

## CWA SETTLES "ACCOUNT ACCESS" WARNINGS AND TERMINATIONS



In March, Verizon terminated 32 Consultants and placed another 223 Consultants on "Final Warning" for accessing or issuing orders or credits on accounts belonging to their friends, family members or themselves. The Consultants worked in CSSC and BSBC offices in Virginia, West Virginia and Maryland.

Before taking this action, the company didn't consider that many of the orders were issued with prior supervisory permission. It didn't matter to them that the account access and/or orders took place six or more years ago in some cases. The fact that many of the "offenders" only typed their home numbers into EZ-Info or SN4 in order to provide voice mail numbers to their customers or to check when FiOS would be available was of no consequence to Verizon, either. Discipline was the order of the day.

All District 2 locals with affected members filed grievances and participated in a conference call to plan our course of action. **Ron Collins**, Administrative Director to D2 Vice President **Pete Catucci**, wrote to the Executive Director of Verizon Labor Relations.

By the end of April, CWA District 2 reached a settlement with Verizon which resulted in the removal of the discipline for most of those affected. The "Final Warnings" for all 223 Consultants who accessed an account inappropriately were immediately removed. All terminations which resulted from order issuance prior to 2007 were rescinded, as long as fraud was not involved. This meant that all but ten of the Consultants who were terminated got their jobs back, with full back pay and all make whole relief. Of the ten who did not get their jobs back with this settlement, their locals can still proceed with individual grievances on their behalves.

Within Local 2108, 39 who received "Final Warnings" and three who were terminated worked at Calverton. All three of our terminated members have been returned to the payroll, and all of the "Final Warnings" have been removed. Unfortunately some of our members who are top sellers lost award trips that they had earned, and will not receive any compensation for that.

As part of this settlement agreement, the Union agreed to inform our members that any future inappropriate account access will likely result in dismissal.

Please don't misinterpret this successful settlement to mean that Verizon now condones us accessing and/or issuing orders on our own accounts or those of our friends and family. Let's just assume that it means that they will be conducting these "audits" more often.

### CWA and Verizon Resume Early Negotiations

CWA President **Larry Cohen** and District One Vice President **Chris Shelton** met with Verizon CEO **Ivan Seidenberg** on Friday May 9, 2008, to discuss the possibility of early negotiations. Since that meeting, CWA Districts 1, 2 and 13, together with the IBEW, have agreed to resume early negotiations with Verizon, covering the Verizon "East" contract, with talks beginning May 27.

The parties initially engaged in early contract bargaining beginning last November but the talks were suspended earlier this year. Verizon has continued to agree to limit its bargaining agenda to health care while the unions have an unrestricted agenda and the discussions will cover the ability of members to have access to jobs of the future in the growth areas of the company.

Once again, CWA is bargaining jointly with the IBEW. The current Verizon "East" contract, covering 55,000 CWA members, expires on August 2, 2008.



You know that being an American is more than a matter of where your parents came from. It is a belief that all men are created free and equal and that everyone deserves an even break.

Harry S. Truman

June 2008 marks the 61st anniversary of the passage of the worst labor law since before the Civil War -- the "Labor-Management Relations Act of 1947", better known as the Taft-Hartley Act. The Taft-Hartley Act has done terrible damage to workers in this country. The Taft-Hartley Act represents a frontal assault on the National Labor Relations Act (often referred to simply as the Wagner Act.)

Before President Franklin Roosevelt signed the Wagner Act into law on July 5, 1935, the right to join a union in the workplace without reprisal did not clearly exist in the United States. The Wagner Act changed that situation. The Wagner Act was designed not just to tolerate unions, but also to actually encourage them. It promoted the idea of industrial democracy. When he introduced the bill into the Senate, Wagner declared: "Democracy cannot work unless it is honored in the factory as well as the polling booth; [workers] cannot be truly free in body and spirit unless their freedom extends into the places where they earn their daily bread".

The Wagner Act protected workers' rights to bargain collectively. The Taft-Hartley Act seriously weakened workers ability to do so.

The bill that Taft and Hartley pushed through Congress gutted the National Labor Relations Act. Their proposal was so outrageous that even President Harry Truman - a conservative Democrat - described it as a "slave labor bill". The Taft-Hartley Act bans the closed shop, the situation in which an employer agrees to hire only union members. It permits states to outlaw the union shop. This led directly to numerous states - especially in the South - becoming "right to work" states. The sharp decline in union membership around the country over the last 60 years can be traced directly back to the passage of Taft-Hartley.

If you've read this column during the past year, you have heard me talk about the importance of continuing the change begun in the 2006 mid-term elections. We took back both Houses of Congress by electing a Democratic Party majority. However, electing a

Democratic majority is not enough. In the Senate, we need to reach the magic number of sixty. With sixty worker friendly Senators, along with a new Democratic President who supports working people, we can pass legislation leveling the playing field.



While Democrats tend to support worker friendly legislation far more often than Republicans do, just being a member of the Democratic Party is not enough. We support anyone, Democrat or Republican, who supports working people.

Now you might be saying, "So what, what's that have to do with today?" Well, today we're engaged in bargaining a new agreement with Verizon and VCSI.

Imagine the advantage we would have without Taft-Hartley. We would long ago have organized Verizon Wireless and Verizon Business. Instead of negotiating over thirty percent of Verizon revenues, we'd be talking about one hundred percent of their revenues. Instead of seeing the multitude of EISP offers trying to get people off the payroll, we'd see a growing workforce and a better standard of living for all of us.

This round of bargaining is the most important round anyone with less than twenty years service with either Company will likely see for the rest of their careers. In fact, I think I'm safe in saying this round will determine whether or not anyone with less than twenty years will get the opportunity to have a career with Verizon.

That's because this round of bargaining **must** be about the future. Verizon is steadily working towards a non-union future workforce. Since the purchase of MCI and the creation of Verizon Business, we have steadily seen the workforce on the VZ Communications side shrink. This is no accident. Verizon has done everything in their power to prevent organizing the VZ Business and VZ Wireless parts of the company.

We have many members who have never been on strike. A large portion of those weren't even here when we negotiated the current agreement. Those are the workers with the most to gain (or lose) in this round of negotiations. If we don't secure the Job Security protections for those members, I believe we will begin to see actual layoffs in the future.

If you think you would be O.K. without the Union, think again. You need look no further than what they have done to management over the last several years to see how Verizon would treat us without the protection of the Union.

Now is the time to stand strong. Now is the time to watch out for one another. This Company needs us right now. They are still struggling with Wall Street as it relates to financing the FiOS transition. Many believe they cannot afford labor strife and a potential strike. Now is the time to show them we will stand together and fight.

We are less than two months from contract expiration. Early bargaining is taking place and we will keep you updated as developments occur. Make certain you are **wearing red every Thursday**. We need to show Verizon we are united. We will settle for nothing less than what we need to ensure that everyone working here today has the right to make a career and retire one day with dignity.

*Les*

### Communications Workers of America

## 2108 news

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**Les Evans.....President and Editor**  
**Amory Proctor.....Executive Vice President**  
**Johnny M. Brown.....Secretary-Treasurer**  
**Marilyn R. Irwin.....Vice President**  
**Jenny K. Sylvester.....Vice President**  
**Paul Goldbeck.....Managing Editor**

#### Recording Announcements

(301) 595-1824: Verizon  
(301) 595-1826: VCSI  
(301) 595-1834: Avaya  
(301) 595-3072: Idearc



Local Office: (301) 595-2108 Local FAX: (301) 595-2412  
Web Site: [www.cwalocal2108.org](http://www.cwalocal2108.org)

# RMC 2108 Retirees Corner

By Calvin C. Foster, Jr. - VP RMC 2108

On May 14, 2008 our monthly meeting was held at our new home in Beltsville, Maryland.

The Executive Board were all on pre-arranged personal business and most of the meeting was devoted to our guest speaker, **Ron Boone** of Prosperity Mortgage.

Ron is a retired employee of Washington Gas and for the last four years has been a reverse mortgage consultant. His information on the subject was received well and many



*Ron Boone speaks at our May Meeting about reverse mortgages.*

questions were answered. Anyone who wishes to have more information can reach him at 301-755-3177 or toll free 800-380-0189. The information could be helpful for anyone you know that is having trouble in these trying last days of the current administration.

A delicious lunch was prepared and served by **Dorthea Leftwood, Bee Bryant, Janice King and Eva Delain.**

**Kenny Roach** has located a website run by **LTC William D. McGarrity**, Attn any soldier HSC, 603d Aviation Support Bn, 3rd CAB, Unit 43414 APO AE 09322-3414 ([anysoldier.com](http://anysoldier.com)). Please visit the site and view what they need and send it to them.

Hope to see you at our meeting on June 11, 2008 which will include a potluck lunch. Any questions should be directed to Janice Crowe.



## RMC 2108

# Stewards Training Held at New Local Office May 13 - 15, 2008



Angela Pearson  
Chesapeake Complex



April King  
Chesapeake Complex



Christina Parham  
Calverton



Cordella Holloway  
Chesapeake Complex



Daisy Rodriguez  
Chesapeake Complex



David Young  
Chesapeake Complex



Dawud Mahdi  
Buchannan St. Garage



Denon Hopkins  
Gaither Rd. Garage



Dwayne Richburg  
Central Ave. Garage



Jason House  
Allentown Garage



Joanne Vanderhorst  
Rockville C.O.



Kim Lee  
IDEARC



Michelle Dorn  
Calverton



Miesha Poole  
Calverton



Mike Foster  
Colesville C.O.



Paula Young  
Calverton



Richard Thomas  
Tech Rd. Garage



Shawntee Craig  
Chesapeake Complex

## 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: \_\_\_\_\_

## BELSCHNER RETIRES AFTER 44 YEAR CAREER

By: Marilyn Irwin, Vice President

**P**aul Belschner's first paycheck with C&P Telephone Company of Maryland was dated May 2, 1964, and his gross wages were \$66.50. His gross wages on his last paycheck with Verizon prior to his May 3, 2008 retirement were \$1220.00.

THE CHESAPEAKE AND POTOMAC TELEPHONE COMPANY OF MARYLAND					
STATEMENT OF EARNINGS AND DEDUCTIONS					
PLEASE DETACH AND RETAIN AS YOUR RECORD					
MAY 2 1964					
NAME	PAYROLL NUMBER	HOURS PAID	STATE INCOME TAX	# TOTAL WAGES	
P E BELSCHNER	9912	40 00	1 34	66 50	
AUTHORIZED ALLOTMENTS AND TAXES			SOCIAL SECURITY TAX	VACATION ADVANCE	
A.T. & STOCK	SAVINGS	UNION DUES	U. S. BONDS	BANK LOANS	
			2 41		
GROUP INSURANCE	CONV'L INSURANCE	MEALS	HOSPITALIZATION	OTHER ALLOTMENTS	FEDERAL INCOME TAX
				7 49	55 26
# REPRESENTS GROSS AMOUNT OF WAGES INCLUDING, IF DUE, SUCH ITEMS AS OVERTIME, SUNDAY AND HOLIDAY PREMIUM PAY, DIFFERENTIAL PAYMENTS FOR EVENING AND NIGHT WORK, AND SICKNESS PAYMENTS.					NET AMOUNT AFTER AUTHORIZED ALLOTMENTS & TAXES

**B**ut according to Paul, the size of his paycheck isn't the only thing that has changed since he was hired as a Frameman over 44 years ago. "When I was on the line crew, our supervisor would buy a keg one Friday a month in appreciation of all our hard work, and we would stay after work drinking until it was dry", Paul recalled. "Every Friday the line crew would have 25 cent fish sandwiches and a pitcher of beer for lunch."

He laughed as he remembered carrying telephone poles through Baltimore row houses in order to place them in customers' backyards. "Each pole had about ten clotheslines attached to it, and the rule at the time was that line-men had to reattach all the clotheslines to the new pole once it was set!"

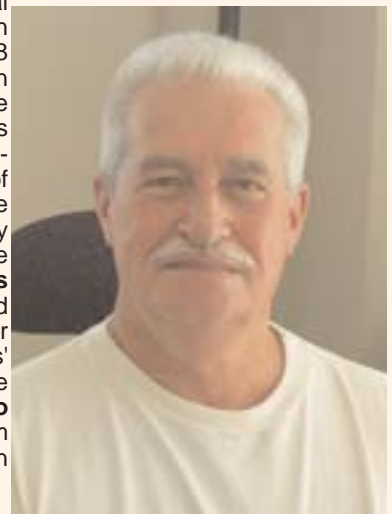
Another fond memory involved his work in Little Italy. At the end of the day the old Italian ladies would hand us their brooms and say, "Boys, clean up your mess" and watch as we swept their sidewalk, Paul explained.

It seems hard to believe today, but it was the mid-seventies

before Paul ever worked with a female technician. Prior to that women only held operator and clerical jobs.

When Paul left the Air Force after four years and began to search for a job, his father (who was a Teamster) had just one piece of advice; "Go to a Union job. They'll protect you." "People don't realize how valuable a Union card is toward retirement," Paul said. "Some take it for granted and don't realize what the Union has done for them." He explained that in 1964 Blue Cross/Blue Shield only paid if you were hospitalized. "Our medical insurance didn't cover wellness visits, prescriptions, dental or eye care. We had no 401(k) savings plan. I understand and appreciate the value of the major benefits improvements which the union has won over the last 44 years," he said.

Paul spent the last 21 years of his career as a Systems Technician in Federal Systems, and has been a CWA Local 2108 Steward for past fifteen years. As unbelievable as it sounds, Paul was only the third most senior active member of our local when he retired. Montgomery County Central Office Technician **James Berry** is our second most senior member and Prince Georges' County Central Office Technician **Angelo Glorioso** beats them both by more than ten years!



Paul, we all wish you a long, healthy and happy retirement!

## CWA Local 2108 Members

### Welcome New Members

#### Ed Anderson

RaSheila Daniels  
 Andre' McBride  
 Donald Cumberbatch  
 Oluwaseyi Kolawole  
 Harold Sample  
 Nickia Williams  
 Denise Jackson  
 Alicia Crawley  
 Mary Brodie-Henderson  
 Shelly Gray  
 Rachelle Scott  
 Tamika Malone  
 Cheryl Green  
 Shawn Wise  
 Tamika Roberson  
 Stephanie Foust  
 Andrea Williams  
 Ebonie Taylor  
 Folahan Onayemi  
 Mike Aikens  
 Jonelle Bryant  
 Latoya McIntosh

#### Karen Lewis

Keena Martin  
 Latice Harrison  
 Antonio Storey  
 Lisa Mattison  
 Racquel Toran  
 Joshua Elms  
 Kiana Bailey  
 LeShaune May  
 Suzan Harry

#### Sabrina Staley

Lisa Travis



### Transferred Members

#### Ed Anderson

Kimberly Pope

#### Vallorie Coley

Jamal Foreman

### Retired Members

Donna Cunningham  
 Sylvia Freeman  
 Katherine Miles  
 Sabrina Bell  
 Francine Claiborne  
 V. Lynn Cush

Richard Durbin  
 Robert Rowland  
 Howard Thomsen  
 Joanne Barrett  
 Paul Belschner

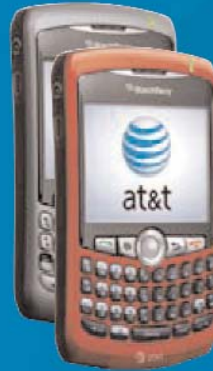
## LIMITED TIME OFFER

for Local 2108 CWA Employees and Members

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Plus, Get up to **\$100 INSTANT SAVINGS**  
 off any handset

Excludes iPhone, 2 year agreement required.  
 See store for complete details.



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 to find a store near you.

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**OUR VERIZON AND VCSI  
 CONTRACTS EXPIRE  
 ON AUGUST 2, 2008  
 WEAR RED ON THURSDAYS**

## Personals

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

**Rose Bearden**, grandmother of **Angela Smith** who died on March 2, 2008.

**Robert Bearden**, grandfather of **Angela Smith** who died on March 26, 2008.

**Earl R. Johnson**, father of **Earl Johnson** who died on April 26, 2008.

**Cornell Johnson**, uncle of **Derrick Quick** who died on April 27, 2008.

**Mary Francis Greene**, sister of **Shirley Thomas** who died on May 2, 2008.

**Pete Hassell**, an active member who died on May 11, 2008.

**Victoria Lynn Darnall**, sister of retired member **Jennifer Martin** who died on May 12, 2008.

**Alease Sizemore**, great-grandmother of **Angela Smith** who died on May 12, 2008.

**Annette Elizabeth Heigh**, mother of **Michael Heigh** who died on May 13, 2008

### Congratulations To:

**Noreen Gossett** on the birth of her son, **Tyree Andre' Green** on February 15, 2008.

**Sue and Paul Goldbeck** on the birth of their granddaughter, **Naiya Raquel Osborne** on April 28, 2008.

## VCSI & Verizon Contracts Expire 8/2/08....Are You Ready ?

### Contract Expiration Options

Just as we prepare each grievance as if it were eventually going to arbitration, we must prepare (through mobilization) each bargaining unit as if we were eventually not going to reach a settlement with the Company involved.

There are several strategies (options) available to the union at the expiration of the contract, including:

- o **Settle;**
- o **Extend by mutual agreement (with or without inside strategies);**
- o **Work without a contract (inside strategies);**
- o **Strike.**

Which option we pursue is a strategic decision that must be made by those responsible for the negotiations.

Keeping the employer in doubt as to which option we pursue is a conscious strategy that greatly strengthens our position. This is because the employer cannot effectively predict CWA's action and, therefore, plan for it. If the employer is not sure CWA will strike at expiration, they will be less willing to spend money to prepare for a strike (hiring replacements, training management, etc).

If, on the other hand, the employer knows the only option CWA is considering is to strike, the employer gains a great deal of power and control over the situation. This is because the employer can plan for a strike and perhaps even force a strike.

Predictable players are the easiest to beat. In any contest, the player who can anticipate his or her opponent's next move has the greater advantage. The more options we have at expiration



**SAVE MONEY \$\$\$**



**NO MAJOR PURCHASES**



**MAKE SURE BILLS CURRENT**



**SCHOOL PHYSICALS DONE EARLY**



**DENTAL & VISION CHECKUPS UP TO DATE**



**90 DAY SUPPLY OF MAINTENANCE MEDICATIONS**



**STOCK UP ON NON-PERISHABLE FOODS**



**STOCK UP ON PAPER PRODUCTS**



**STAY INFORMED.... READ NEWSLETTER, CHECK WEBSITE, ATTEND MEETINGS**



**WEAR RED ON THURSDAYS**

of the Verizon and VCSI contracts, (August 2, 2008) the stronger we are and the more difficult it is for the employer to plan.

With this in mind, please use the check box above to begin to prepare for the EXPIRATION OF THE VERIZON AND VCSI CONTRACTS ON AUGUST 2nd.

## Good Guy McCain ???

As the Democratic primary winds to a close, CWA thought it would be a good time to start looking at **John McCain's** record as it stacks up against our key issues:

- **Collective bargaining and the Employee Free Choice Act**
- **Health care reform that reduces employers' demands for concessions**
- **Retirement security that protects our pensions**
- **Fair trade**

CWA has looked into the McCain record, and has been disappointed that this patriot has consistently voted against our key issues.

On collective bargaining, John McCain voted for a National Right-to-Work for Less law that would attempt to eliminate unions altogether. He voted against the Employee Free Choice Act and has said unions have "serious excesses."

On health care, John McCain wants to tax union members \$3,000 for our negotiated benefits. He may say he



supports tax cuts, but we're paying more for our health care because of them – and there is no relief in sight at the bargaining table.

On retirement security, John McCain voted to privatize Social Security and trust Wall Street with our retirement. He voted to raise the age of eligibility for Medicare from 65 to 67. He voted against pension protections and against allowing the government to negotiate for lower prescription drugs for Medicare.

And on fair trade, McCain says he supports free trade and most favored nation status to China. That has resulted in nearly 2 million lost jobs – mostly from manufacturing. He opposes tougher sanctions and inspections to keep us safe from toxic toys and food made in China. And he supports Bush's economic policies that have us borrowing billions from China.

John McCain may *appear* to be a good guy, but his voting record is *out of touch* with working Americans.

# What Has CWA Done For You?

**T**he Company will take a lot of credit for “giving” you vacation, personal excused days, and paid sick days (including FMLA). But it is our UNION that negotiated these benefits directly. Raises, medical, dental and vision benefits as well as time off the job were ALL directly negotiated by CWA...not given to you by a benevolent company. Most of these benefits involved strikes...sometimes up to 3 weeks long in these parts, which hurt us as well as the company.

The following are some of the highlights from some of the past negotiations for both Verizon and VCSI. Next month we will continue coverage about other items CWA has WON for you.

## WAGE AND HOURS TREATMENT & INCREASES

For decades we have negotiated wage increases for Verizon employees that far outstrip wage improvements for the average worker in the United States.

In 1974, an Operator in Washington, DC received a maximum weekly wage of \$175, 13% above the average for ALL workers in the United States. Service Reps were paid \$201 per week, 47% above the national average and top craft workers received \$264 per week or 71% above the national average. By 2002, CWA had negotiated a maximum wage for operators in DC of \$770.50 (53% above the national average of \$505 per week), Service Reps to \$934.50 (85% above average) and top craft workers received \$1,105 per week (a staggering 119% above the national average).

During that same time period, consumer prices rose by 255%. The average American worker suffered a decline in the standard of living as average wages rose only 226%.

In contrast, between 1974 and 2002, the wages of an operator in DC rose 340%, service reps by 365% and top craft wages by 319%. This enabled our members to enjoy real gains in wage income in addition to keeping up with inflation.

1971: First Cost of Living Allowance (COLA) introduced. Big City allowance established. Progression shortened to 5 years for craft, 4 years for clerical workers. 10% evening and night differential established. Service Reps upgraded.

1977: Upgrade for Service Reps. Clerical titles consolidated and upgraded.

1980: Improved wages; Operators upgraded.

1983: Wage gains continue through annual raises, progression raises and increased differentials. Upgraded skilled and semi-skilled clerks and sales reps.

1986: Wage gains continue through annual raises, progression increases and bonuses.

1989: Wage increases continue along with progression increases, annual team award payments, and upgrades for Service Reps.

1992: Wage increases continue along with improved profit

sharing. Cost of living provision protects against excessive inflation. Successfully fought Company plan to install commission pay systems on Service Reps.

1995: Wage increases continue; team based incentives negotiated.

1998: Corporate Profit Sharing continues and elimination of lowest wage group.

2000: Force OT restricted to 8 hours per week for plant and 7.5 for Commercial. Corporate Profit sharing has \$1800 min over 3 years.

2003: 5 year contract with wage increases continuing. Corporate Profit Sharing increases and the introduction of the Voluntary Termination Bonus. COLA language kicks in additional wage increases.

## BACCSI and VCSI

In 1996, CWA negotiated a contract with Bell Atlantic Communications and Construction Services (BACCSI) that provided union workers for the company (previously they had been independent contractors). After months of hard work, CWA negotiated medical benefits, a 401K plan, holidays, vacations, a grievance procedure (including arbitration) all from scratch, since none of this existed in the company before.

In 2000, wages were increased 10.5% over three years, TIPP incentive pay increased from 10% to 15%.

VCSI workers also now received daily overtime, a cap on mandatory overtime, and wage schedules were modified.

The Short Term Disability Plan is modified to include wage replacement benefits and the existing Medical Benefit Plan is replaced by the new Connected Solutions Managed Care Health Plan.

Both Health Care and Dependent Care Reimbursement accounts are established for members and Care for Newborn Child Leave is established as a benefit for up to 6 months for a newborn or adopted child.

2003: Wages increase over 16% through next 5 years. TIPP incentive pay increases up to 20% of base wages.

## NEXT MONTH: VACATIONS, LEAVE, BENEFITS



www.laborart.com

# Local 2108 Union Calendar

## June 2008


- 4 Chief Steward Meeting 9:00 am  
Local Office
- 7 Financial Planning Seminar 10:00 am - Noon  
David Walter, Ferris, Baker & Watts  
Local Office, Beltsville, Md.
- 11 Retired Member Club Meeting 11:00am  
Local Office, Beltsville, MD
- 11 General Membership Meeting 6:00pm  
Local Office, Beltsville, MD
- 13 AFL-CIO Night at Camden Yards, 7:05 pm  
O's -vs- Pirates, Baltimore, Md.
- 14 Financial Planning Seminar 10:00 am - Noon  
David Walter, Ferris, Baker & Watts  
Local Office, Beltsville, Md.
- 21-25 CWA 70th Annual Convention  
Las Vegas, NV
- 25 Stewards Meeting - Cancelled

## July 2008

- 2 Chief Steward Meeting - 9:00am  
Local Office, Beltsville, MD
- 4 Independence Day Holiday  
Paid Holiday Thanks to your Union Contract
- 9 Retired Member Club Meeting 11:00am  
Local Office, Beltsville, MD
- 9 General Membership Meeting 6:00pm  
Local Office, Beltsville,
- 11 Labor Night with the Nationals, 7:35 pm  
Nationals -vs- Astros, Washington, DC

**Thinking About Retiring?**

Check out your options on June 7 & 14, 2008 at CWA Local 2108.



David Walter of Ferris, Baker & Watts will be here to conduct a financial planning seminar from 10:00 am to noon.

Please call 301-595-2108 to RSVP.

Visit Local 2108 On The Web: [www.cwalocal2108.org](http://www.cwalocal2108.org)

**Bargaining Info...  
See pages 6 - 7**

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