

STRIKE AUTHORIZATION VOTE SCHEDULED

As required by the CWA Constitution, CWA Local 2108 has been directed to conduct a Strike Authorization Vote for our members in good standing who are employed by Verizon Connected Solutions, Inc. (VCSI) and Verizon. The vote will take place over two days, but each member can only vote once.

Tuesday, July 8
2 pm - 8 pm
Local 2108 Office
10782 Rhode Island Ave
Beltsville, MD

Wednesday, July 9*
7 am - 8 pm
Local 2108 Office
10782 Rhode Island Ave
Beltsville, MD

It is important to know that a **“YES”** strike vote does not necessarily mean that a strike will be called. A **“YES”** strike vote gives the CWA Executive Board the **authority** to call a strike should they determine it necessary. We need an overwhelmingly positive strike vote to send a strong message to Verizon and VCSI that we are serious about our demands at the bargaining table. Please bring identification with you when you vote.

* Please note that **Wednesday, July 9th at 6 pm** is our last regularly-scheduled membership meeting prior to the August 2nd contract expirations. If you attend that meeting, you will have the opportunity to cast your Strike Authorization Vote and hear the latest bargaining updates!

REFERENDUM VOTE AT AUGUST MEMBERSHIP MEETING

Pursuant to Article XIII, Section 3 of the CWA Constitution, Local 2108 will hold a referendum vote at our August 13, 2008 membership meeting. The meeting will begin at 6:00 p.m.

Verizon is transferring the Engineering Department from 3901 Calverton Blvd. to the Fairland Data Center (FDC) at 13101 Columbia Pike, Silver Spring. Those who work at the FDC are under the jurisdiction of CWA Local 2336. Local 2108's president, **Les Evans**, works in the Engineering Department, and has requested a “jurisdictional waiver” in order to remain a member of Local 2108. This waiver would allow him to complete his current term in office (which ends December 31, 2008) and fulfill other terms in office, should he run and win the election.

The CWA Constitution requires that both our local (as the “expanding” local) and Local 2336 (as the “waiving” local) vote on this matter. Members in Good Standing in attendance at the August membership meeting will be able to vote on this jurisdictional waiver. Any questions about this referendum vote should be directed to **Frank Walker**, Election Committee Chair, by calling the Local office on 301.595.2108.

From The President's Desk

Although it is true that only about 12 percent of American workers are in unions, that 12 percent sets the standards across the board in salaries, benefits and working conditions. If you are making a decent salary in a non-union company, you owe that to the unions. One thing that corporations do not do is give out money out of the goodness of their hearts.

Molly Ivins

As you read this, we are less than 30 days from the expiration of our current agreements with Verizon.

Right now, in Washington D.C, our bargaining team is sitting across the table from Verizon management, bargaining a new agreement. We have about 20 people sitting on our side of the table. Verizon has about half that number.

Verizon has the power of the purse. They are the corporation and they have the money. What Verizon needs to understand is they only have that money because of us. For months now, we've all been receiving the postcards from Verizon extolling how important we are to the success of this company. Well, to paraphrase a famous quote:

"Yes Virginia, It's Time to Put Up or Shut Up"

We are the engine driving this company down the road. Without us, everything comes to a screeching halt. Our power comes from all of us together and the labor we bring to that engine.

We are the workers who made everything Verizon has today possible. Without us, there would be no Verizon Wireless. Without us, Verizon Business would not exist. It's time for Ivan and friends to remember that fact.

What we are asking for at the bargaining table is not

unreasonable. We come to work each day expecting to be treated fairly and with dignity. We are wage earners. We should be able to expect a decent wage for our work. We deserve a health care benefit plan with which we can take care of our families. We should be able to afford to take time away from work to spend with our families and relax. Most importantly, we should expect to continue to work here making Verizon successful and benefit from the fruits of our labor.



Verizon expects something very different. Verizon expects to be able to continue to wall off the union side and increasingly move our work over to Verizon Business. Verizon expects to be able to build the world class FiOS network using the cheapest labor possible. They seek to eliminate every worker they can and contract out our work at every turn.

Job security- out!
Long term employment - out!
Pensions - **Fuhget about it!**

Verizon came to the bargaining table late last year with a desire to reach an early agreement. Clearly, they wanted this contract settled so they could demonstrate to the financiers on Wall Street the marvels of their FiOS network and the progress they have made in building it. Undoubtedly, a strike will throw a monkey wrench into those plans. I said last summer that I wished we had been bargaining our agreement then. I believed that by the time we reached August of 2008 Verizon would be better positioned to sustain a strike. Today, I believe I was wrong.

Today I believe the last thing Verizon needs or wants is a work stoppage. They are at a critical juncture in their fiber build. A build that began in the Spring of 2004. Four years later Verizon claims to have FiOS service available to ten million homes. They have already announced plans to make the service available to eight million more homes by 2010. Let's see, that's an average of approximately 2.5 million homes in the first four years. Now they plan to have eight million more in the next two years. Even using the new math, that's four million a year in the next two years. Does that sound like a company that can afford a work stoppage to you? I don't think so.

August 2, 11:59pm is fast approaching. The clock is ticking. We must all be prepared to do whatever is necessary secure our futures. That means a decent wage so we can provide for our families. A decent health care package, a pension we can retire on and the jobs of the future.

Stand Together - Stand Strong - Stand Up Proud As Union Sisters and Brothers. It's going to take every one of us to win this fight.

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



ILCA

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

RMC 2108 Retirees Corner

By Dennis Strout - President RMC 2108

The absolute worst part of my job as president of the RMC is informing the members that one of us has died. **Vernon Lewis**, longtime member and friend, died of cancer on Monday, June 9th. Vernon was a mainstay at our meetings and he will be missed. Our sincere condolences go out to his family.

He will be interred at Arlington National Cemetery.

On Oct. 8th we will have a guest speaker from the Social Security Administration speak to us on Social Security Benefits. Circle the date on your calendars now. All retirees are invited to attend whether they are members or not. Join us to learn about your benefits. You may even find out about some things you weren't even aware of. That date is Wednesday, Oct 8th, 2008.

This summer promises to be a long hot one and not just because of the weather. As all of you know, the Union and the Verizon are negotiating a new contract. The main issue as usual will be health care. The cost of health care keeps rising and companies are trying to do whatever they can to keep costs down. Verizon has made no secret that it is looking at retiree health care in particular. Any information we get on bargaining will be given out at meetings and if timely will be included in these articles. Pay attention to what is going on. These are your benefits that are in jeopardy.

One thing we can do to help the union is make ourselves available to assist the local in the event that a strike is

necessary. We can volunteer to help make signs, walk informational and real picket lines, deliver water and other items to people who are walking picket lines and in general do everything we can to support the local. The local supports us and we need to return the favor.

On June 20th **Calvin Foster** and I went to Las Vegas to attend the CWA Retirees Conference and the CWA Convention. At our July meeting a full report on both will be given to the membership.

I would like to take this time to welcome back **Kathy Harrison**. Kathy has had her own fight with cancer and she is looking great and says she feels good also. From all of us Kathy, welcome back.

Hope to see all of you at our July 9th meeting.



RMC 2108



RMC2108 welcomes back past president Kathy Harrison.

SELL-NO-MORE!

I'm sure most of you have at least heard of the Verizon "Sell One More" program. Well, we've got a message for Ivan and his team. Until we achieve a fair contract at the bargaining table, we have no interest in seeing you receive more revenue for you to line your pockets!

We are seeing a reluctant Verizon team at the bargaining table. They think we should give back to the company so they can be more profitable. They are attacking our health care, not giving in on job security and the jobs of the future and it's time we take a stand!

The **Sell-One-More** program is a voluntary way to help the company gain more revenue. Why should we continue to assist the company in gaining more profit when all they want to do is take from our members? Until we secure a contract that benefits all of our members we will **Sell-NO-More**. No more referrals, no more add-ons, no more help period. We can tell Ivan that we are in this fight and we are not backing down.

Now is the time for the members across the district to send the message to Verizon. **SELL-NO-MORE** until we get a contract.

Starting today we are asking all members to **SELL-NO-MORE!**



CWA 70th Annual Convention Highlights

CWA Election Results

CWA President **Larry Cohen** was re-elected for a second three-year term by acclamation of the delegates at the 70th Convention of the Communications Workers of America. Delegates also elected **Jeff Rechenbach** as Secretary-Treasurer and **Annie Hill** as Executive Vice President, both by acclamation.

Jeff Rechenbach, CWA's past executive vice president, succeeds **Barbara J. Easterling** as secretary-treasurer; she had served in that post for 16 years until her retirement. Annie Hill, Vice President for the 14-state District 7, succeeds Jeff Rechenbach as Executive Vice President.

Convention delegates also elected four at-large Diversity Board Members to the CWA Executive Board. Elected were



Presidential Candidate Senator Barack Obama addresses the CWA Convention via satellite.

Obama Promises Change

Appearing via satellite from the campaign trail in Albuquerque, NM, **Sen. Barack Obama** was met with wild cheers from the 2,500 delegates, alternates and guests at CWA's 70th Annual Convention in Las Vegas. Earlier in the day, delegates passed a resolution enthusiastically endorsing Obama for U.S. president and pledging to work tirelessly to elect him. As his speech ended the delegates clapped and chanted "Yes We Can!" CWA President **Larry Cohen** told him that for the 134 days between now and Nov. 4, 2008, "we will be working as hard as you are. Be well and God Speed." The following is an excerpt from Senator Obama's speech.

..."Change is building an economy that rewards not just wealth, but the work and workers who create it – it's understanding that the struggles facing working families can't be solved by spending billions of dollars on more tax breaks for big corporations and wealthy CEOs.

"Change is a universal health care plan like the one I've proposed; a plan that guarantees insurance to every American who wants it; brings down premiums for every family who needs it; cuts costs for business and their workers by picking up the tab for some of the most expensive illnesses and conditions; and that stops insurance companies from discriminating and denying coverage to those who need it most.

"Change is having a president who's been an organizer and knows what

it's like to walk with you on that picket line; and who lets unions do what they do best and organize our workers. Now, I know you heard from Pete Catucci earlier today. And I want to thank him for his extraordinary courage and commitment – not just on behalf of stem cell research, but on behalf of what he calls the stem cell research of the American labor movement – the Employee Free Choice Act. So for Pete, for the CWA, and for all American workers, it's time to finally make the Employee Free Choice Act the law of the land.

"That's what change is. And that's the choice in this election."



Local 2108 President Les Evans as a member of this year's Constitution Committee at the Convention.

Carolyn Wade, president, CWA Local 1040, Northeast region; **Nestor Soto**, president, CWA Local 33225, Southeast region; **Claude Cummings**, president, CWA Local 6222, Central region and **Madelyn Elder**, president, CWA Local 7901, Western region.

The 2007 convention delegates voted to expand the Executive Board to ensure that CWA leadership fully reflects the diversity, experiences and perspective of local union leaders and membership.

Ron Collins Elected District 2 Vice President

Delegates for District 2 members in Maryland, Virginia, West Virginia and the District of Columbia, elected **Ron Collins** as our new District 2 Vice President. Collins succeeds **Pete Catucci**, who continues to be a strong advocate for CWA for stem cell research, the Employee Free Choice Act and other issues.

Collins will be responsible for leading the negotiations between CWA and Verizon for a new contract. **The current contract expires on August 2, 2008.**



New District 2 Vice President Ron Collins is sworn in at this year's Convention by CWA President Emeritus Morton Bahr.

CWA Local 2108 Members

Welcome New Members

Karen Lewis

Margaret Schroeder
Kristen Grady
Justina Hicklyn
Iyore Modamwen
Jason Turner
Busayo Jinadu
Zalika Pringle
Britney Branch
Kesha Hall
Aaryanne Imonitie
Dekebra Arrington

Ed Anderson

Reese Mixon
Martrice Clark
Delmar Ronald Witcher
Melodee Marshall
Stephen Akomah

Vallorie Coley/ Daisy Rodriguez

Montrai Mercer
Garnet Basarath, Sr.
Dustin Newton
Anthony Cirri, Jr.
Susan Ekholm
Dallas Bellamy
Valerie Smith
Bonnie Nukolczak
LaMont Hicks
Jamal Harrison
Candace Barrett
Nolita Long
Steven Greene
Sharon Colmore

Kim Lee

Alexander Weaver
Timothy Jacobs, Jr.
Shaylah Berube
Myra Maynard
Larry Osborne
Derek Womack
Lawrence Busch
Guy Shannon
Marcella Koch
James Wilson, Jr.
John Sundry
Teresa Gourdine
Derick Gilliam
Ernest Jennels
Michelle Jones
Tammy Selby
Kenny Silber
Ulonda Rice
Karl Hunt

Regina Brunson
Rosalind James
Detra Bell
Roselyn Eady
Joseph Charch
Sallie Macklin
Michele Moore
Linda Gibbons

Mary Jenkins

Karen Martin

Karen Lewis

Ebonique Shivers
LaShawne Brown
Sherrell Collins

Retired Members

E. Tony Gunn

Jacqueline Stanard

Yvonne Sampson

Robert W. Campbell

Kevin Sima



Personals

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

Charles D. Butler, father of **Linda Woodward** who died on March 3, 2008.

Alcynthia B. Butler, mother of **Linda Woodward** who died on April 28, 2008.

Carol Virginia Coady, mother of **Chris Coady** who died on May 26, 2008.

Margaret Hoza, stepmother of **Debra Hoza** who died on June 3, 2008.

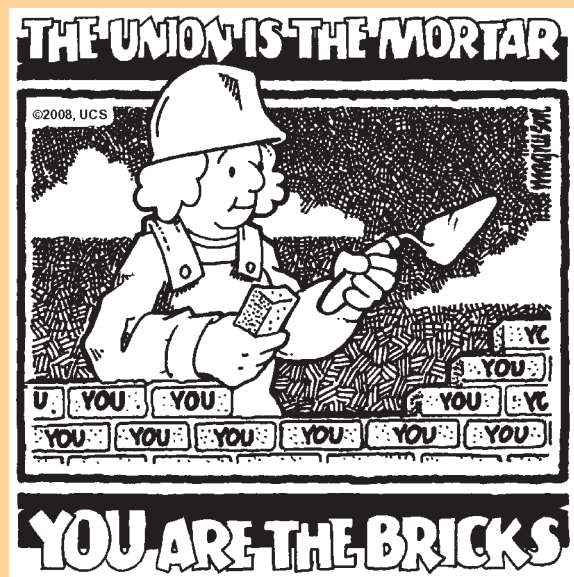
Agnes M. Wrazen, mother of **Barbara Razler** who died on May 4, 2008.

Vernon Lewis, a retired member who died on June 9, 2008.

Merline McCalip, mother of **Benita Speight** who died on June 10, 2008

Congratulations To:

Megan and Evan Turk on the birth of their daughter, **Zipporah** on April 7, 2008.



CWA Bargaining History from 1974 - 1989

Just to give you some perspective about what it took to negotiate with AT&T, The Regional Bell Company (C&P Telephone, Bell Atlantic) since the earlier days some of us still remember. See more information about bargaining on pages 6-7 of this issue of the 2108News.

1974: First National Bell System Bargaining; Death of Beirne and Election of Watts

1974 was a historic year for CWA. For the first time, after nearly forty years of bargaining, the Bell System agreed to conduct unified national bargaining. The company had finally given up the charade that claimed its operating companies were independent, self-controlled businesses. The new bargaining was structured so that wages, benefits and contract language would be negotiated at one national table. The 1974 bargaining session was significant because unlike its 1968 and 1971 predecessors, it did not result in a CWA strike.

1983: CWA Strikes the Bell System

In 1983, only months before the Bell System was to be broken into separate companies, CWA opened national contract negotiations. Not surprisingly, it was a difficult round of negotiations. AT&T was demanding givebacks from workers and seeking substandard job titles. Seven hundred thousand CWA members went on strike on August 7 for better wages, employment security, pension plan changes and health insurance improvements. After a twenty-two day strike, the telephone industry agreed to meet the union's demands. This would be the last time CWA would be able to negotiate at one national table for all its Bell System members because divestiture was only a few months away.

1989: Mobilization Key at AT&T Settlement, Bell Atlantic, NYNEX Strike

Mobilization by CWA members around AT&T bargaining "proves how successful we can be when we stick together and fight together," said President Morton Bahr. Faced with the solidarity of mobilized workers, AT&T backed off health care cost-shifting demands. The settlement for 175,000 workers broke new ground on child and elder care by creating a \$5 million fund to establish care centers and support facilities, granting parental and elder care leave with a job guarantee and paid medical and dental coverage for six months.

Mobilization also was key for NYNEX workers who spent 17 weeks on the picket line fighting management's attempts to shift health care costs. "Their victory in holding the line against concessions is a victory for tens of thousands of other telephone workers. Because of their sacrifice, others won't have to endure strikes in our next round of negotiations because we've sent a message throughout the industry — we're solidly united," President Bahr declared following the December 4 settlement.

Mobilization and a 23 day strike by the workers was key to beating back a serious effort by Bell Atlantic to cost shift health care onto the backs of their employees. Attempting to force bargaining unit workers to accept the same package of cost shifting it imposed on management two years earlier was defeated by members standing strong and together.

At the 89 convention, delegates voted to change the Defense Fund rules so strikers would receive a flat weekly payout beginning in 92 and continue a needs-based fund to provide emergency relief.

CWA CONTRACT EXPIRATION CHECKLIST

- | | |
|---|---|
| <input checked="" type="checkbox"/> SAVE MONEY \$\$\$ | <input checked="" type="checkbox"/> STOCK UP ON NON-PERISHABLE FOODS |
| <input checked="" type="checkbox"/> NO MAJOR PURCHASES | <input checked="" type="checkbox"/> STOCK UP ON PAPER PRODUCTS |
| <input checked="" type="checkbox"/> MAKE SURE BILLS CURRENT | <input checked="" type="checkbox"/> STAY INFORMED.... READ NEWSLETTER, CHECK WEB SITE, ATTEND MEETINGS |
| <input checked="" type="checkbox"/> SCHOOL PHYSICALS DONE EARLY | <input checked="" type="checkbox"/> WEAR RED ON THURSDAYS |
| <input checked="" type="checkbox"/> DENTAL CHECKUPS EARLY | |
| <input checked="" type="checkbox"/> 90 DAY SUPPLY OF MAINTENANCE MEDICATIONS | |

What Has CWA Done For You?

The Company will take a lot of credit for “giving” you vacation, personal excused days, sick days paid (including FMLA). But it is our UNION that negotiated these benefits directly. Raises, medical, dental, vision benefits, as well as how you get your time off were ALL directly negotiated by CWA ... not given to you by a beneficent company. Most of these benefits involved strikes ... sometimes up to 3 weeks long.

The following are highlights for some of the past negotiations for both Verizon and VCSI. Please view the June 2008 issue of the 2108News for information about Wages and BACCSI – VCSI improvements.

Vacation and Time Off

CWA members work hard at Verizon and are often subject to undue stress on the job. Workers deserve adequate vacation with financial security during time spent off the job. CWA has made substantial improvements in this area over the years.

1971: Vacation improved - 2 weeks after one year of service and one additional holiday.

1974: Vacation improved again - 3 weeks after 8 years and 4 weeks after 15 years. One additional holiday.

1977: Introduction of excused work days, and long term disability plan to provide financial security for injured workers. Maternity plan to provide both paid and unpaid leave.

1980: Vacation improved - 3 weeks after 7 years, additional excused work day.

1989: Effective 1/1/90, a leave of absence to care for a newborn child for up to 6 months was established and leave to care for a seriously ill dependent relative may be taken for up to one year. Medical benefits will be paid by the Company for up to 6 months of the leave period.

1998: Minimum vacation scheduling established at 17% of the workforce. Re-introduced Short Notice Excused Work Days (EWD's).

2000: Minimum vacation scheduling increased to 18% of the workforce.

Health Care Benefits

The health and dental and vision benefits that many workers now take for granted (and the Company is trying to take away!) are **NOT** a product of the Company's largess; rather, they are a result of CWA's continued commitment to proper health care for the workers we represent. The health care package that we now enjoy was put together one piece at a time. In each new round

of bargaining, CWA restated our continued concerns, and today, represented workers enjoy one of the best health care packages in the industry.

1970: Company agreed to pay full premium of health care package.

1972: HMO option added to health plan. Surgery and physician fees paid at 80% of usual, customary and reasonable (UCR) charges. Deductible decreased to 2% of basic wage or \$250 per individual.

1974: Dental Plan introduced. UCR increased to 90% for surgery and physician fees. Deductible decreased to 1% of basic wage or \$150 per individual.

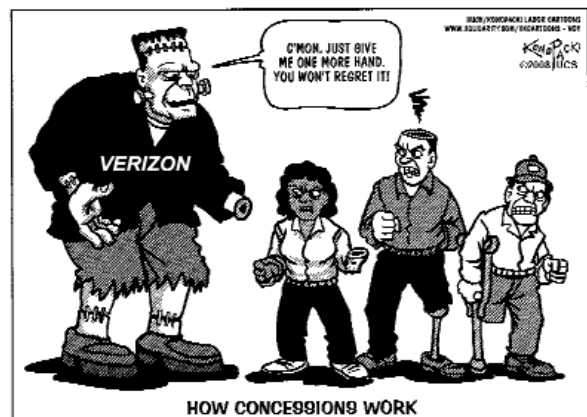
1977: Expanded health coverage, new orthodontia coverage. Retirees – HMO option. Increased maximum health coverage. In-hospital alcohol treatment. Joint health care cost containment committee established.

1980: Vision care introduced and dental coverage increased. UCR increased to 95% of surgery charges. Many services covered at 100%. Lifetime retirees maximum benefit is \$50,000.

1989: A new medical expense plan was established called the “managed care network.” The plan covered more procedures, and physicians office visit charges of \$10, with 100% coverage over that amount. Dental and orthodontia annual maximums increased to \$1,000 and \$1,500 respectively. Vision care fee schedules also increased.

1995: Preventative and wellness benefits added. New dental and vision plans with increased benefits negotiated. Company's attempt to force retirees to pay for health care thwarted.

2000: Continuation of fully paid benefits for ALL current and retired members. Continuation of benefits for surviving spouses increased. Prescription drug card program established.



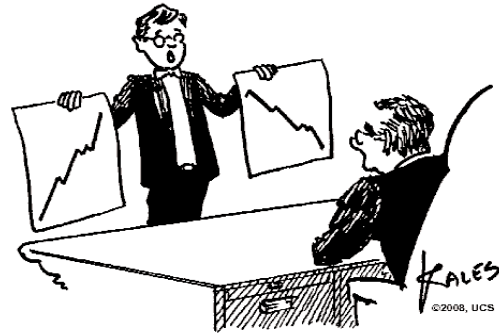
Local 2108 Union Calendar

July 2008

- 2 Chief Steward Meeting - 9:00am
Local Office, Beltsville, MD
- 4 Independence Day Holiday
Paid Holiday Thanks to your Union Contract
- 8 Strike Authorization Vote - 2:00pm - 8:00pm
Local Office, Beltsville, MD
- 9 Strike Authorization Vote - 7:00am - 8:00pm
Local Office, Beltsville, MD
- 9 Retired Member Club Meeting 11:00am
Local Office, Beltsville, MD
- 9 General Membership Meeting 6:00pm
Local Office, Beltsville, MD
- 10 Term / Part-Time Member Day
11am - 2pm & 6pm - 8:00pm
Local Office, Beltsville, MD
- 11 Labor Night with the Nationals, 7:35 pm
Nationals -vs- Astros, Washington, DC

August 2008

- 2 **VERIZON CONTRACT EXPIRATION**
at 11:59pm
- 6 Chief Steward Meeting 9:00 am
Local Office
- 13 Retired Member Club Meeting 11:00am
Local Office, Beltsville, MD
- 13 General Membership Meeting 6:00pm
Local Office, Beltsville, MD
Referendum Vote



"Which one did you want to see, sir, the one for the stockholders' meeting or the one for the union negotiators' meeting?"

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

STRIKE
AUTHORIZATION
VOTE.....
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