

Epic Battle Continues At IDEARC

Almost one year ago, the members of CWA Locals 1301 & 1302 and IBEW Local 2213 began bargaining a new agreement with the IDEARC Corporation.

IDEARC, for those who are not aware, is the Yellow Pages Company Verizon spun-off in November of 2006. This is the first collective bargaining agreement to expire since the spin-off and the corporation known as IDEARC is showing their true colors. As of this writing, the contract is still not settled. For more information about what IDEARC has offered go to www.cwalocal2108.org.

IDEARC opened on the New York Stock Exchange at \$37.06 on November 3, 2006. The stock held its own through the first three quarters of 2007, reaching an all time high of \$38.00 twice.

Then last Fall began what I will describe as the Great Decline. Some time around mid-September 2007 IDEARC stock was trading at around \$33.00 a share. September 18, 2007 IDEARC submitted their last bargaining proposal to the Union. On September 18, 2007, IDEARC stock closed at \$32.90. In the six weeks between September 18 and November 7, the stock price began a steady decline. On November 7, 2007, IDEARC stock closed at \$22.75.

Then CEO, **Kathy Harless**, (or known by the employees as heartless) decided the way to fix the declining stock price was to take a hard line stance with the Union. She decided the time had come to declare an impasse in the negotiations and implement the last bona fide offer the Company had on the table. So on November 7, 2007 the company declared impasse over the Unions objections and began taking back many of the hard fought for benefits of the members of these three Locals.



In the meantime, from the November 7, 2007 closing price of \$22.75 to today the Company's stock has continued to plummet. It reached an all-time low of \$3.30 on April 30, 2008 and as of this writing closed at \$3.36. Meanwhile, Ms. Harless has been sacked as the CEO. (Not without a huge get yer-butt-out-of-here package. I wish someone would let me run one of these companies into the ground. I'm certain I could do it with the best of them. Then they could pay me a couple of million to walk away).

Certainly, it is no coincidence that as soon as IDEARC decided they would take a hard line in negotiations, the stock price fell. Today it is trading at nearly penny-stock prices.

It is time the leadership at IDEARC recognize the value a well-trained, motivated union work force brings to the corporation. It is time IDEARC gets serious at the bargaining table. We will not go backwards. That is not what we, as members of the Communications Workers of America, do.

We, the members of Local 2108 who work for IDEARC need to send a big note of thank you to our brothers and sisters engaged in this struggle. They are the first to bargain with this new corporation. They are taking the brunt of what it will be like for us very soon. We need to support them in every way possible. Their fight now will be our fight in 2009. If IDEARC is able to prevail in this fight, taking away benefits, pensions etc., our struggle will be that much greater.

Our contract with IDEARC will expire in less than eighteen months. We must send the message now that we will stand together, strong in our resolve to never go backwards!

From The President's Desk

The first thing we do, let's kill all the lawyers.

William Shakespeare

To paraphrase Shakespeare that quote should read:

The first thing we do, let's kill all the bean counters.

That's, of course if you work for Verizon, Verizon Connected Solutions, or the IDEARC Media Corporation. Each of these companies is in a unique business from the others, yet they all seem to be run by the same group of people.

Verizon Communications is in the business of telecommunications and increasingly moving into the business of entertainment. In order to make the move into the world of entertainment they have to change over to a high-speed network.

The challenge of deploying a new fiber optic network while maintaining the copper network in place is monumental. It makes sense that the accomplishment of this feat will require the most experienced and dedicated people at Verizon managing this transformation. Of course, that is if you are considering what is best for the customers, the employees and the business.

Not Verizon! No, if you are the corporate fat cats at Verizon you leave the important decisions about how to accomplish this feat to your bean counters. This group of people knows nothing about the business we are in or what makes it run. All they know is what they can see on a spreadsheet full of numbers. They tell the operations people how much money they have to do their jobs. From there it's just a simple math equation that goes something like this:

$$\text{Budgeted Amount} \div \text{number of employees} = \text{X number of jobs/sales per day}$$

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There is no logic or consideration of what's realistic as to a standard of performance. There is only the equation. Everything about the way the company is run, from the number of employees, to the way we treat our customers is a slave to the almighty bean counters and their equation.



Verizon Connected Solutions operates in the same manner. This only stands to reason since that organization reports to the same line management as the Operations side of Verizon Communications.

The result has been a dramatic increase in the pressure placed on management and non-management employees to perform the impossible. It's a little like being told you have to make ten widgets but I'm only going to give you enough material to make five. If you can't find a way to accomplish this, I'll find someone who can. The result is people find a way to make it look like they've made ten widgets. They made ten widgets on paper and that's all the bean counters want to hear. It's really a lot like the old saying about the emperor who has no clothes. Everyone who sees him compliments him on his beautiful outfits when he actually wears nothing at all.

We see the same thing at IDEARC Media. The business of IDEARC is sales. The members we represent are predominantly sales people. For anyone who has ever worked in sales, you know it is not exactly a linear business. To be successful takes a certain amount of creative thinking. This doesn't always fit well with the neat little world created by the bean counters. Yet, this doesn't stop the bean counters from trying to put what these hard working sales people do every day onto their spreadsheets. The result for IDEARC has been a dramatic drop in business and a stock price which has lost ninety percent of its value over the last eight months. (see cover story)

Both of these companies seem to have lost sight of the business they are in. Instead of figuring out the best way to run the business and then finding a way to finance it, they are allowing the finance people to dictate how they run the business. While this may be the simplest way to operate in the short term, it is not a recipe for long-term success.

What does all of this mean for us as Union Members? It means that as the saying goes, we know what's rolling downhill towards us. It means these companies, with the bean counters in charge, now more than ever see us as nothing more than numbers on a ledger sheet.

All the more reason that now more than at any other time in our lives, we need to stand together as one!

Les

By Dennis Strout, President RMC 2108

On April 6-9, Calvin Foster and I attended the CWA Legislative Conference in Washington D.C.



RMC 2108

In addition to meeting with the Congressmen and Senators from Maryland, we also had a chance to meet and talk with delegates from around the country and I have come to the conclusion that we in Maryland are very fortunate having Congressional Representatives who all support legislation that helps working families and seniors just as we do.

The week started with a breakfast meeting on Monday with Congressman **Chris Van Hollen** from the 8th Congressional District. He met with the entire Maryland Delegation in a relaxed atmosphere and talked with us about what was going on in Congress and his job as the Chairman of the Democratic Congressional Campaign Committee.



From Left: Dennis Strout, Jenny Sylvester, Luis Columba, Rep. Chris Van Hollen, Les Evans, Tonie Price, Calvin Foster and Dedria Tyree at the 2008 CWA Legislative Conference in Washington, DC.

The delegation then escorted him to the main ballroom where he addressed all of the attendees' to the conference. Monday afternoon we were on Capitol Hill speaking with Congressman **Dutch Ruppersberger** from the 2nd Congressional District.

Tuesday morning both Senator **Clinton** and Senator **Obama** addressed the conference. Both were very dynamic speakers and were warmly received by the delegates.

Tuesday afternoon was spent on the hill speaking to Congressman **Sarbanes** from the 3rd Congressional District and Senator **Cardin**. Tuesday night was a reception for all of the Congressmen and Senators.

Wednesday morning Calvin and I had to leave to attend our own RMC meeting. All in all it was a very good conference.

RMC Elections

Elections for delegates to the Retirees Conference and CWA Convention were held at our April meeting. **Calvin Foster and Dennis Strout** were elected delegates and **Barbara Eden-Balster** was elected first alternate.

The conference and convention are being held in Las Vegas ,Nevada, June 21-26. Calvin and I will be giving a full report at our July meeting.

Hope to see you at the meeting on May 14th.

Verizon Pension Plan Changes

This is to notify you about changes that affect lump sum pension distributions from the Verizon Pension Plan for Mid Atlantic Associates. The changes relate to the 2006 Pension Protection Act (PPA).

Eligible associates who separate from service on or before August 2, 2008 during the pension cash-out window described in the 2003 Verizon Bargaining Agreements may elect a lump sum pension payment. For pension commencement dates that occur on or after January 1, 2008, an eligible associate's lump sum will equal the largest of the amounts calculated using:

- (1) the PBGC methodology (the PBGC interest rate and UP84 mortality);
- (2) the GATT methodology (the interest rate on 30-year Treasury securities and the PPA mortality); or
- (3) the new PPA methodology (the three-segment corporate bond-based interest rate and the PPA mortality).

The PBGC methodology has not been changed by the PPA. The GATT methodology continues to use the 30-year Treasury rate, but switched to the new PPA mortality table at the beginning of 2008. The PPA methodology is entirely new for 2008.

The Benefits Center programming required to implement the PPA mortality table with the GATT methodology was completed on February 13, 2008, and has been applied to eligible lump sums paid since then. Each associate with a 2008 pension commencement date whose lump sum was paid earlier will receive a true-up payment if the calculation using the PPA mortality table results in a larger lump sum. Any true-up payments are expected to be made by May of 2008.

Under the new PPA methodology, the interest rate (which is a three-segment corporate bond-based rate) is phased-in at 20% per year over a 5-year period. For lump sums with pension commencement dates in 2008, the interest rate is a blend of 20% of the new corporate-bond based rate and 80% of the 30-year Treasury rate.

The Benefits Center programming required to implement the new PPA methodology will be completed and applied to calculate lump sums starting April 24, 2008. Pension lump sums will be recalculated for each associate with a 2008 pension commencement date whose lump sum was paid earlier than this date.

These associates will be advised of the results of this recalculation by June of 2008. The plan's actuaries have indicated that the recalculation using the PPA methodology is not likely to result in a larger lump sum for these associates. Pension packages provided to associates include information about the implementation of these PPA lump sum calculation changes.

The PPA includes a provision that requires pension plans to offer a "qualified optional survivor annuity" of 75% payable to the spouse for plans with a QJSA that is less than 75%. As a result, effective January 1, 2009 there will be an additional optional form of payment added to the Verizon Pension Plan for Mid Atlantic associates.

2008 CWA LOCAL 2108 SCHOLARSHIP GRANT

CWA Local 2108 is proud to offer scholarships to our members and their families. Please read the rules below, and call the Local if you have additional questions.

1. Three \$2,000 scholarships are available.
2. Available to members in good standing since last negotiated contract, their spouse and dependent children or dependent children of deceased members.
3. \$1,000 will be mailed directly to the institution per semester.
4. Student must take at least 9 credits per semester.
5. Must have a letter of acceptance to college or accredited learning institution with application.
6. Drawing at July membership meeting as a raffle.
7. Community Service Committee will screen applications.
8. Applications must be postmarked by June 30, of current year.
9. Resignation from the union will forfeit scholarship awards.

NAME: _____ SOCIAL SECURITY # _____

RELATIONSHIP TO MEMBER: _____

ADDRESS: _____ HOME TELEPHONE #: _____

CITY: _____ STATE: _____ ZIP: _____

MEMBER'S NAME: _____ WORK TELEPHONE #: _____

NAME OF SCHOOL: _____

Without labor unions, who speaks for the worker?

By John Sweeney and James Leaman,
Fredericksburg (Va.) Free Lance-Star

Let's just put the skunk on the table. America's economy is in real trouble. We didn't get into this economic crisis overnight. We need real long-term solutions to our deep-rooted economic problems, not the status quo and a \$300 Band Aid.

More than ever, we're living our daily lives in an economy that puts corporate profits over real people. You can see it in our lopsided trade policies, the outrageous expense of health care, mounting personal debt, and in our crumbling bridges, roads and schools. Thanks to Bush-o-nomics, this is the America the next president will inherit.

How did we get to this point? Before the 1970s, our economy was growing strong, which meant rising wages for the vast majority of America's workers.

More money in our pockets meant more spending capacity, and so we spent. That spending encouraged companies to invest more, and a cycle of prosperity was born.

It was good while it lasted, but for the last three decades workers' productivity has continued to go up, up and away, while wages have stagnated. There are many reasons, including the deregulation of the airline, telecommunications and trucking industries, which drove wages down for those workers. Unfair international trade policies (like NAFTA) also played a significant role, providing incentives to send jobs overseas.

But that's not the whole story. Another key reason workers aren't seeing wages that match their productivity is the sustained attack against workers' freedom to form unions to bargain for better deals.

The Employee Free Choice Act is a piece of national legislation that would level the playing field for America's workers, mitigating corporate greed and repairing the broken labor-law system that has stripped away the freedom to form unions and bargain collectively.

Joining a union has become far more difficult than it should be. Employers routinely harass, coerce and fire people who try to form unions. Studies show that a quarter of all employers illegally fire workers for supporting a union, and union activists stand a one-in-five chance of getting fired during organizing campaigns.

More than 30,000 workers were discriminated against by their employer while trying to form a union in 2005. And a whopping 75 percent of employers get themselves a team of expensive hired guns to teach them how to prevent their workers from organizing a union.

About 60 million of America's working men and women say they would join a union today if they could. And it's no surprise. A union card is every worker's ticket into the middle class. Union members earn 30 percent more than workers who don't have a union, that's \$200 a week, or more than \$10,000 per year. Union members are also more likely to have health care and pension benefits.

Without the counterbalance of worker power in the economy, the relationship between wages and productivity unravels. Wages stagnate while living expenses rise. When that happens, workers become over-reliant on borrowing in order to make ends meet or get ahead. That's why the average American household owes \$8,000 of their future income to a credit card company, up from \$3,000 in 1990. And that's why Americans are so vulnerable to predatory lending in the housing industry.

But now, debt-driven consumer spending has reached its limit. Some of us are losing our homes because we can't afford to pay higher interest rates on our mortgages. The rest of us are tightening our belts because we no longer have equity in our homes against which we can borrow. In our consumption-based economy, when people stop spending, we're in real trouble.

Demand goes down, the values of our homes go down, and it's the average American left holding the IOU. The economy is in real trouble, and we all know it. The question is whether we keep marching to the beat of the same old tired drummer, or whether we decide it's time to change our tune.

CWA Local 2108 Members

Welcome New Members

Matt Klingman
Adrienne Brill

Latasha Carpenter
Kavon Ransome

Transferred Members

Vallorie Coley
Kaysha Meredith
Patrice Howerton
Makell Paulk
Gretchen Harris
Moszett Dillon
Debra Thibodeaux
Phyllis Daniels
Suzie Fortin
Corey Dyson
Lisa Stratton
Kelley Donnally

Larry Gibson
Nancy Stant

Matt Klingman
Steve Francis

Retired Members

Valda Jenkins

James Taylor, Jr.

Joe Cooke

Bernard Banks, Jr.

Barbara Oliver

A. Alvera Bullock

Teaireal Covington

Karen Chapman

Mark Enlow

Gertrude Tuck

Shirley Fogg-Webb

Alice Carter

John Helm, Jr.

Loretta Dean

Barbara Hornig

Jeanne Shoemaker

Candi Jackson

Dawn Williams

Brenda Lee

Lucia Jones

Cassandra Patterson

Personals

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

Albert Cooper Calhoun, father of **Diane Tinsley** who died on December 31, 2007.

Ruby P. Miles, mother of **Katherine Miles** who died on February 5, 2008.

Joseph J. Chillemi, father of retired member **Pat Chillemi** who died on February 19, 2008.

Vernon Grant, husband of **Vattina Grant** who died on March 9, 2008.

Ruth Esther Hall, grandmother of **Madia Hall** who died on March 31, 2008.

Charles R. Hertzberg, father of **Gary and Steve Hertzberg** who died on April 7, 2008.

Barbara Lee Wilson, mother of **Roslyn Beverly-Spears** who died on April 10, 2008.

Robert Moyer, a retired member who died on April 10, 2008.

Chlora Jaquith, mother of **Wayne Jaquith** who died on April 11, 2008.

Freddie Meyers, a retired member and brother of retired member **Robert Meyers** and brother-in-law of retired member **Victoria Meyers** who died on April 20, 2008.

Congratulations To:

Sharon Byrd on the birth of her grandson, **Demetrius Holston** on February 5, 2008.

Larry Gibson on the birth of his granddaughter, **Nevaeh Denise Gibson** on April 18, 2008.

Welcoming back Kavon Ransome on his safe return from Iraq.



“A MOVEMENT...NOT A MOMENT”

The CWA National Civil Rights & Equity Conference was held April 9-12 in Washington, DC. While the entire conference was informative, the panel discussion “Sheros and Heros of the Civil Rights Movement” was the highlight of the event in my opinion. The conference began five days after the fortieth anniversary of the assassination of Dr. Martin Luther King, Jr., and we were treated to first-hand accounts from some of those who marched at his side.

Norman Hill, President Emeritus, A. Philip Randolph Institute, is an influential African-American administrator, activist and labor leader. Included on the long list of his accomplishments, Hill coordinated the Route 40 desegregation of restaurants (from Baltimore to Washington, DC), the Waldorf Astoria, A&P Stores and Trailways Bus Company campaigns and he planned and directed the civil rights demonstration at the 1964 Republican National Convention. He was Legislative Representative and Civil Rights Liaison of the Industrial Union Department of the AFL-CIO and helped coordinate Dr. King's six-city 1964 get-out-the-vote tour. He also helped coordinate the Memphis March at the time of Dr. King's assassination in 1968.



Dorothy Height celebrated her 96th birthday days before our conference, but you'd never know it because of her spirit and recall. Height explained that she was awarded a scholarship to Barnard College for her oratory skills; however, upon arrival she was denied entrance. At that time, Barnard admitted only two African Americans per academic year; Height arrived after the other two had been admitted. Years later, at its 1980 commencement ceremonies, the college awarded Height its highest honor, the Barnard Medal of Distinction. In 1957, Height was named president of the National Council of Negro Women, a position she held until 1997. During the height of the civil rights movement of the 1960s, Height organized “Wednesdays in Mississippi”, which brought together black and white women from the North and South to create a dialogue of understanding. American leaders regularly took her counsel, including First Lady Eleanor Roosevelt. Height encouraged President Eisenhower to desegregate schools and President Johnson to appoint African-American women to positions in government. In 2004, she was awarded the Congressional Gold Medal by President Bush on behalf of the United States Congress.

Julian Bond, Chairman of the NAACP since 1998, was a founding member of the Student Nonviolent Coordinating Committee (SNCC) and planned and attended countless student sit-ins and protests against segregation in public facilities in Georgia. As an activist who faced jail for his convictions, as a veteran of more than 20 years service in the Georgia General Assembly, a university professor and a writer, he has been on the cutting edge of social change since 1960. During the 1968 Democratic National Convention, Bond unexpectedly became the first African American to be proposed as a major-party candidate for Vice President of the United States. The 28-year-old Bond quickly declined, citing the constitutional requirement that one must be at least 35 years of age to serve in that office. In 2002, Bond received the prestigious National Freedom Award.

John Lewis, is a devout advocate of the philosophy of nonviolence and the belief that all men and women are created equal and has been a preeminent leader of the modern American civil rights movement. He has represented the Fifth Congressional District of Georgia in the U.S. House of Representatives since 1987. While a college student in the early 1960s, he was swept into the sit-in movement. By sitting at lunch counters, public libraries and other places designated for whites only in Nashville and dozens of other cities throughout the South, Lewis and other young people protested what were known as Jim Crow laws, which segregated African Americans and whites.

Trained in methods of nonviolent resistance, Lewis and other young protesters refused to submit to what they regarded as immoral and un-American laws. Lewis gave us first hand accounts of the arrests and savage beatings that he and others endured at the hands of white southerners who resisted integration. Lewis put his life on the line at several of the best-known battlegrounds in the modern African American struggle for equal rights. He was one of a small group of men and women who protested the segregation of interstate bus terminals in 1961 by traveling in integrated groups through the South.

These Freedom Rides attracted national attention and publicized the plight of blacks under a racially segregated social order. In 1965, Alabama state troopers beat Lewis and some 600 civil rights activists as he led them on a march across the Edmund Pettus Bridge from Selma to Montgomery. News cameras broadcast these beatings to a national audience. The outrage that followed what came to be known as “Bloody Sunday” helped create a consensus that resulted in the passage of the landmark Voting Rights Act later that year.

Local 2108 was represented at the Conference by Chief Stewards **Ed Anderson** and **Larry Gibson** and Vice President **Marilyn Irwin**.

FMLA Problems & Changes at Verizon

There are many things changing in the world of FMLA. Verizon is changing the way they administer FMLA so you need to make sure you understand the changes taking affect beginning this month.

A) When you report your absence(s), you either should refer to it as a NEW request or related to a case number or previous absence date.

B) Once the absence is reported, if it was NEW, the Absence Reporting Center (ARC) will send you a letter stating you are eligible and that you have a deadline date to submit forms. ARC will NO LONGER be including a certification form. Therefore, make sure you HAVE a blank copy of the form at home so you can take it with you to the doctor's office. You may obtain the form from the Verizon E-Web site, your supervisor or www.cwalocal2108.org under 2108 Forms/Members.

C) It is YOUR responsibility to fax the form(s) back to ARC and make sure you get a FAX TRANSMITTAL showing the number of pages etc for the transmission as your proof of faxing. We all know ARC loses everything and that is your only proof. If you allow your doctor to fax on your behalf, make sure they note in your chart the date/time the form was faxed, for they will need to provide you with that notice on any denial(s) for non-receipt of paperwork.

The 1-877-275-8947 Helpline number information is also changing (see April 2008 [2108News](#)). The new number is **1-877-4Vz-Bens (1-877-489-2367)**. The Absence Reporting Center's Customer Service Representatives will no longer provide you with:

- 1) Your hours worked
- 2) Your FMLA time used
- 3) Copies of any correspondence
- 4) Copies of blank forms

The department supervisor or the person assigned to administer FMLA in your department will provide this information.

Facts you need to know:

FMLA time is **NON-PAID** leave of absence time. The only reason you are paid is the **contractual agreement** between CWA and Verizon. Sickness time is paid according to your contract agreement for the first seven days of your sickness.

After the **seventh** Calendar day, you will fall into the Short Term Disability Plan and you are **required** to notify MetLife at **800-638-4228** to open a claim.

Time off the job for physical therapy, X-rays, MRI's, doctor visits is **unpaid** under our contracts. You can use FMLA to be excused for the treatment, but you are not entitled to be paid for that time off.

FMLA subsequent absences:

If you have an absence for which your doctor is authorizing intermittent future absences, make sure the supervisor is reporting the subsequent absence dates as "related" to the original absence date until you are approved and receive a case number. Once you have a case number, you refer to that case number.

NO MEDICAL is to be shared/given to the supervisor regarding your reason for being out of work. Until you have an approved case number, any subsequent absences you have, ARC will expect you to send in paperwork for each absence separately. Your doctor is not going to fill out 5-10 forms until Verizon gets around to reviewing your original paperwork. Therefore, for subsequent absences, follow this procedure to cover them.

1) Report the absence as "related" to the original date of your certification.

2) Write a note to ARC stating:

Your absence for X date is related to absence Y date and your doctor authorized you for intermittent absences as listed on the certification form you faxed on Z date. You are faxing this same certification form and ARC should use this form for the X absence date as well. Keep the transmittal copy of the five pages (note + 4 page Certification Form) and that should cover the absence time line.

3) Until you are approved and get a case number to reference, repeat the "related to absence date" and repeat the note for each subsequent absence followed by the repeat of faxing the original certification form.

Most important: Do not guess at things. Call Paula Terveer at (888) 571-7218, for any questions.

Once you guess incorrectly and as a result you file an administrative review and that comes back in a final denial, it is hard to get those fixed.

Make sure you are calling MetLife by the seventh calendar day if you continue to be out of work. You can pull the attending physicians statement off the Verizon E-Web or at www.cwalocal2108.org under 2108 Forms/Members, so you can take that with you to the doctor's and have that faxed to MetLife ASAP after the claim is initiated.

Verizon instructs MetLife to close the claim if there's no medical received by day 3 after the claim is initiated. That does not give any time for the doctor to respond and your pay is jeopardized. Make sure your doctor responds timely to MetLife.



"An impartial board of investigators will look into this and figure out why it was the union's fault."

Local 2108 Union Calendar

May 2008

- 4 Juvenile Diabetes Research Foundation Walk
Washington, DC
- 7 Chief Steward Meeting - (Cancelled)
Local Office, Beltsville, MD
- 7 Verizon Bargaining Council Meeting
Richmond, VA
- 14 Retired Member Club Meeting 11:00am
Local Office, Beltsville, MD
- 14 General Membership Meeting 6:00pm
Local Office, Beltsville,
- 20 Idearc Common Issues Forum 10:00am
Lanham, MD
- 26 Memorial Day Holiday
Paid Holiday Thanks to your Union Contract

OUR VERIZON AND VCSI

CONTRACTS EXPIRE

ON AUGUST 2, 2008

WEAR RED ON THURSDAYS

June 2008

- 4 Chief Steward Meeting 9:00 am
Local Office
- 11 Retired Member Club Meeting 11:00am
Local Office, Beltsville, MD
- 11 General Membership Meeting 6:00pm
Local Office, Beltsville, MD
- 21 - 25 CWA 70th Annual Convention
Las Vegas, NV



"The company revoked all our benefits, cancelled our retirement program, and fired half of the workforce. So we're having Funny Hat Day to boost morale."

Visit Local 2108 On The Web: www.cwaloocal2108.org

IDEARC
SLIPPING...
See page 1

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