

## Verizon Workers End Walkout as Company Agrees to Bargain Fairly

Verizon workers returned to work stronger than ever in their fight for a fair contract, fortified by the bravery they showed in a recession and by the public's strong embrace of their courage and solidarity.

The 35,000 striking CWA members and 10,000 IBEW members returned to work August 23<sup>rd</sup>, many of them wearing red and marching into their work-sites together.

That kind of solidarity during their two-week walkout forced Verizon to reset its bargaining position, extend the contract and agree to negotiate in good faith. Public support also put tremendous pressure on Verizon, as passersby waved and honked in solidarity with workers, joined them on the picket line and delivered ample supplies of food and water to picket sites.

CWA and IBEW reached agreement with Verizon on Saturday, Aug. 20. Workers returned to work Tuesday, August 23 under the terms of their existing contract. The strike was the largest U.S. walkout since 73,000 autoworkers struck GM in 2007.

CWA and IBEW members made it clear that they wouldn't stand for any attempt by one of the nation's most profitable companies to destroy collective bargaining, and with it good-paying, middle class jobs.

Verizon tried to downplay the impact of the walkout on its business, but customers and workers reported big backlogs and delays in FiOS installations and repairs. Verizon had run full-page apologies to customers in the Washington Post and other newspapers serving the Verizon East region. Reports from call center personnel cited over 80,000 FiOS orders backed up in the Verizon East blueprint.

Pickets at Verizon Wireless stores coast to coast also affected the company's bottom line, as strikers and allies on picket lines reported that many would-be customers took flyers and decided not to go inside.

The company has frequently downplayed the importance of its wire line business to justify making deep cuts in workers' pay and benefits, but the argument fell apart following the East Coasts major earthquake in August, when wireless telephone service was virtually shut-down. Landlines were largely unaffected, or services were back online quickly.

Going back to work won't curtail our mobilization efforts as we continue to fight for a fair contract and highlight Verizon's unreasonable demands. Leaf-letting continues in front of Verizon Wireless stores across the country. To view the full "Return to Work" agreement, go to [www.cwalocal2108.org](http://www.cwalocal2108.org).



### OFFICIAL NOTICE

## CWA LOCAL 2108 OFFICER NOMINATIONS AND ELECTION

Nominations will be conducted at the October 12, 2011 membership meeting for the positions of President, Executive Vice President, Secretary-Treasurer and the two (2) Vice Presidents. If the October meeting is cancelled, nominations will be held at the November membership meeting which will be held on November 9.

Any member in good standing of Local 2108 may run for office if he or she wishes.

Candidates should be present in order to be nominated. If a candidate cannot be present due to extenuating circumstances, a letter of acceptance, written and signed by the candidate, must be presented to Dedria Tyree, Chair of the Election Committee, prior to nominations being held.

Ballots will be mailed on Friday, October 28, 2011 and will be picked up and counted on Friday, November 18, 2011, beginning at 9:30 a.m.

Nominees may observe the process of assembling and mailing of ballots and the counting of ballots, or may appoint an observer to represent them, provided that individual is a member in good standing of the Local and has a letter from the candidate appointing them as observer. This may not be done on union-paid time.

Any candidate wishing to use the Local's facilities for the purpose of mailing out campaign literature should contact Dedria Tyree at the Local on 301 595-2108. As membership list labels will no longer be printed, any candidate who wishes to mail campaign literature should forward their envelopes or flyers to the Local. Names and addresses will be imprinted on the material within four business days. Expenses for campaign literature and postage will be borne by the candidate.

Any member needing a duplicate ballot should contact the Local on or before 10a.m. Thursday, November 10 to request it.

The election will be handled in accordance with Local 2108 Bylaws, the CWA Constitution and federal regulations. A copy of our Election Committee Rules are available on the Local website ([cwalocal2108.org](http://cwalocal2108.org)) and will be available at the September and October membership meetings. Any questions regarding the election should be directed to the Election Committee Chairperson, Dedria Tyree, at the Local office.

It was the labor movement that helped secure so much of what we take for granted today. The 40-hour work week, the minimum wage, family leave, health insurance, Social Security, Medicare, retirement plans. The cornerstones of the middle-class security all bear the union label.



Barack Obama

One hundred years ago in the United States, labor unions and workers who organized to negotiate with their employers had no legal protections. The laws allowed employers to *fire anyone who supported unions*, to *refuse to bargain in good faith* and in some cases *use the police and civil authority to support the repression of workers' rights*. Sound familiar?

With the passage of the Wagner Act in 1935 workers finally gained some protections under the law from these actions. The law makes it illegal for employers to fire people for joining and supporting a labor union. The law requires employers to negotiate and bargain in good faith with the workers' representatives. The law is designed to protect the workers' rights to act in concert for mutual protection.

In 1935, we were deep in the middle of what we now refer to as the Great Depression. Unemployment was high, wages were depressed, there was virtually no middle class in America. You were either one of the haves or one of the have-nots.

In his second inaugural address in January, 1937, President Roosevelt said *"In our personal ambitions we are individualists. But in our seeking for economic and political progress as a nation, we all go up, or else we all go down, as one people."*

For the next twenty years, as more and more workers joined unions and gained a voice in the workplace, the United States gave birth to a new economic class, the middle class. President Roosevelt himself said, *"If I went to work in a factory, the first thing I'd do is join a union."*

And millions of American workers did. The nation prospered as more workers gained in economic security and the resulting purchasing power that accompanied it. There was a balance of power between employers and the employed resulting from organized labor. Even in companies where the workers remained unorganized, those employees enjoyed an ancillary benefit from what the employers saw as the threat of their workers joining a union.

In 1980, with the firing of the Air Traffic Controllers by President Reagan, that tide started to turn. President Reagan's actions during that labor dispute signaled American industry that it was ok to attack labor unions and their workers. Those attacks have continued from then to now.

In our contract negotiations with Verizon this summer we have seen those attacks continue in a most blatant fashion. On June 22nd we opened bargaining and Verizon placed a package of proposals on the common issues bargaining tables totaling over 100 givebacks in our current agreements. Right up to August 7th when we went out on strike, Verizon refused bargain in any meaningful way over their package of givebacks. They refused to bargain at all over any of the Union's proposals except to say they had no interest.

I don't know about you, but that sounds to me like a refusal *to bargain in good faith*.

Once the strike began, Verizon immediately filed for and in some

cases secured court injunctions against the strikers limiting our ability to peaceably picket and act in concert for our mutual benefit and protection. Once again, we seem to be going backwards as the company is attempting to *use the police and civil authority to support the repression of workers rights*.

During the strike some members, acting for the collective good of all, took actions that the company didn't like. As a result, those members received letters from the company stating they were suspended indefinitely pending investigation. This action by the company takes us all of the way back to those days when companies could *fire anyone who supported unions*.

On August 20, in discussions taking place at the highest levels within the union and the company, an understanding was reached for a bargaining structure moving forward in order to reach a fair agreement. The company then asked for a return to work agreement that extended the current contract indefinitely, with the provision that either side could cancel it with seven days notice. It also provided that a minimum of thirty days pass before either side could send such a notice.

During the strike, Verizon began a media blitz costing them literally millions of dollars in an effort to sway public opinion their way. They even went so far as to answer the unions charge that they are trying to take us back 50 years in bargaining by saying that it is true!



This company is symbolic of what we see happening across the country in both the private and the public sector. Corporate America is trying to take us back to "the good ol' days" when there was no middle class in America. When workers had no rights on the job. Corporations have gone so far as to have themselves classified as "citizens" in order to use their substantial financial resources in the political process. The result is more of our public officials are beholden to those same financial resources in order to win on election day.

This must change if the economic middle class in America is to survive. The Verizon corporation is not a company in economic trouble. It is a very profitable company in a very profitable industry and they have no excuse for their attack on the workers who make this company run.

It is nothing less than an attack on the middle class jobs we have spent the past fifty years creating. It is an attack that every worker at Verizon and Verizon Wireless must pledge anew to fight.

While we are currently back at work and back at the bargaining table, this fight is far from over. The attack will continue until the company realizes it is a fight they cannot win. **(CONTINUED ON PAGE 3)**

If we are to win this fight we must re-double our efforts in mobilization in the workplace. We must continue to visit and leaflet at the Verizon Wireless stores getting our message out in front of the public that we are fighting for all middle class working families in America. If a successful company like Verizon can get away with ruining our middle class jobs then everyone is fair game for the same attack.

Our picket lines and strike activities were strong. That's what made this company blink. We need to keep up the pressure and together, we will last one day longer than they can.

In Unity,

*Les*

## SCAB ALERT - SCAB ALERT

This is the most up to date list of back-stabbing, free loading parasites who turned their backs on their fellow co-workers and helped prolong the strike. These soulless individuals hold no regard for you or your family and will attempt to justify their cowardly actions with every excuse known to man. These turncoats cannot be trusted and should be shunned from society !!

**NAME**

**LOCATION**

Jennifer Munchel	SCAB @	Chesapeake Complex
Monica Baxter	SCAB @	Chesapeake Complex
Alissa Mitchell	SCAB @	Chesapeake Complex
Allyn Lane	SCAB @	Chesapeake Complex
Candra Perry	SCAB @	Chesapeake Complex
Dana Martin	SCAB @	Chesapeake Complex
Dwayne Hayes	SCAB @	Chesapeake Complex
Genera Ransome	SCAB @	Chesapeake Complex
John Bosse	SCAB @	Chesapeake Complex
Keith Lea	SCAB @	Chesapeake Complex
Kevin White	SCAB @	Chesapeake Complex
Lakeshia Reed	SCAB @	Chesapeake Complex
Sheila King	SCAB @	Chesapeake Complex
Tisheenia Searcy	SCAB @	Chesapeake Complex
Danyelle Hampton	SCAB @	Chesapeake Complex
Everlyn Clark	SCAB @	Chesapeake Complex
Kavon Ransome	SCAB @	Chesapeake Complex
Stephanie Butler-Taylor	SCAB @	Chesapeake Complex
Tarryn Miller	SCAB @	Chesapeake Complex
Joanne Cunningham	SCAB @	Chesapeake Complex
Anthony O'Donnell	SCAB @	Chesapeake Complex
Beth Boias	SCAB @	Chesapeake Complex
Carolyn Tidwell	SCAB @	Chesapeake Complex
Charles Pinnix	SCAB @	Chesapeake Complex
George Guyah	SCAB @	Chesapeake Complex
Greg Lawrence	SCAB @	Chesapeake Complex
Krishna Gilchrist	SCAB @	Chesapeake Complex
Lisa Gilchrist	SCAB @	Chesapeake Complex
Lisa R. Washington	SCAB @	Chesapeake Complex
Thomas Gerkin	SCAB @	Chesapeake Complex
Beverly Prendergast	SCAB @	Chesapeake Complex
Danny McCrae	SCAB @	Chesapeake Complex
Lawrence McCoy	SCAB @	Chesapeake Complex
Michael Weese	SCAB @	Chesapeake Complex
Chauntia Morton	SCAB @	Chesapeake Complex
Mildred Carter	SCAB @	Chesapeake Complex
Eric McClain	SCAB @	Chesapeake Complex
Michael McAdams	SCAB @	Chesapeake Complex
Wayne Sexton	SCAB @	Chesapeake Complex
Mike Moran	SCAB @	Chesapeake Complex
Pennie Golden	SCAB @	Chesapeake Complex
Robert Tongue	SCAB @	Chesapeake Complex
Sam Wolde	SCAB @	Chesapeake Complex
Olufemi King	SCAB @	Chesapeake Complex
Gerald Hill	SCAB @	Chesapeake Complex

**Personals**

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

**Nellis Ashlin**, a retired member who died on July 8, 2011

**Louis King**, father of **Janice Lawyer** who died on July 11, 2011.

**Eddie Lee**, cousin of **Cherita Brooks** who died on August 21, 2011.

**Welcome to Local 2108**

**NEW**

**Tenise Pope**  
Michael Disharoon

**Glen Miller**  
Michael Murrie  
Scott Spillers, Sr.  
Gary Kelsey

**Latasha Carpenter**  
Douglas Dottellis

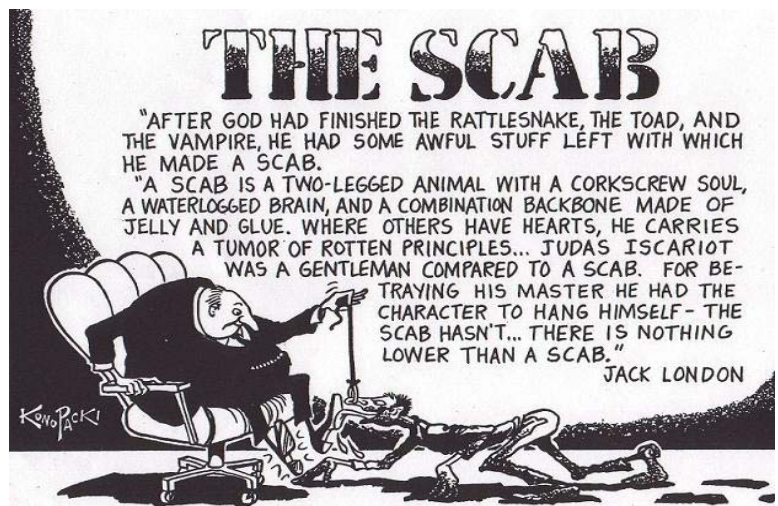
**RECENTLY**

**RETIRED**

John Albers



Glenn Fortner	SCAB @	Chesapeake Complex
Brian Baker	SCAB @	Chesapeake Complex
Paul Stashak	SCAB @	Chesapeake Complex
Twanna Tucker	SCAB @	Chesapeake Complex
Andrew Jimmy Phang	SCAB @	Chesapeake Complex
Marc Tarelton	SCAB @	Chesapeake Complex
Tracy Bland	SCAB @	Chesapeake Complex
Randy Doane	SCAB @	Chesapeake Complex
Selena Muwagba	SCAB @	Chesapeake Complex
Patneta Layne	SCAB @	Chesapeake Complex
Sheila Brooks	SCAB @	Chesapeake Complex
Barbara Phair	SCAB @	Chesapeake Complex
Sheila Brown	SCAB @	Chesapeake Complex
Nicole Smith	SCAB @	Chesapeake Complex
Richard Schline	SCAB @	Chesapeake Complex
Mariuxi Morales-Franco	SCAB @	Chesapeake Complex
Matt DePompa	SCAB @	Largo
Javier Diaz	SCAB @	NIH
Anthony Robinson	SCAB @	Tech Road
JaquINETTE Aaron	SCAB @	Tech Road
Kevin Hill	SCAB @	Tech Road
Aleem Wilson	SCAB @	Gaither Road Garage



# Support Those Who Supported Us !!!

Local 2108 would like to recognize and thank the many businesses and individuals who supported our members during our sixteen-day strike. We encourage our members to give them your business and to personally thank them for their generosity during our struggle!

The following businesses allowed our picketers to use their facilities: Exxon, corner of Fairland Rd and Old Columbia Pike, Exxon, corner of Randolph Rd and Old Columbia Pike, Cherry Hill Sunoco, Artistic Creations in Clinton, DarCars Auto Body on Tech Rd and the Musgrove Medical Center, who provided a porta-pot.

Little Caesar's Pizza, 13801 Outlet Dr, Silver Spring provided discounted pizzas to picket lines and Touchless Carwash, corner of Shady Grove and Frederick Rds gave peaches to our strikers. Carbecue Catering ([www.carbecue.net](http://www.carbecue.net)) grilled for a picket line, Kake Korner in Laurel provided delicious cupcakes and The Baltimore Teachers' Association delivered pizzas to picketers.

Tony Anderson from Neighbor Ride ([www.neighborride.org](http://www.neighborride.org)) provided free transport to restrooms.

Ferguson Plumbing provided ice; Helen and Gerald Alli from Ronald Bartlett & Assocs and Ashley Deadwyler-Jones from State Farm Insurance provided water to our picket lines. The IBEW by Trade Zone provided donuts, water and the use of their facilities.

Senator Roger Manno walked a picket line with us and Delegate Craig Zucker attended a rally.

Long-time friends of Local 2108 Mr. & Mrs Glen Hodges of Glen's Bar-B-Que Unlimited ([www.Glensbbq.com](http://www.Glensbbq.com)) donated their services and grilled the hotdogs for the rally at Fairland Data

Center and provided their sound system, too. In addition to providing all of the chips and cookies at the FDC rally, Workers' Comp Attorney Cliff Sobin (of Berman, Sobin, Gross, Darby and Feldman) also delivered snacks to our picket lines.

A big, CWA Local 2108 thank you to all who made the long hours on the picket lines a little easier!!! Your thoughtfulness and generosity will be remembered. It would be remiss of us to not send a special "Shout Out" to all the managers who have no clue how to do our jobs. A carton of water....\$3.29. Watching some of you trying to climb a pole..... PRICELESS!!! You'll live in infamy on Youtube!



## Local 2108 Calendar

### SEPTEMBER 2011

- 5 Labor Day -Local Office Closed
- 7 Chief Stewards Meeting - Cancelled  
Local Office, Beltsville, MD
- 11-16 CWA-OSHA Safety Conference  
Atlanta, Georgia
- 14 RMC Meeting -11:00am  
Local Office, Beltsville, MD
- 14 Membership Meeting - 6:00pm  
Local Office, Beltsville, MD

### OCTOBER 2011

- 5 Stewards Meeting - 6:00pm  
Local Office, Beltsville, MD
- 12 RMC Meeting -11:00am  
Local Office, Beltsville, MD
- 12 Membership Meeting  
Officer Nominations - 6:00pm  
Local Office, Beltsville, MD
- 31 Halloween



MARK YOUR CALENDAR: RMC 2108 MEETING - September 14, 2011 - 11:00 am MEMBERSHIP MEETING - September 14, 2011 - 6:00 pm



10782 Rhode Island Avenue, Beltsville, MD 20705

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

Local Office: (301) 595-2108 :: Local Fax: (301) 595-2412

Jenny Sylvester - Vice President

Marilyn Irwin - Vice President

Johnny Brown - Secretary-Treasurer

Amory Proctor - Executive Vice President

Les Evans - President

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