

## FROM THE PRESIDENT'S DESK

Former CWA Local 2108 president Robert W. Campbell passed away at his home while he slept on June 29th. Those of us who knew Bob find it ironic that his life ended so quietly, as he never lived his life that way. "Big Bob" as many called the man with the handlebar mustache, red face and booming voice, was never described as "quiet".

Bob loved CWA and Local 2108. To save someone's job was described as his "passion". During his six years as vice president and six years as president of our Local, Bob took special interest in legislative and safety initiatives. He introduced ergonomics into our work places, resulting in those of us who worked in offices having our chairs and work stations properly fitted to our bodies for the first time. Wrist rests were provided by our employers, and proper posture and typing techniques were taught, preventing future repetitive motion injuries.

In addition to sitting on the Board of Directors of the American Red Cross, Bob was an active member of the Metropolitan Washington Council of the AFL-CIO. In March, 2004, he was presented with their highest honor, the J. C. Turner Award for Outstanding Trade Unionist of the Year. He treasured the plaque he received, which was engraved with the words "You have been selected by your peers for your qualities of leadership and dedication to Labor and the Community".



As Local 2108 president, Bob spearheaded the creation of our first Retired Members Club (RMC) in 2003. He worked closely with Kathy Harrison, and wisely convinced her to serve as the first RMC 2108 president, a position she flourished at. Because of their collaboration, our RMC was built from nothing to the great chapter it is today.

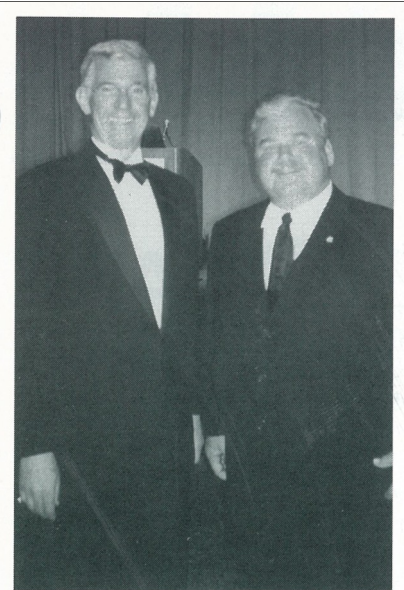
Bob had a colorful history prior to being hired by C&P Telephone Company and becoming a CWA member. He spent three years in the Army as a helicopter mechanic, crew chief and door gunner. One of those three years was served in Viet Nam, where his helicopter was shot down three times. When he returned to the United States he was stationed at Fort Belvoir, where he served as crew chief for General Westmoreland.



**Past CWA President Larry Cohen and CWA Local 2108 President Bob Campbell rally the troops during the strike of 2000.**

Originally assuming he would continue repairing helicopters after his military service ended, Bob decided to take another route and applied at the Post Office and the "Phone Company". Bob turned down the Post Office job he was offered since it required working nights, as his wife was pregnant with his first child at the time. He accepted the C&P job on the Georgetown frame on October 26, 1970, earning less than \$90 per week, and signed his CWA union card on his first day on the job. At the end of the day he went home and told his wife his tour was going to be.....working nights! After his time on the frame, Bob was promoted to Cable Splicer, and then to Engineering Assistant in Calverton. This was his first job in Maryland, where he finished his career when he retired in June, 2008 with nearly 38 years of service.

Fishing was Bob's favorite pastime. But the love of his life was Regenia Willman Campbell, his wife. They met at a high school dance on April Fool's Day (Bob's favorite day of the year), 1966, and started dating when Reggie was just sixteen years old. Reggie said that every letter Bob wrote to her from Viet Nam ended with a countdown of how many days and hours it would be until he could return home to marry her. He thought it was ridiculous when Reggie and her Aunt Ida said it was going to take them some time to



**Former Maryland Governor Paris Glendening meets with CWA Local 2108 President Bob Campbell.**

(continued on page 2)



**Former District 2 Vice President Pete Catucci, CWA President Morty Bahr and CWA Local 2108 President Bob Campbell at the January 2001 membership meeting.**

buy a dress and put a wedding together. He saw no reason why they couldn't marry the day he came home! Three long months later, on September 6, 1969, Bob and Reggie were married at Walter Reed Chapel. When he passed away, they had been together for 51 years, and married for nearly 48 of them. They lived in the same house that Reggie lived in with her Aunt Ida when the two had met. Reggie credits Bob with changing her from the shy, reserved girl she was at 16, by teaching her to advocate and speak up for herself.

Bob and Reggie have two children. Daughter Michelle, a prior Verizon Consultant, works for the Association of Retired Americans (ARA). Their son Adam is a 2108 member and Services Technician in Montgomery County, and is the father of grandsons Tyler and Dylan.

It saddened me to hear about the affect chemo had on Bob near the end of his life....the weight loss, the hair loss (including the loss of that handlebar mustache!) I will always remember him as a force to be reckoned with..... an old-school labor leader, face red, veins bulging from his neck, voice booming into a microphone on picket lines or at rallies during the 2000 strike against Verizon. A man who never backed down from a fight. Bob's passion and energy motivated our members to "do whatever it takes", which is the way he ended most of his Letters from the President in this newsletter.

*Marilyn*



## Union Plus Scholarships Available

Since 1991, the Union Plus Scholarship Program has awarded more than \$4.2 million to students of working families who want to begin or continue their post-secondary education. Over 2,800 families have benefited from the programs commitment to higher education. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation.

This is a competitive scholarship. Applicants are evaluated according to academic ability, social awareness, financial need and appreciation of labor. A GPA of 3.0 or higher is recommended. The required essay can account for up to half your total score. Scholarship applicants are judged by a committee of impartial post-secondary educators.

### Application Deadline:

A complete application must be received on or before 12:00 p.m. (Eastern Time) on **Wednesday, January 31, 2018**. Applications received after this deadline will not be considered.

### Scholarship Award Amounts:

Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the Fall of 2018. Students may re-apply each year.

### Award date:

The Scholarship Committee will determine recipients of scholarship awards by May 31st each year. During the first two weeks of June award recipients will be individually notified by mail, and all applicants will be sent an email with notification that the award list is posted at [UnionPlus.org/Scholarships](http://UnionPlus.org/Scholarships). Please note that due to the volume of applications we cannot provide any information on the status of an application before award announcements are made.

### Eligibility:

- Current and retired members of participating unions, their spouses and their dependent children (as defined by IRS regulations). At least one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one year membership minimum must be satisfied by May 31, 2018.
- Union members do not have to purchase any Union Plus program product or participate in any Union Plus programs to apply for the scholarships and scholarship awards are not based upon participation in a Union Plus program.
- The applicant must be accepted into a U.S. accredited college or university, community college or technical or trade school at the time the award is issued. Awards must be used for the fall of 2018 school year.

**To apply for the scholarships, go to :**

**<http://www.unionplus.org/college-education-financing/union-plus-scholarship>**

**Are you "WEARING RED"  
on Thursdays?**

# Working Safe Around Microwave Technologies

Over the past few years there has been a significant increase in the use of microwave technologies at Verizon and many other carriers within the telecommunications industry. One of these is the increased use of radio frequency, i.e., microwave and radio wave radiation equipment. Such equipment is widely used in the broadcasting and communications fields in the form of cellular telephones and towers.

The National Institute for Occupational Safety and Health (NIOSH) estimates that millions of American workers work with and are exposed to radio frequency radiation equipment. Many CWA members may be exposed to radio frequency radiation due to the proximity of transmitters in work zones.



## Health Effects

The various types of radiation affect the human body in different ways. For example, ionizing radiation, that contains a tremendous amount of energy and penetrating power, will cause changes in the body's molecular system. On the other hand, as noted, non-ionizing radiation operates at much lower frequencies and is not believed to be as harmful to the human body as ionizing radiation. The type of radiation to which affected CWA members are most often exposed is non-ionizing radiation, e.g., radio frequency, i.e., microwave and radio wave, radiation.

It is known, however, that exposure to non-ionizing radio frequency radiation may produce serious biological effects. As high frequency radio frequency radiation, i.e., microwave radiation, penetrates the body, the exposed molecules move about and collide with one another causing friction and, thus, heat. This is known as the thermal effect. If the radiation is powerful enough, the tissue or skin will be heated or burned. Such health effects may or may not be reversible, depending on the particular tissue or organ that is exposed, the intensity of the radiation, the frequency and duration of the exposure, the environmental temperature and humidity, and the body's efficiency in dissipating the heat.

Another health concern regarding work with radiofrequency equipment is potential electrical shock. This may occur when, under abnormal conditions, the operator is standing in water and comes into contact with a high-frequency generator circuit.

Cellular telecommunications technicians face an additional concern. During the performance of their work on cellular antenna or related equipment, they may come into close proximity with radio frequency emissions. In turn, over time, continuous and repeated exposure may result in serious health problems. Ideally, such work should only be conducted when employers demonstrate harmful equipment radio frequency emissions will not occur/are controlled.

## Controlling the Hazard

Verizon and other employers must ensure that potentially exposed microwave and radio wave radiation workers have a safe and healthful workplace. The most effective way to eliminate and/or minimize occupational exposure to radio frequency microwave and radio wave radiation is through the use of engineering controls. For example, the source of the potential problem, i.e., the radiation-emitting equipment, should be enclosed or effectively shielded or the worker should be separated from the source. This requirement is equally important to all workers exposed

to microwave and radio wave radiation. Where engineering controls cannot be implemented, personal protective equipment such as protective clothing and eyewear should be provided and utilized.

All Verizon field technicians should have received specific training to ensure their safety while working in the close vicinity of microwave transmissions. If you have not taken this course you should notify your supervisor immediately to schedule the training. In addition, Verizon has indicated that they would have at least one microwave proximity detector at each garage for use if a technician is assigned work where they could be exposed to microwave radiation.

## Negotiations Continue

# CWA & Frontier Extend Contract

The contract covering 1,600 CWA members at Frontier Communications in West Virginia and Ashburn, Va., has been extended for three months while negotiations continue.

The CWA elected bargaining team has been working to negotiate a fair agreement since early May. The current contract was set to expire August 5, but now has been extended until Nov. 4, 2017. Among workers' top priorities are employment security and keeping good jobs in hometown communities.

## Personals

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

**Bob Hailey Crews**, grandfather of **Rob Willis** who died on June 26, 2017.

**Robert W. (Bob) Campbell**, a retired member, past President and Vice President of CWA Local 2108, and father of **Adam Campbell**, who died on June 28, 2017.

**Gracie Reynolds**, sister-in-law of retired member **Shirley Thompson** who died on July 7, 2017.

## Congratulations to Recent Retiree:

**Harold Stanford**

## RMC 2108 Retirees Corner

As I write this article, the U.S. Senate has opened debate on the repeal and replacement of the Affordable Care Act. This should not be a surprise to any of us since the Republicans made it clear during the last election cycle that this was their top priority. While we all know that Obamacare isn't perfect, it was a step in the right direction.

According to government estimations, the current Republican health care replacement plan will reduce the number of those with health care insurance by 23 million. That doesn't sound like much of an improvement to me. Perhaps, Congress should focus on fixing and improving our current health care system instead of scrapping it entirely. CWA will be on the front line of fighting this battle. Together, we will make our voices heard so that those less fortunate than us will have access to quality health care.

Enjoy the last of the summer season. Get ready for changes in weather and changes in politics. Stay alert !!

The RMC monthly meeting for August was cancelled by a vote at the July meeting. The next RMC meeting will be on September 13, 2017 at 11:00am.



**Calvin C Foster Jr**  
**President- RMC 2108**


# New Stewards Training Conducted at Local 2108

# Local 2108 Calendar



On July 19-20, 2017 CWA Local 2108 conducted new stewards training in Beltsville to help assist members with issues that arise in the workplace. The two day training seminar included many topics such as contract interpretation, mock grievances, the history of CWA and many other subjects. CWA Local 2108 would like to congratulate the following new stewards for stepping up to the plate to become leaders in their workplaces. Back Row (from left to right): **Damon Gaither, Ronald Payne, Instructor Matt Klingman, 3rd Row** (from left to right): **Kennard Brown, Kevin Hockaday, Scott Young, James Roberts 2nd Row** (from left to right): **Louise Rowe, Christon Simon, Herbert Vital, Marcus Chambers Front Row** (from left to right): **Instructors LaTasha Carpenter & Kendra Whitaker-Hughes, Rodolfo Welch, Monica Browne, John Sweeney**

### AUGUST 2017

- 2 Chief Stewards Meeting - 9:30am  
Local Office, Beltsville, MD
- 7-8 76th CWA Convention  
Pittsburgh, PA
- 
- 9 RMC 2108 Meeting - Cancelled  
Local Office, Beltsville, MD
- 9 Membership Meeting - 6:00pm  
Local Office, Beltsville, MD

### SEPTEMBER 2017

- 4 Labor Day  
Local Office Closed



- 13 RMC 2108 Meeting - 11:00am  
Local Office, Beltsville, MD
- 13 Membership Meeting - 6:00pm  
Local Office, Beltsville, MD

### WEINGARTEN RIGHTS

*If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request my union representative, officer or steward to be present at this meeting. Without union representation, I choose not to participate in this discussion.*

**MARK YOUR CALENDAR:** Membership Meeting - Wednesday, August 9, 2017, 6:00pm - CANCELLED  
RMC 2108 Meeting - Wednesday, August 9, 2017, 11:00am - CANCELLED



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Matt Klingman - Vice President

LaTasha Carpenter - Vice President

Johnny Brown - Secretary-Treasurer

Amory Proctor - Executive Vice President

Marilyn Irwin - President

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