



HAPPY HOLIDAYS!



HOTLINE

COMMUNICATIONS WORKERS OF AMERICA LOCAL 2201

VOLUME 27, ISSUE NO. 7

DECEMBER 2006

Executive Officers

President

Chris Lane

Executive Vice President

Richard Hatch

Secretary/Treasurer

Robbie Johnson

Vice Presidents

Outside Plant North

Roy Shumaker

Outside Plant South

Scott Sanford

Inside Plant Operations

Kim Johnson

Operator Services/Repair Services

Patrice Jackson

Fredericksburg

Mike Shepard

East

Jim Morris

Financial Admin Services

Bre Armbrust

Commercial Directory Services

David Vincent

SANTA CAME TO SEE US

Local 2201 was pleased to welcome Santa in a special visit with our children on Saturday December 9th. There was an exceptional turnout to welcome him with many smiling faces. In this busy holiday season we were lucky to get Santa to join us but Santa knows that good Union families teach the right values, work the hardest and are always on the "good" list.

So many of you showed up with your children that their was standing room only at times and a line outside of our main hall to get in. Santa is already talking about trying to come back next year and moving to a bigger space.

Hopefully everyone enjoyed breakfast and all of the children enjoyed the activities. Santa certainly enjoyed it and took back to the North Pole everyone's hopes and wishes.

In this holiday season is it is more important than ever to bring our families together and realize what we are fighting for through our mobilization

activities, grievances and various actions that must be taken. With all of our children together we can build those relationships that our misguided employers attempt to break. We must continue to get together and learn

together that were had for our stewards and members.

The Local would also like to thank all of the members and their families who put in so much time on there own decorating and preparing for these



what motivates us to work the long hours and put up with harassment so our children can smile as they did with Santa. For those of you that do not have children or could not make it please take a look at the pictures included in this newsletter. These pictures will include this event and also the other get-

events. Without you this could not happen. If your were unable to attend please plan to attend the next event. In order to fight the battle we must win, relationships must be formed and that is through not only work but fun as well. Thank you all for being members.





PRESIDENT'S LETTER



It's hard to believe 2006 is almost over, the year really flew by. This year was successful in many ways. We had over 200 new members join our

Local, 75 Executive Officers, VP's and Stewards took part in an intense day of Labor training. This day of training was designed to establish the foundation of leadership needed to build the next wave of our army of stewards. We also enjoyed our 1st breakfast with Santa with more than 200 in attendance, it was a great day for friends and family. Working with the AFL-CIO and the Central Labor Council we were successful in helping Jim Webb get elected to The United States Senate, someone who will support working families. That is just a

few of the many things we have all worked together to accomplish in 2006.

In 2007 we must maintain focus and buckle down to prepare ourselves for the many challenges we will face. It starts by looking outside our bargaining unit at corporate greed, plants being closed down, the willingness to out-source good American jobs like at Goodyear, and the impact it has on our working families. This is the harsh reality of why organized labor must build their army of stewards to prepare themselves to stand united in this fight. Our local has already scheduled 32 activists for stewards training in January and February to help grow our army. The goal is to have at least 6 more training classes and 4 group steward meetings throughout the year. We also encourage any member who wants to be more involved to talk to their VP, steward, committee

chair, or call the Local if your interested in helping us Get Ready For The Future. Bargaining at Verizon is just around the corner, your participation and commitment to this local will help us be successful in "Tearing Down The Wall" and protecting our good union jobs.

In closing I would like to thank everyone for their hard work, dedication and commitment to the growth of our union. Working together made 2006 a fantastic year for our local. Its an honor to be part of such a wonderful organization and I look forward to working with you all in the new year. I wish you and your families a safe and happy holiday season.

In Solidarity,
Chris Lane, President



“My favorite part
was eating and
coloring pictures.
Santa has a big
tummy”

- Austin Flock
(Age 4)



Important Telephone Numbers**Verizon Benefits Center-**

877.275-8947

CWA Retiree Health Care Benefit-

888-324-4969

Aetna US Healthcare-

800-247-5482

Medco Health Prescription-

877-877-1878

MetLife Dental Plans-

800-988-8331

Aetna DMO-

800-843-3661

Davis Vision LASIK Network-

877-999-7006

MetLife Insurance-

800-638-4228

Marsh@Work Solutions-

800-336-9427

Mutual of Omaha Long-term-

800-877-1052

ADP COBRA (Does Billing)-

800-891-0535

Fidelity Investments-

888-457-9333

United Healthcare (pre 12/31/89)-

800-334-4515

Principal Financial Group**John Bennett-**

804-323-7847

DONATE YOUR CELL PHONE FOR DOMESTIC VIOLENCE

Donate your old cell phone to help save a life. The Women's Committee is asking for your help. We are collecting old cell phones to deliver to The National Coalition Against Domestic Violence. Please make sure the battery is attached and the phone has been deactivated. Just place your phone in the boxes provided in your office, drop off at the local or give it to a member of the women's committee. We can't emphasize enough how important it is to stop domestic violence. If you are in an abusive relationship or you know of someone who is PLEASE call the Virginia Sexual and Domestic Violence hotline. Their number is 1 800 838-8238. They will guide you in

getting the assistance that you need. ALWAYS know there is HELP! Your Women's Committee is dedicated to educating our members on domestic violence and doing what we can to help YOU.

"96% of adult victims were women, mostly between the ages of 18 to 44. They come from all economic and racial backgrounds."

(from the Break the Silence of Virginia website)

**NEW MEMBERS**

CWA Local 2201 would like to welcome the following people who have joined our union.

We are proud to have them as Members of our Local.

Claude Baughan
Tonya Dunnaville-Jordan
Marsha Dupree
Jeffrey Green
Mary Hawthorne
Mindy Rogers
Philip Sledd

NEW LOOK FOR HOTLINE

Many of you might have noticed a new look for the HOTLINE this month. We are transitioning to a new format where it is hoped we will be able to provide more information on a monthly basis in order to be more timely and effective. Along with this we will be able to produce the newsletter in-house to save money and be able to respond to emergencies that may arise. Normally there would be a date for you to provide info or an article in order to get into the next newsletter, we are now asking any submissions to be communicated to Suzanne at the Local by the last week of the month. Please bear with us in this transition process as we hope to continue on in the tradition of the past and continue to provide you with the best newsletter in the nation.

The CWA Women's Committee NEEDS YOUR HELP! We want to know what's going on with our Members. **Please notify a committee Member of any long-term illnesses, births or bereavements.** This will enable us to send words of "Expression and Concern" on behalf of our Local. You can contact the Local at 804-266-2201 or any member of the Women's Committee listed below.

Committee Members

Shanna Butler
Sharon Davis
Gwendolyn White
Nadine Wyatt
Beth Harth
Kimberly Sharp
Fran Nevel
Janet Huddleston
Wendy Smith
Sharon Smith
Breanne Armbrust
Rhonda Fosse
Kerri Ross-Chairperson



THE EMPLOYEE FREE CHOICE ACT NEEDS YOUR HELP

Right now many people are giving thanks for the blessings that they take for granted throughout the rest of the year. Some of the blessings we have as union members such as good wages, excellent health care, and job security are things many others are trying to get by without. One of our fundamental rights as workers in America is the freedom to organize and bargain as a union. This right mirrors the basic democratic principles that our country and government are founded on. Although this freedom is protected by labor laws governed by the National Labor Relations Act, violations of this right are a common occurrence in our nation. Each year more than 20,000 workers are illegally fired or penalized for supporting a union at work. So far there have been 15,000 incidents this year! It is illegal for employers to intimidate, coerce or fire employees attempting to organize their workplace- but employers do it all the time! In one out of every four organizing attempts there is at least one employee fired for supporting the union. In 75% of organizing drives the employers hire union busting “consultants” or law firms to defeat the union and 92% of employers hold “captive audience” meetings to force anti-union propaganda on employees and discourage organizing in their workplace. When there is a union election victory,

one-third of the time the workers do not have a collective bargaining agreement after two years of bargaining.

Even more tragic is the fact that 42 million workers who currently are not organized have stated that they would like to be represented by a union. This is more than three times the number of workers currently represented by unions in the United States. To even the scales and give middle-class America a fighting chance, CWA urges you to support the Employee Free Choice Act. This is a bill introduced in the Senate by Senator Ted Kennedy (D-MA) and sponsored in the House of Representatives by Congressman George Miller (D-CA). More than 40 Senators and over 200 Representatives have cosponsored this bill. This act would put much of the power to organize back where it belongs- with the workers! The Employee Free Choice Act ensures the certification of a union as the bargaining representative if the National Labor Relations Board (NLRB) finds that a majority of the employees in a bargaining unit have signed written forms stating that they want the union as their collective bargaining agent. This form of union certification is known as card-check. This is currently a legal method of recognition but right now employers can undermine this process by refusing to recognize the union even if they have 100% support of the workers. Management can demand an NLRB elec-

tion that allows the company time to intimidate workers with an anti-union campaign. This act would prevent this sort of abuse of the legal system from occurring.

The act would also require stronger penalties for employers violating the laws while employees are attempting to organize or obtain a first contract. It would also set limits on the period of time for bargaining the first contract to 90 days. If the first contract is not negotiated either party may refer the dispute to the Federal Mediation and Conciliation Service (FMCS) for mediation. If that is not settled within 30 days then the dispute will be referred to arbitration and those results will be binding on both parties for two years. Under current law, the employer only has a duty to bargain in good faith but there is no obligation to ever reach an agreement.

This act would ensure that workers have the freedom to decide whether they want union representation without fear of intimidation, indoctrination or misinformation from their employer. Please show your support. Go to www.cwa-union.org and click on the Employee Free Choice Act to contact our local lawmakers and encourage them to co-sponsor this important piece of legislation.

- Chris Flock



**Help Us Grow
Union Power!**

**Contact your
Congressional
Representative
about
Supporting The
Employee Free
Choice Act.**



"Thank you to all the good little boys and girls at the wonderful breakfast on December 9, 2006. The food was delicious and I enjoyed spending a little time with each of you. You can look for something special under your tree!

Happy Holidays!

Ho! Ho! Ho! "

FROM THE DESK OF THE EDUCATION CHAIR

I want to thank Chris Lane for giving me the opportunity to serve as the Education Chairperson for Local 2201. With his leadership and my vision, I hope to give each member the ability to experience growth, which can stem from education.

As I meet with my peers, I realize that many share my vision and some need direction in order to obtain their goals. As an active Futurelink advocate, my ultimate goal is to educate my peers on the wide array of services which were bargained for by our Union. After attending the advocate conference in September 2006, I walked away understanding that if we do not utilize the services they will go away. We will not see VZ-Life, Vz-Tap and

all of the other services, which help us achieve our goals. The services that remain, may become strict and have caps placed on them. One of my mottos is "Education is one thing that can never be taken away from you".

I have created an excellent team of talented and driven members who share my vision and together we will enable every interested member the opportunity to succeed. We will be putting together classes in such areas as Fiber optics and Small Business Management, to name a few. Additionally, we will be putting together a Career Night at the Local on January 23, 2007. More information will follow. Our team motto is "What do you want to be when you grow up?". As we near August

28, we need to educate our peers and equip them in preparation for their futures. Verizon Business is slowly engulfing our jobs and we need to be prepared.

The Education Committee is here for you. We look forward to working with each of you as we embark on a New Year. Let's make 2007 a year to remember. As we begin to make our New Year's Resolutions, let one resolution be to take advantage of educational opportunities in order to get where we want to be. Change can be beautiful when you feel you are prepared. Let's get prepared.

- Amanda Todd , Education Chairperson

UPCOMING EVENTS

- January 4, 2007 Inside Plant Operations (IPO), Job Steward Meeting, 5:30 p.m., Local Office.
- January 4, 2007 Equity Committee Meeting, 5:30 p.m., Local Office.
- January 4, 2007 Executive Board Meeting, 6:00 p.m., Local Office.
- January 8, 2007 EAST Job Steward Meeting, Ferebee's Restaurant, 6:00 p.m. in Tappahanock.
- January 9, 2007 Commercial and Directory Services (CDS), Job Steward Meeting, 5:30 P.M., Local Office.
- January 15, 2007 Operator Services/Repair Services (OS/RS), Job Steward Meeting, 6:15 p.m., Local Office.
- January 16, 2007 Organizing Committee Meeting, 5:30 p.m., Local Office.
- January 16, 2007 Outside Plant South (OPS), Job Steward Meeting, 7:00 p.m., Shoney's, Oxbridge Square Shopping Center.
- January 16, 2007 Financial and Administrative Support (FAS), Job Steward Meeting, 5:00 p.m., Local Office.
- January 18, 2007 Women's Committee Meeting, 5:30 p.m., Local Office.
- January 23, 2007 Health & Safety Committee Meeting, 5:30 p.m., Local Office.
- January 23, 2007 Outside Plant North (OPN), Job Steward Meeting, 7:00 p.m., Local Office.
- January 25, 2007 Fredericksburg (FRED), Job Steward Meeting, 6:30 p.m., Pizza Hut, Route 1 and Hood Rd.

GENERAL MEMBERSHIP MEETINGS

Next Membership Meeting:

Thursday February 15th, 6pm at the Local Office

Retiree's Membership

Meeting:

Wednesday January 10th, 12pm @ the Local Office

RICHMOND CENTRAL LABOR COUNCIL

Thursday, Jan 11th

231 East Belt Blvd
Richmond, VA

Communications Workers of America
Local 2201
5809 Lakeside Avenue
Richmond, Virginia 23228



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