this online hub you will be able to learn where the candidates stand on these critical CWA issues, participate in surveys and straw polls and take action to make sure that candidates know what is important to CWA members and their families. CWA is a member-driven union. **Get involved. Take action.** Together we make a difference.

## Virginia Recommends 17.5 Million in Fines for Verizon

The Virginia Corporation Commission staff has recommended fining Verizon a record \$17.5 million for apparent inability to meet state service quality standards for timely repair of outages and other line troubles. The recommendation came during hearings on a May commission complaint about unacceptably slow Verizon responses to customer outage and trouble reports (Case PUC-2007-00040). State standards call for 80 percent of outages and line troubles to be fixed within 24 hours and 95 percent within 48 hours.

The staff said 169,800 reported troubles January 2006 to May 2007 weren't fixed in time, even allowing for bad weather. The staff calculated that Verizon had avoided \$17.5 million in labor and other costs through late repairs, and set the fine at that amount. It also said Verizon hasn't complied with a corrective action plan approved last October.

Verizon's position got some support from one Commissioner, who said he thinks the quality standard as written may not be enforceable as the staff suggests, and that Verizon in general has done a good job providing phone service.

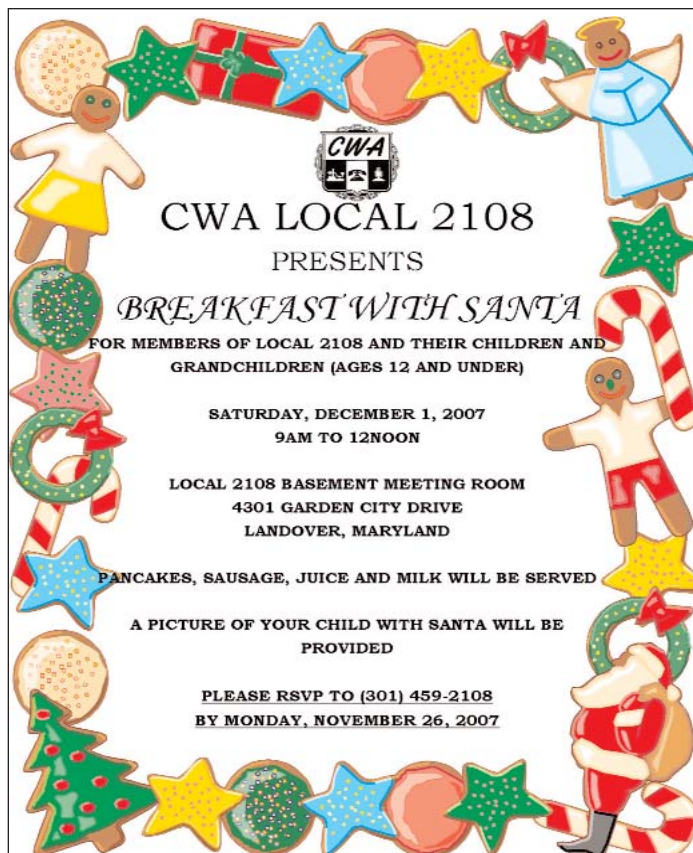
Verizon says it cares about its customers and has every incentive to maintain good-quality service, to acquire and keep customers in a competitive market. Verizon has been investing in new networks and keeping up its existing plant amid heavy competition that has reduced its access lines 15 percent in the past five years.

Verizon officials called the fine unjust, because the 2005 standard ambiguously defines compliance. They said the standard focuses on clearing reported troubles, not looking at troubled lines as a percentage of total lines.

It termed the service quality standard a guideline for acceptable network health, "not an automatic liability trigger." Verizon said the standard doesn't demand compliance every month, invoking state action only in cases of a "demonstrable concern for service quality performance," a test it said the staff complaint fails.

Verizon said outages don't affect consumers as much as they once did, since many have cell phones. Verizon also said it gives priority to customers with critical phone needs and no other phone service, and can reroute calls from a dead line to a customer's cell phone or other working number. Verizon said widespread cell phone use has, for most customers, demoted a dead land line from hazard to inconvenience.

However, when Verizon says a dead land line for most customers is now an inconvenience, they are also saying a dead land line is still a hazard for some.



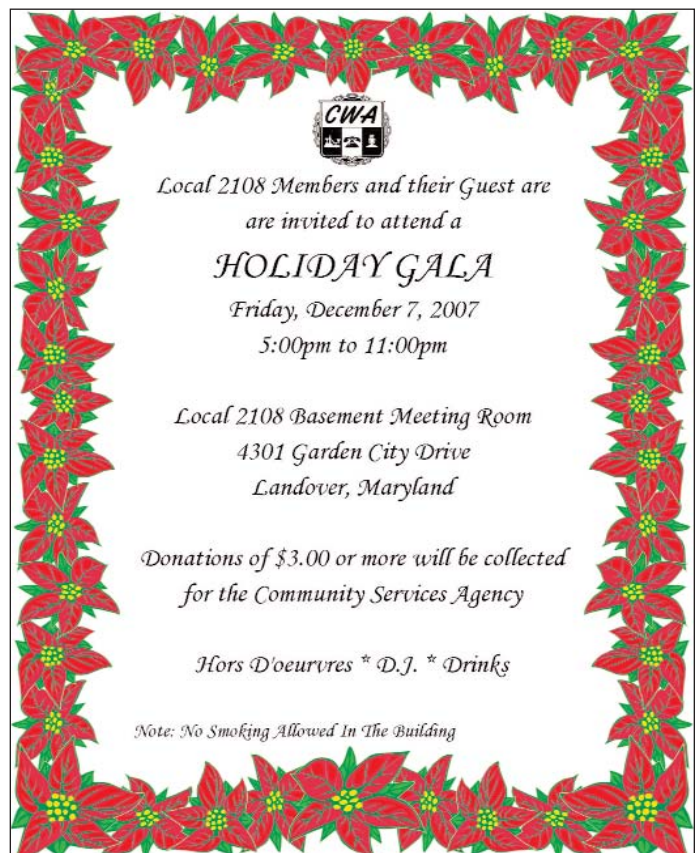
**CWA**  
LOCAL 2108  
PRESENTS  
*BREAKFAST WITH SANTA*  
FOR MEMBERS OF LOCAL 2108 AND THEIR CHILDREN AND  
GRANDCHILDREN (AGES 12 AND UNDER)

SATURDAY, DECEMBER 1, 2007  
9AM TO 12NOON

LOCAL 2108 BASEMENT MEETING ROOM  
4301 GARDEN CITY DRIVE  
LANDOVER, MARYLAND

PANCAKES, SAUSAGE, JUICE AND MILK WILL BE SERVED  
A PICTURE OF YOUR CHILD WITH SANTA WILL BE  
PROVIDED

PLEASE RSVP TO (301) 459-2108  
BY MONDAY, NOVEMBER 26, 2007



**CWA**  
LOCAL 2108

*Local 2108 Members and their Guest are  
are invited to attend a  
HOLIDAY GALA  
Friday, December 7, 2007  
5:00pm to 11:00pm*

*Local 2108 Basement Meeting Room  
4301 Garden City Drive  
Landover, Maryland*

*Donations of \$3.00 or more will be collected  
for the Community Services Agency*

*Hors D'oeuvres \* D.J. \* Drinks*

*Note: No Smoking Allowed In The Building*

## CWA Local 2108 Members

### Welcome New Members

[Seanna Lowery](#)  
Terezinha Rooks  
Tamu Bowrey

[Wayne Stephens](#)  
Michael Rawlings, Jr.

[Sean Holder](#)  
Alvin Howard

### Transferred Members

[Monica Jones](#)  
Jeffrey Bush

[Bob Orr](#)  
Yvette Baker  
Lamar Christian

[Carl Brogden](#)  
Brittany Sawicki

[Marlena Duckett](#)  
Paula White  
Ann Hilliard

[Larry Gibson](#)  
Carrie Pence

[Joe Cooke](#)  
George Hayes

[Sabrina Staley](#)  
Sharon Clark  
Kimberly Williams  
Nicole Jefferson  
Bethena Nelson

[Sy Gaines](#)  
Jonathan King

### Retired Members

**Robert Stevens**

**Helen Baker**

## *Personals*

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

**James L. Offord**, father of **Karen Clark** who died October, 2006.

**Patricia (buried wire Pat) Lawrence**, a retired member, wife of retired member **Ed Lawrence**, mother of **Tim and Tom Howlin**, mother-in-law of **Cindy Howlin** and beloved relative of **Terry Bullard** who died on September 30, 2007.

**Troy Dantzler**, an active member who died on September 25, 2007.

**Ronald F. Carpenter, Sr.**, father-in-law of **LaTasha Carpenter** who died on October 12, 2007.

**Natalyn Johnson**, mother of **LaTasha Carpenter** who died on October 20, 2007.

**Congratulations to:**

Retired members **Frank Smith and Deidra McLellan** who were married on September 16, 2007.

## Online Candidate Poll

CWA International has established an online hub for the upcoming 2008 Elections. To access the link go to Local 2108's website, [www.cwalocal2018.org](http://www.cwalocal2018.org), and look for the CWA Votes 2008 link centered on the page.

Through this online hub you will be able to learn where candidates stand on critical CWA issues such as Collective Bargaining Rights, Health Care and Good Jobs. You will be able to participate in surveys and straw polls, and take action to make sure candidates know what is important to CWA members and their families.

CWA is a member driven union.

**Get involved. Take Action.**  
**Together we make a difference.**

## Electrical Safety Training

As previously reported, there was an unfortunate incident concerning the electrocution of an employee in the Construction/FTTP Department last October. An Outside Plant Technician was fatally shocked while placing cable through some tree foliage in Elkridge, Maryland. As a result of the fatality, the Maryland Occupation Safety and Health Commission cited Verizon and levied fines based on those citations. MOSH agreed to waive the fines if the company delivered an approved supplemental electrical safety program that is to be completed by January 31, 2008.

The Electrical Safety Training is an Instructor-led course taking three hours. This is mandatory training for all associate and management outside plant operations employees. Make sure you are scheduled and receive this training. The life you save may be your own.

## CWA District 2 Appoints New Health Care Benefits Coordinator

"My FMLA was denied!" "How do I file an Administrative Review?" "MetLife didn't approve my Short Term Disability and I didn't get paid this week!" "I've got a fax confirmation that I faxed my FMLA forms to ARC on time, but they claim they never received them!" When these things happen to you, who ya gonna call????

No, not Ghostbusters.....Your Health Care Benefits Coordinator (HCBC)! Prior to October 12th, the District 2 HCBC was **Bill Sonnik**. On that day Bill retired from Verizon, a month before his thirty-ninth service anniversary.

Bill's first job with C&P Telephone Company was as an Installer in Washington, DC. The last job he held at Verizon was Engineering Assistant in Hagerstown. Bill signed his union membership card his second day on the job, and has held a multitude of positions within the union ever since. While working in DC he was a steward, chief steward, education chairperson, newsletter editor and vice president of CWA Local 2336. Bill moved to Martinsburg, WV in 1978 and was elected president of Local 2005 in 1979. After transferring to Hagerstown, Bill was elected as treasurer and vice president of Local 2105. Bill was proud to be a member of the bargaining committee during 1992 and 1998 contract negotiations.

In 1998 District 2 Vice President **Pete Catucci** appointed Bill to the District 2 HCBC position, which he held until his retirement. During those nine years Bill logged 33,000 calls about FMLA and Short Term Disability!

I spoke with Bill on his last day on the job, and he talked about how satisfying it has been to help his fellow union members.

"Helping countless people get their pay reinstated, their FMLA approved and their suspensions and terminations rescinded has been so rewarding. As I look back on my career, I am so grateful to Pete Catucci for giving me this opportunity to serve other CWA members."

As we wish Bill well in his next career in Washington County, MD government, we want to welcome his replacement, **Paula Terveer**.

Paula has worked for Verizon for over twenty-eight years, and is currently an RCMAC Clerk in Virginia Beach. Paula became active in CWA within a year of being hired, and she hasn't stopped since! In addition to being a steward and active committee member, Paula was elected vice president of Local 2202 in 1998, and executive vice president from 2000 to the present. She created the Local 2202 Women's Committee and served on the National Women's Committee and the ACFC Committee.

In her role as a local officer, Paula came to be known as the SME (subject matter expert) regarding FMLA and STD. She worked closely with Bill Sonnik and his counterpart in NJ, **Vickie Kintzer**, to resolve these problems for the members in her local.

Paula said she is looking forward to resolving FMLA and STD problems on a full-time basis, and helping not only the members of Local 2202, but all of the members of District 2. If you need assistance with FMLA or Short Term Disability issues, Paula may be reached on the same toll-free number that Bill used, which is **888.571.7218**.

## Delegate Election Guidelines

**N**ominations will be held for Local 2108 **at-large delegates** to the CWA International Annual Convention at the **January 9, 2008** membership meeting. Nominees and those who nominate them must be members in good standing of our Local. Nominees must be present to accept the nomination, or must provide a signed letter of acceptance to the chair of the Election Committee prior to nominations. 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 13, 2008.

Candidates may submit a picture to the Local by December 14, 2007 to run in the January 2008 issue of the **2108News**. Ballots will be mailed on January 25, and counted on February 15, 2008. A declared snow emergency may delay ballot mailing and/or 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.

A complete copy of the Local 2108 Election Committee Rules are available on our website or by mail. Simply call the Local and we will send them to you.

## ON THE ROAD AGAIN !!

After 30 years in our current location, CWA Local 2108 is looking to pack our bags and settle down to some new digs. This time, a place we really can call, "our own".

Over the past few months, the Local 2108 Executive Board has combed the real estate ads and utilized the help of a commercial real estate agent to try and find a suitable location to purchase. With substantial rent increases and movement of jobs around the region, we needed to secure the stability of the local now for future generations.

The number one criteria for the new location was just that...location, location, location. Since the geographical area of the Local encompasses Montgomery and Prince Georges counties, we decided it was paramount to try and centralize our new offices to both. Finding a location that would allow us to conduct monthly Membership Meetings, monthly Chief Steward Meetings, RMC 2108 Meetings and various other activities was also thrown into the mix.

It now looks like the search may be over.

As 2108NEWS goes to press, the local has put a contract on three units in a professional complex in Beltsville, Md. The location is just off Route 1, on Rhode Island Avenue. The units will not require a substantial build out and will suit the Local's needs with only minor modifications. If all goes as planned, we hope to be in our new home by the first of the year.

## A Different Point of View on Stem Cell Research

**A**s a labor organization, the CWA's main interest, our main constituency if you will, is the working people of our great country. While we do much of our work at the bargaining table representing our members' interests, organized labor does not exist in a vacuum any more than any of us do.

As a result, labor must take a position on many of the issues of public policy directly affecting the well-being of our members. At the 69th Annual CWA Convention in Toronto, Canada, the CWA took a stand on just such an issue. As reported in the August issue of the 2108News, the convention delegates passed resolution 69A-07-04, entitled Stem Cell Research.

While this is not one of those issues normally associated with organized labor, it is an issue of public policy and debate directly affecting our members every day. The delegates to this year's convention, through the process of debate and representative democracy, voted to make it the official position of the CWA to support Stem Cell Research.

The CWA is a union over 700,000 strong. Naturally, with such a diverse membership, it is impossible to represent every individual point of view. Therefore, in the interest of fairness, when one of our members contacted Local 2108 to express their views concerning Stem Cell Research, we agreed to publish their viewpoint as well.

### Not All CWA Members Support Embryonic Stem Cell Research

This is a written response to the article in the August newsletter, "CWA Supports Stem Cell Research".

As I have spoken to other members of the CWA on this issue, I found that there are two main reasons why some of us do not support Stem Cell Research. The first reason is belief in the right-to-life and the other is the fact that they do not want their tax dollars spent on embryonic stem cell research.

We, personally, believe in the right-to-life. As Christians, we desire that all that we do glorify God. We are convinced that life is sacred and begins at the point of conception. Through conversations we have had with other members, we have learned that Christianity is not the only religion to embrace this truth.

There are alternatives for frozen embryos. Organizations that match the embryos with parents exist. For couples who are considering IVF, it is less intrusive and expenses are greatly reduced to bring a frozen embryo to term, because the harvesting and fertilization have already been accomplished.

There are proven useful stem cells (adult, umbilical cord, and placenta stem cells), nullifying the need to harm human embryos to forward research. Scientists have produced positive results using adult, umbilical cord and placenta stem cells.

Judging from the documented results, money that is spent on ESC research would be better spent on furthering the known accomplishments of adult, umbilical cord and placenta stem cells research.

**Sandy Hoffman and Rodney McCullough**  
Sister and Brother in Christ and also in CWA Local 2108

### Carbon Monoxide Safety Advisory

Recently a Verizon Southeast Region technician was splicing inside a fiber splicing van and experienced carbon monoxide inhalation, causing dizziness, fatigue and white lips and fingernails. He immediately sought fresh air and avoided a more serious incident.

To prevent carbon monoxide inhalation:

- Inspect vehicles thoroughly to ensure all vents are free of obstructions and are operational.
- Inspect Carbon Monoxide Detector to assure: expiration date has not passed, area around detector is free of obstructions, instructions are visible and followed and the detector alarm is periodically tested and functional.
- Assure the vehicle generator is properly maintained and serviced per guidelines.
- If fumes or carbon monoxide symptoms are noticed by a technician or the Carbon Monoxide alarm sounds, exit the vehicle immediately and seek fresh air.

**OUR ANNUAL CHILDREN'S HOSPITAL 50/50 RAFFLE TICKETS ARE NOW AVAILABLE FROM YOUR CHIEF STEWARD OR THE LOCAL OFFICE.**

*WHEN YOU PURCHASE YOUR TICKETS YOUR CONTRIBUTIONS ENSURE THAT SPECIALIZED CARE IS POSSIBLE FOR THOUSANDS OF CHILDREN IN THE METRO AREA WHO OTHERWISE MAY NOT RECEIVE IT. IT ALSO REINFORCES THAT AS A MEMBER OF CWA LOCAL 2108 YOU ARE DEMONSTRATING YOUR LONG STANDING COMMITMENT TO THE COMMUNITIES WHERE YOU LIVE AND WORK.*

*DONATIONS ARE \$1.00 PER TICKET AND YOU DO NOT NEED TO BE PRESENT TO WIN.*

*SO WHEN YOU ARE APPROACHED BY YOUR STEWARD TO HELP SUPPORT THIS WORTHY CAUSE, REMEMBER EVERY TICKET SOLD IS A WINNER BECAUSE OF THE HELP IT PROVIDES.*

*THIS YEAR'S DRAWING WILL BE HELD AT THE MEMBERSHIP MEETING ON DECEMBER 12, 2007 IN LANDOVER, MARYLAND.*

# Local 2108 Union Calendar

## November 2007

- 1-2 District 2 Meeting  
Washington, DC
- 6-7 Blood Drive  
Chesapeake Complex
- 7 Chief Steward Meeting - CANCELLED
- 11 Veterans Day
- 12 Local Office Closed - Veterans Day Holiday
- 14 Retired Member Club Meeting - 11:00am  
Local Office, Landover, MD
- 14 General Membership Meeting - CANCELLED
- 14-17 Chief Steward Training  
Ocean City, MD
- 15 ACFC Cares Healthfair - Calverton
- 22-23 Thanksgiving Holiday  
Local Office Closed

## December 2007

- 1 Breakfast With Santa - 9am - 12 noon  
Local Office, Landover, MD
- 5 Chief Steward Meeting - CANCELLED
- 7 Holiday Gala - 5pm - 11pm  
Local Office, Landover, MD
- 12 Blood Drive  
Calverton
- 12 Retired Member Club Meeting - 11:00am  
Local Office, Landover, MD
- 12 General Membership Meeting - 6:00pm  
Local Office, Landover, MD
- 25 Christmas Day - Local Office Closed

**VERIZON & VCSI CONTRACTS  
EXPIRE IN 9 Months...  
ARE YOU READY?**

Visit Local 2108 On The Web: [www.cwlocal2108.org](http://www.cwlocal2108.org)

**See page 6  
Delegate Election  
Guidelines....**

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Hyattsville, Md.

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