



# HOTLINE

COMMUNICATIONS WORKERS OF AMERICA LOCAL 2201

VOLUME 29, ISSUE NO. 1

March 2008

# VERIZON OF THE FUTURE

How many of you have less than 10 years? 15 years? 20?? Most of us fall into those categories. We accepted a job thinking that we could retire. Were we wrong to think that?

We all know that no job is guaranteed. Everyone understands that in a decades long career, the world changes, wars happen and companies go out of business. The last time we checked, however, that has not happened to Verizon. Most of us work for a company that makes money, a lot of money. Verizon makes over a billion dollars

a quarter. So as long as we come to work and do a good job we should have nothing to worry about, right? Unfortunately, most of us have seen the real answer.

Upper-level management at Verizon is doing everything that they can to push us out. They do not want us. They want a disposable work-force and the ability to get rid of you as they see fit. Denny Strigl replaced Larry Babbio to make that happen. Strigl came from the wireless side and his idea of a workforce is a few regular employees and many, many more contractors.

Overtly, we have seen this in the huge number of contractors that are burying the fiber all over our area. But there is much that we do not see. We don't see where the calls are going to but we do see less work. We don't see the bills being printed at Verizon Wireless but every time someone signs up for "One Bill" that is what happens. Accounts that were handled by us are now "disappearing" to Verizon Business. We have an increasing number of employees being labeled surplus but the work is being done by someone. As this is written there are over twenty different groups being offered an EISP and those jobs are not being backfilled. We are told, however, to work harder and we see our productivity quotas rise. We have heard of the comments from Denny Strigl about get-

ting rid of 5000 Union jobs out of the core company in this quarter. So we will ask again, IS the company shrinking, unprofitable or in financial trouble?

To paint an even broader picture, Verizon has approx 240,000 employees, of which only about 80,000 are unionized.

## Why don't they want us to be a part of it?

Recently, the states of Maine, New Hampshire and Vermont, were sold off to Fairpoint Communications. Extensive changes in the deal were brought about by massive CWA mobilization but still that 80,000 Verizon union employees will be decreased by about 3000. You don't have to be a rocket scientist to see that is not a good ratio. To cap that off Verizon Wireless and Verizon Business, virtually non-union, are more profitable

*(Continued on page 3)*



WALKING A PICKET LINE IN FREDERICKSBURG TO HIGHLIGHT SAFETY AND HARASSMENT

## PRESIDENT'S LETTER



Brothers and Sisters,

Loyalty. What does it mean to you? It is a powerful word that for most people is comforting and conveys a sense of common brotherhood or sisterhood. A shared sense of sticking together and watching each others back.

In our Union perspective, Loyalty is something that is absolutely necessary to insure that we are all protected. Unions work when all members of that union stick together for a common goal.

Most of you know that I spent time in the Marine Corps. All of the Armed Services teach valuable lessons about loyalty, working together and leadership. It was hammered home to me how important one unit, fighting together, everyone looking out for each other, was when you are actually in a combat situation. If you cannot

count on the person beside you in the foxhole than your chance of survival is drastically reduced.

Some might say that Unions are not a life and death situation. It's only a job. But for most of us this is our life. Our families rely on the money we make. When our kids go to the emergency room we thank God for our health benefits. When we retire we live off of our pensions and benefits and our current retirees rely on us to fight and maintain their standard of living as they fought for the retirees before them.

A Union is a democratic organization and loyalty is not defined as a "do what I say" and do not think for yourself type of ideal. Participation is encouraged. In fact you are probably sick of us telling everyone to come to membership meetings. The loyalty we speak of is making sure that you think of your co-workers before thinking of yourself. You do not have to run to management if you see a co-worker doing something wrong. Address them or ask a steward to do it.

This is a contract year and it is more important than ever to make sure that we watch each other's backs. In the next few months we will be mobilizing to show the company that we will not accept their demands. Emails will be sent, flyers handed out and plans developed. We must make sure that this info does not get shared before it is designed to. We want to catch the company off-guard to have the greatest impact.

In order to have a true brother and sisterhood, their must be a level of trust. With trust and friendship comes that responsibility to always look out for the other person. In this case 2200 other people. This is your Union. These are your friends and co-workers. We will win, together.

In LOYALTY,

Chris Lane

## VERIZON BARGAINING UPDATE

Many of you had asked about where bargaining stands. As there is not anything new, I would like to recap where we are so everyone will be informed.

In October, Verizon asked for early bargaining, which the Union happily agreed to. Bargaining surveys were sent out to determine the direction or bargaining and a date was set to meet.

Once early bargaining began, the company presented the Union with a detailed set of health-care givebacks. This included increased co-pay, prescription costs and the end of retiree health care for new retirees. This, of course, was unacceptable. The Union requested information from the company to prove their case and the

company was unable to do so. We all know that healthcare costs but let's not forget that Verizon makes billions a year in profit, at the same time rolling out its FiOS network. A healthy, happy employee is a productive employee and Verizon should not forget that.

At the same time the Union gave Verizon a list of items that all of you had mentioned were important. This list was mailed out to all of you but included job security, wage increases, pension increases, job transfer and RAMP, pension buyout, better language on Term employees, etc.

The company refused to address any of it. It appears that they want to get healthcare concessions and then ramrod everything else through. This just won't work.

The company is now manipulating the contract and shipping our work elsewhere. The company would love to continue to do this but we cant afford it.

The company did not want to enter into real bargaining. They refused to discuss the issues that all of you said was important. Because of this, The Union left the table and advised them that we would be open to "REAL" discussion in the future. That is where we stand. I will let you know of any changes as they occur but remember we usually don't begin bargaining until June so this is not a setback.

In Solidarity,

Chris Lane

**VERIZON OF THE FUTURE . . . CONTINUED.**

*(Continued from page 1)*

than the Core company. So what do we do? Do we give up and just resign ourselves to what Verizon wants? A non-union company with little to no benefits.

To answer that question we have to look a little deeper at how this came to be. All of us are a part of what is known as Verizon Core. Just a few years ago there were not three separate companies but one. All of us, associate and management, worked to make that united company stronger, profitable and provide good customer service. We were successful. So successful that Verizon was able to spend billions of dollars to purchase 3G spectrum for the wireless side. This investment in wireless at the expense of wireline laid the groundwork for the "cost-cutting" that we have been going through. Verizon was also able to buy MCI; a poorly-run, corrupt, non-union business; when they should have been forced out of business. Now these two "companies" have been used to split us up. Don't forget, however, that they did not become profitable on their own. It was the profits that we created for the company which made wireless successful. It was the purchase and continuing transfer of accounts and work that we laid the foundation that makes Verizon Business appear to be profitable. Verizon Business has not been successful. They stole our success. Just ask one of the last remaining Communications Reps where their jobs went. So, back to giving up?

To resign ourselves to the company's plan is not acceptable. We built this business. Before MCI was even a thought, we were out in the cold fixing customer's problems. It was our hard work, sweat and blood that laid the foundation of what was once a great company to work for. This current "leadership", for lack of a better word,

must be fought. Any management plans that put customers 5th and employees last, according to their "Six Key Business imperatives" (READ IT) is wrong. Although, the picture painted is bleak it is not hopeless we can fight it.

We can fight it the way that Unions have always fought, as one group. At the Union Hall and at meetings the local is asked when "someone" is going to come down and fix the issues. It is also heard "I pay my dues and that should be enough". Well, everyone should understand that both of these statements are false. First of all, there is no "someone". There is no caped crusader who can fix things with a phone call. There is no one that can pound on Seidenberg's desk and force him to act. Any action that the company takes is because of all of us acting together. As for "paying dues", all of us pay dues. The stewards, who volunteer their time to help you, pay dues, the elected officers pay dues. The District Vice-President and the President of CWA pay dues. Dues are paid to administer and run the Union. They are there to help fight for what is needed. They also do not force action, all of us together do.

We can force the company to do what is right. We have been successful. But to fight the taking of healthcare, the harassment in Fredericksburg and the elimination of needed jobs in the FSRC, along with all the other problems, everyone must be involved. Our meetings, no matter where held, must be full. Everyone must wear red. Everyone must participate in any mobilization activities that are held. We must get involved. This is always important but especially in a contract year, where the company always takes notice and tests our solidarity. The truth of our situation is scary, that is the point. Get scared. Get MAD and let's take that anger out on the people that want to take our lives away. See you at the next

**Executive Officers**

**President**



**Chris Lane**

**Executive Vice President**



**Richard Hatch**

**Secretary/Treasurer**



**Robbie Johnson**

**Vice Presidents**

**OS/RS**

**Rodney Story**

**Outside Plant South**

**Scott Sanford**

**Inside Plant Operations**

**Kim Johnson**

**Fredericksburg**

**Mike Shepard**

**Outside Plant North**

**Roy Shumaker**

**East**

**Jim Morris**

**Financial Admin Services**

**Bre Armbrust**

**Commercial Directory Services**

**David Vincent**

**EXECUTIVE VICE-PRESIDENT'S LETTER**



Brothers and Sisters,

I was asked to re-print an email that went out in our email tree by a few of our members. They knew that not everyone gets the e-mails and they wanted to have this message shared. This email went out over a month ago.

**WE ALL PARTICIPATE!**

*How many of you think that the companies we work for just give us our rights and benefits? Hopefully, none of you. Your predecessors had to fight long and hard so you can enjoy what you now have. If we don't continue that fight then it will be taken from us. In Virginia, the law says that your employer can fire or discipline you for any reason. Your Union contract makes them prove it.*

*To all active members, retired members and friends:*

*The subject of this e-mail is about SOLIDARITY. We often talk about supporting one another and you see "IN SOLIDARITY" listed in at the end of much of our correspondence. So why? Why do you constantly hear your Union preach that message?*

*You would not expect any of your elected Union leaders to cower or back down from the Company. If they did then you might as well throw the contract and your legal rights away because there would be no one to force the company to do what they should. So you should not cower or back down as well. Anyone can be a target but if all of us stand up and say NO then we are no longer targets but an ARMY.*

*The reason is that the Union only works if*

*When your local sends out a mobilization*

*request, when a steward passes out a flyer as you're walking in the door or if you get an email asking you to make a phone call then please remember why SOLIDARITY is on all the letters you get. Remember that UNION means all of us sticking TOGETHER. With a UNION we can protect our benefits, defend our rights and demand the respect we deserve.*

*This e-mail message was very clear and is one that is preached often yet we still fight to have all of you involved. In this contract year let's all do what we can to support each other and make sure that in our fight for what is right we are all together united.*

In Solidarity,  
Richard Hatch



**TWO OF OUR STEWARDS  
ATTENDING THE  
JEFFERSON-JACKSON DINNER  
AND CELEBRATING A 53RD  
BIRTHDAY.**

## SCC RULES ON VERIZON'S SERVICE — WHY POLITICS MATTER

Does anyone care about service anymore? All of us do but that is because we are the ones talking to the customer, fixing their lines and hearing their complaints. It seems that we are the only ones.

As many of you know, Verizon is required to meet a minimum standard of service. The standard for out of service troubles being 80% in the first 24 hours and 95% within 48 hours. This standard is supposedly enforced by the Virginia State Corporation Commission (SCC).

The staff of the SCC found that Verizon was not meeting this criteria (A shock for most of you) and held a meeting with the company in 2006 to address it. In that meeting Verizon made promises to fix the problem. In fact they did nothing. The Staff of the SCC then filed a Show Cause to force Verizon to appear before the Commission and asked for a fine of 17.5 million dollars to force Verizon to provide the service that we are forced to be graded on. To provide service to customers who call repair and are so upset they complain about the rep, who gets written up. The technicians are forced to live up to standards using plant that cannot be repaired. The list goes on and on.

Hopefully all of you will remember the surveys that were asked to be filled out by the Union to address Verizon's deregulation attempt. In these, all of you, from all parts of the state, spoke up about the transfer of resources to FiOS and the limitations that the company was putting on us to replace and truly repair the problems that our customers faced. Well, the good news is that our message was delivered. The following is a quote from the order :

*"in addition, the evidence shows Verizon's failures to comply with the standard were not caused by force majeure events such as hurricanes or floods (the Staff is not alleging*

*a violation in the month of September 2006 due to Hurricane Ernesto), but were affected by a **deliberate decision by Verizon's top management** to prioritize the allocation of resources to the installation of Verizon's fiber-to-the-premises network in those geographic areas in which Verizon plans to offer its fiber product (710S ),.2"*

(bold added for emphasis)

As you can see our message was heard. The SCC found that Verizon did not live up to it's obligations. Verizon offered up that defense that the standards, were not "standards" but goals to aspire to. This is

**“Does anyone care about service anymore?”**

what they actually said. Another quote from the order speaks to it:

*"Verizon offers multiple defenses, but the essence of Verizon's defense is to assert that the service metrics contained in Rule 130 D are merely "advisory." (Verizon's post-hearing brief at 3)."*

All of us should advise our management, the next time we get an appraisal, the exact same thing. We should call it the "Verizon Defense". Or better yet, in repair, tell that to the next customer that calls up complaining. What type of leadership is it to hold an employee accountable to something that you are not willing to live up to your responsibility for.

In this case the SCC found that Verizon was wrong. Unfortunately, Verizon argued that even though they did not do what they promised the SCC could not fine them. The SCC did not have the authority to fine. So, in essence, I'm guilty but you can't do anything about it. Does that make you feel proud to tell everybody you are with Verizon. We should not try to manage this company but someone has to.

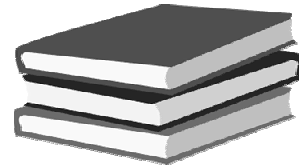
So officially, the SCC ruled that Verizon was guilty but there needed to be new legislation to grant the power to do anything about it. Well, enough is enough. Verizon is trying to deregulate to make it's services too expensive in places where it is forced to sell. They are trying to get legislation passed to allow them to sell off without any oversight. Now they can fail to "aspire" to service daily and nothing can be done about it. Now doe you see why politics matter?

All of this is influenced by the politicians we elect and the splash we make at the General Assembly. We have been successful in stopping bad legislation but we must do more. Wearing a red shirt is not enough. Right now, we are being forced to fight for our customers rights because the company we work for cares about "numbers exercises" and metrics more than just taking care of people. We can change that. By force if necessary. The Union regularly asks for all of you to give to COPE and to call your legislators. This is why. We can not outspend Verizon, who is one of the top five lobbying companies in Virginia, but we do have more people and that is our strength. If you do not already please give to COPE and get involved. No one can tell you who to vote for but you must know that who you support affects your daily life and the customer's lives who then yell at you because Verizon can't live up to their responsibilities.

**CWA 2201 EXERCISING THEIR RIGHTS UNDER LABOR LAW IN SUPPORT OF FREDERICKSBURG**



## An Education is Never Wasted



### EDUCATION COMMITTEE PRESENTS A CAREER NIGHT

MARCH 18, 2008

5-8 PM

Local 2201 Union Hall

5809 Lakeside Ave.

Does your New Year's resolution include education?

Educating yourself will ensure your future - either with Verizon or outside Verizon.

Several schools have been invited and are looking forward to answering your questions for everyone's goal is to EDUCATE.

A few of the schools invited are Virginia Commonwealth University, The University of Richmond, Strayer University, Averett University, CWA/NETT, Kaplan University, John Tyler Community College, J. Sergeant Reynolds Community College, Virginia Medical Careers Institute, Gatlan Education (totally on-line courses), Smith & Solomon (CDL School), Bartending School, Empire Beauty School, Applied Professional, The Light Brigade, The Sage Group, Old Dominion University, Bon Secours School of Nursing, Central Michigan University, Mary Baldwin College and the ACFC.

"In order to succeed your desire for success should be greater than your fear to fail"

## AT&T MOBILITY

### WHY FILING A GRIEVANCE IS SO IMPORTANT

There are times when a member may feel that they should not file a grievance. You may feel that a grievance would be useless or will anger your manager. When you receive some type of discipline you may even feel you deserved it! However, there are several reasons why a grievance is an important tool that should be used when needed.

A grievance is an opportunity for you as an associate to ask questions and speak your side of an issue without any fear of reprisal from management. It allows you to do this with job stewards by your side that are familiar with your company's policies, procedures and general agreement with the Union as well as

labor laws. A grievance is our way to educate the companies we work for and allow them to correct mistakes made by management. The grievance process is our tool to hold them accountable. It is a record that you disagree with a discipline or change that has been applied to you and if further discipline is administered you have laid the foundation that you do not feel it is justified. Even if the discipline you may have received is something you feel is warranted, the company you work for is still required to follow through on their responsibilities as your employer. For example, you are an employee of AT&T Mobility and you receive a counseling notice for not making your sales goal. It is your responsibility to make your sales goal but it is AT&T's respon-

sibility to provide you with the tools to reach it. There are things to consider... is the store over-crowded with employees or is there construction in front of your store? There are things your manager should do to help you... provide training and coaching, give you a plan to correct whatever it is your doing that is preventing you from reaching your goal.

A grievance will also help to ensure that other employees are not adversely affected by something your company is doing in error. Finally, the grievance process is your right as a union member and is one of the foundations of the union-company relationship. It helps to keep our union and our members strong.

### MID-WEST AT&T MOBILITY WORKERS BARGAIN NEW CONTRACT

In CWA district 6 (AR,KS,MO,OK,TX) more than 9000 AT&T Mobility workers bargained a new contract giving them a wage increase, better pension language, improvements on callouts and overtime pay, etc. This was the first district to bargain the new contract. Remember that our contract expires on February 7, 2009. Nothing in the District 6 contract is guaranteed in ours, so it is very important that we mobilize and communicate our concerns and desires.

It was reported that mobilization, showing upper management that the employees were united, made the difference in negotiating with the company. All of us will have to show the same unity throughout our district to get what is fair in our contract.

As more details come out about this contract, they will be provided. In the meantime, be thinking about the realistic changes that you would like to see. Bargaining surveys will go out closer to the expiration date. Any questions please call your local at 804 266-2201.

## IDEARC

### NEW AND NON POLICY — UPDATE

Recently, the members at Idearc, were told about a new disciplinary policy involving gaining two New or Non sales within a pay period. It was also explained to the local that the local management advised that the Union was "on-board" with this policy. This is false.

Upon notification of this announcement, your local, reached out to labor relations within Idearc find out why this policy was being implemented and why it was told that the Union was involved. We were told that Idearc was pushing to grow the customer base but local management jumped the gun on implementation. It was also confirmed that the Union had not been notified and that local management had made a mistake.

As of this writing the company intends to implement the policy eventually but it is not set yet across the board. The local advised them that the mistake needs to be communicated to all employees and that we will fight any disciplinary plan, as the contract already allows for a performance plan. We will update all of you with any new information. In the meantime please let your stewards know if the company tries to discipline you for this.



**RETIREE'S CHAPTER MEMBERSHIP APPLICATION**

The Retiree's Membership Chapter is an organization to mobilize , provide information and fellowship to retired members of CWA 2201. They meet the second Wednesday of each month from September to June. Most of the meetings are held at the Local, 5809 Lakeside Ave. The meetings consist of a covered-dish luncheon followed by information, fellowship and the occasional guest speaker. Our Local has approx. 1,600 retired members that should be eligible to join and only a fraction of them are members of the chapter. Please come out and stay in touch and involved with the Brothers and Sisters that you worked with for so long. For any questions, please call Roger Wood 804 266-9068 or the Local at 804 266-2201. Alternatively, fill out the form below and bring it to the next meeting or mail to 5809 Lakeside Ave, Richmond, VA 23228.

NAME \_\_\_\_\_  
(last) (first) (middle)

SPOUSE'S NAME \_\_\_\_\_  
(first) (middle)

S/S NUMBER \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

STREET \_\_\_\_\_

CITY-TOWN \_\_\_\_\_ STATE \_\_\_\_\_

ZIP CODE \_\_\_\_\_ TEL.NO. \_\_\_\_\_

DATE OF BIRTH \_\_\_\_\_

DATE OF RETIREMENT \_\_\_\_\_

At date of retirement was:

(1) Member of CWA Local # \_\_\_\_\_

(2) CWA member for \_\_\_\_\_ years

(3) Employed by \_\_\_\_\_

City-Town \_\_\_\_\_

\*\*Please fill out accurately and send \$15.00 (make check payable to CWA Retiree's Chapter) membership fee to:

Robert I Rickman  
7217 Lorelea Dr  
Mechanicsville VA 23111

**IMPORTANT NUMBERS**

**Verizon**

**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 Network-**

877-999-7006

**Healthcare Coordinators-**

FMLA, Disability

Bill Sonnik (888) 571-7218

Benefits (Active)

John Petrini (800) 627-0200

Benefits (Retiree)

Sue Anderson (888) 324-4969

**Cingular/AT&T**

**Benefits Center**

(877) 421-5225

**Disability/FMLA**

Gates Macdonald

(866) 4-LEAVES

**IN MEMORIAM**

Recently, many of our Brothers and Sisters have lost loved ones or have faced tragedy. This is an event that can change lives and cause untold suffering. Although nothing can replace the loss that we all face, your local tries to send condolences and offer support when needed to any member, or their family, going through a hard time. In order to do that, we need to know. Please call the local at 804 266-2201 to let us know about anyone who is in need. Any information is kept confidential. Of course if a person wishes to grieve alone that is their right but we are all Brothers and Sisters and because of that we support each other in good times and bad.

To all the members who have recently lost someone dear, the Elected Officers and entire Executive Board would like to offer our combined condolences and extend an offer of any support that you might need.

P.S. - On a happier note, the Local also likes to recognize births with a small token to a new union family member. So please advise the Local of any additions to any Union household.



Teresa Ashe - Idearc Steward  
with Governor Warner at the  
Jefferson/Jackson Dinner  
February 9th, 2008

**NEW MEMBERS**

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

|                        |        |                   |        |
|------------------------|--------|-------------------|--------|
| Amber Abramson         | OS/RS  | Joanne Juhase     | OS/RS  |
| Richard Alexander      | CDS    | Kristine King     | CDS    |
| Thomas Alexander       | FRED   | Melinda King      | CDS    |
| Amanda Anderson        | ATTM   | Howard Lackey     | FRED   |
| LeAngela Baker         | OS/RS  | David Lacks, III  | OS/RS  |
| Boyance Barrett        | Idearc | Shantell Lawrence | CDS    |
| Michelle Belfon        | OS/RS  | Luz Matos         | ATTM   |
| Darlene Bradley-Daymon | Idearc | Melissa McClaskie | ATTM   |
| Selence Bright         | OS/RS  | Kelsney McComas   | OPN    |
| Tiffani Broderick      | ATTM   | Jamal Mcquay      | CDS    |
| Iris Brown             | Idearc | Brennan Mohr      | ATTM   |
| Greg Brown             | OS/RS  | Joseph Moody      | CDS    |
| Marjillette Brown      | CDS    | Nicole Murphy     | ATTM   |
| James Burton           | OPS    | R. Lee Nagy       | FRED   |
| Makeda Carter          | OS/RS  | John Pride        | OPS    |
| Corey Clarke           | CDS    | Daquan Reinhardt  | OS/RS  |
| Jennifer Collyer       | CDS    | Eugene Reisfield  | Idearc |
| Dominique Cooper       | OS/RS  | Nynda Reynolds    | EAST   |
| Linda Cooper           | OS/RS  | Eric Richardson   | OS/RS  |
| Celesta Craig          | CDS    | Larry Rhodes      | OPS    |
| Alexis Currin          | CDS    | Marc Rodgers      | OS/RS  |
| Lakia Davis            | OS/RS  | Paul Ruhmann      | East   |
| Phyllis Deeney         | CDS    | Deborah Shine     | CDS    |
| Scott Desrosiers       | Idearc | Shanine Simmons   | OS/RS  |
| Brian Douglas          | Idearc | Sarah Sorrell     | East   |
| Tomeka El-Amin         | OS/RS  | Dionte' Thomas    | OS/RS  |
| Betsy Edwards          | Idearc | Bianca Thompson   | OS/RS  |
| Mary Elington          | CDS    | Alicia Todd       | CDS    |
| Janini Fletcher        | CDS    | Joel Torres       | ATTM   |
| Anne Gaffney           | Idearc | Jerry Umberger    | Idearc |
| Susan Hanft            | OS/RS  | Gary Vaughan      | CDS    |
| Katrina Harris         | OS/RS  | Akliha Wallace    | CDS    |
| Maurice Hill           | IPO    | Stephanie White   | CDS    |
| Cheri Howey            | CDS    | Evelyn Williams   | ATTM   |
| Enjolita Hughes        | CDS    | Phedra Williams   | OS/RS  |
| Aaron Jennings         | FRED   | Stacey Williams   | OS/RS  |
| Sheila Johnson         | OS/RS  |                   |        |
| Jadien Jones           | OS/RS  |                   |        |
| Sarena Jones           | OS/RS  |                   |        |

*Please Note that some of these people have transferred from other local and are new to us not to the union.*

**UPCOMING EVENTS**

- March 6, 2008 Inside Plant Operations (IPO) Job Steward Meeting, 5:30 p.m., Local Office.
- March 6, 2008 Equity Committee Meeting, 5:30 p.m., Local Office.
- March 10, 2008 East Job Steward's Meeting, 6:00 p.m., Ferebee's Restaurant.
- March 11, 2008 CDS Job Steward Meeting, 5:30 p.m., Local Office
- March 18, 2008 Career Night! Hosted by the Education Committee, 5:00 p.m., Local Office.
- March 18, 2008 Outside Plant South (OPS) Job Steward Meeting, 7:00 p.m., Shoney's Oxbridge Square Shopping Center.
- March 20, 2008 Women's Committee Meeting, 5:30 p.m., Local Office.
- March 20, 2008 Community Services Committee Meeting, 6:00 p.m., Local Office.
- March 21, 2008 FAS Job Steward Meeting, 5:00 p.m., Local Office.
- March 25, 2008 OPN Job Steward Meeting, 12:00 p.m., Local Office.
- March 26, 2008 OS/RS Job Steward Meeting, 12:00 p.m., Local Office.
- March 26, 2008 Education Committee Meeting, 5:30 p.m., Local Office.
- March 27, 2008 Organizing Committee Meeting, 5:30 p.m., Local Office.
- March 27, 2008 Fredericksburg (FRED) Job Steward Meeting, 6:30 p.m., Pizza Hut, Hood Road and Rt. 1.

**GENERAL MEMBERSHIP MEETINGS**

**Next Membership Meeting:**

Thursday March 13th,  
6pm at the Local Office

**Retiree's Membership**

**Meeting:**

Wednesday March 12th,  
12pm @ the Local Office

**RICHMOND CENTRAL LABOR COUNCIL**

Thursday, March 13th  
231 East Belt Blvd  
Richmond, VA

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

Non-Profit Org.  
U.S. Postage  
**PAID**  
Permit No. 749  
Richmond, VA

**Time Valued**

