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HOTLINE

COMMUNICATIONS WORKERS OF AMERICA

LOCAL 2201

VOLUME 28, ISSUE NO. 5

September 2007

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Chris Lane

Executive Vice President

Richard Hatch

Secretary/Treasurer

Robbie Johnson

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Roy Shumaker

Outside Plant South

Scott Sanford

Inside Plant Operations

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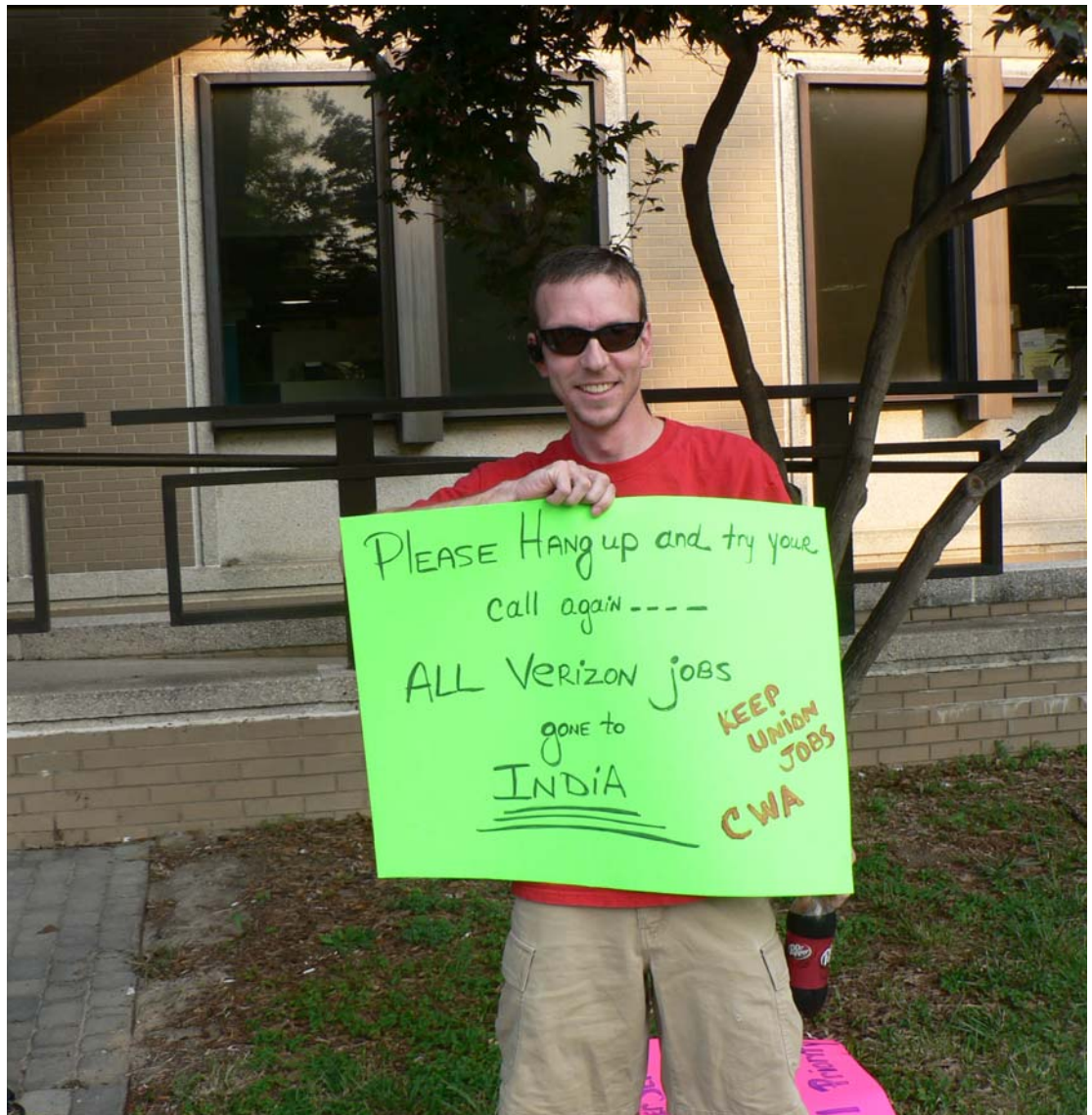
Financial Admin Services

Bre Armbrust

Commercial Directory Services

David Vincent

ARE YOU READY?



PRESIDENT'S LETTER



Brothers and Sisters,

We face many challenges in our near future. Challenges such as the continual push from our employers to erode our rights to the upcoming contract negotiations that can define the future we face. Nothing is more important, however, than our health and family.

This has been driven home to all of us as we have watched our District Vice-President Pete Catucci battle a disease that he was only diagnosed with last year; ALS.

I have had the opportunity, since becoming President, to befriend Pete. Before that I knew him only as my VP. I knew he had a sense of humor and was always willing to fight when needed. But, I now know him as someone who has provided me advice, encouragement and strength when I have needed it. I know him as one of the major reasons why our Verizon members have the benefits they have. I also know him as a backbone of our Union.

It has become evident that ALS has impacted Pete but he has used this disease not as an excuse but as a reason to fight harder. He fights harder for us against our employers and harder for other victims of this disease, traveling around to give speeches like the one he gave at the CWA convention.

We sent out a letter inviting all of you to join our team as we Walk to defeat ALS. In this space I am again inviting all of you to get involved. The following is Pete's words at the convention:

"If you haven't guessed it by now, I've been diagnosed with ALS. There are five types. I have what they call Bulbar. It

affects the speech first, swallowing second, and breathing third.

A lot of people don't realize what it means when they hear that they have ALS. One fellow was told he had ALS and he said, "What's that?" They said, "Lou Gehrig's Disease." And he said, "If it's Lou Gehrig's disease, what the hell am I doing with it?"

There have been four families of CWA members that I know of who have been devastated by the loss of a loved one from ALS. I know that Lou Gehrig said that he was the luckiest person on the face of the earth. What the hell did he know; he was playing for the "damn Yankees." I will tell you that I'm the most blessed person on the face of the earth because I'm on the best team with CWA.

However, I would like to read an excerpt to you from "Tuesdays With Morrie," written by and given to me by a CWA Newspa-

per Guild member, Mitch Albom: "ALS is like a lit candle: It melts your nerves and leaves your body a pile of wax. Often, it begins with the legs and works its way up." I'm backwards. This takes no more than five years from the day you contract the disease." Well, I'm hoping to break that record. And I will try to keep fighting for a cure."

The Walk to defeat ALS will be held at Bryan Park, Richmond, October 20th. Please join our team, "**For Pete's Sake**" by calling 804 266-2201 or visiting WWW.ALSINFO.ORG. If you cannot walk please sponsor a walker or the entire team. You can also sign up as a "virtual" walker and still raise money. We are not only helping Pete but all of those with ALS and getting our Local's name out in the community. Thank you for your support.

VICE-PRESIDENT PETE CATUCCI SPEAKING ON ALS (WITH THE REST OF DISTRICT 2 BEHIND HIM)



- courtesy of Norman McCullough, CWA Local 2111

ARE YOU READY TO FIGHT FOR OUR BENEFITS?

The front page of this newsletter has a picture of a sign about our jobs going to India. Do you think that it is a joke? Is it media-driven hype? The sad truth is that it is not. Verizon has call centers in India and other parts of the world. They have committed to push us out and are actively trying to get rid of us one by one. Why do you think there have been so many EISP packages that have come out. The sad thing is that many of our brothers and sisters have been lining up to take them. Every time a package comes out the Local gets inundated with calls from people who were not offered a package and want one.

Far be it from anyone to meddle in someone's business but everyone must understand the cost of these actions. Verizon is not replacing the people that it lets go. So more is expected of less. Much of this work that can't be done by those that are left are sent to contractors or non-union parts of Verizon. If the work was not there, it would be one thing, but for the most part it is. Many of you have seen Verizon offer a

package and then force overtime. How does that make sense?

Along with the picture is a statement; Are you ready? This is a simple question but one that is needed with less than a year to go in our contracts. It means, simply, are you ready to fight for our careers? Are you ready to go on strike if necessary? Are you ready to do what needs to be done to send a message to the company that we're prepared for whatever happens? In order to win this next battle you need to be.

CWA for the past few months has been training stewards for our Stewards Army. This is to put action into the frustrations that we feel at the course the company has taken. It is also in response to a realization that grievances and arbitrations just don't cut it any more. Our local and CWA as a whole can no longer afford to be in a maintenance phase. This Union was built by people mobilizing, by drawing a line in the sand that said to the company that we expect certain things. Items like respect, fair wages



CHARLOTTE COTTRELL AT ONE YEAR OUT RALLY AT HUNGARY SPRINGS

and security.

If we want to gain ground and to maintain some of the benefits that we have then we have to look back to the days when this Union was built and take to the streets to draw another line in the sand. This company no longer respects you or the Union. They continually try to walk all over the contract and play one group against another. If we let them they will win. There will be no union. There will also be no retiree health care, pensions, caps on overtime, paid insurance and the rest of the things that we have fought for over the years and fighting is how it was gained. The fact is Verizon has never given us anything, such as good wages and benefits. Every last bit of that was fought for by the people who kept your seat warm before you got here. It is up to us to now do our part.

Verizon only respects strength and unless we can show them that strength then they will walk all over us. Are you ready to do what is necessary to show Verizon what

(Continued on page 4)



ONE YEAR OUT RALLY

(Continued from page 3)

strength is?

What Verizon recognizes is the number of people who wear red on Thurs-

officers at the Local. The Union is not the national headquarters. The Union is you. To ensure that we get the best possible contract next August it is important that every individual play their part. Look around. If you are the only

strike.

The third thing is to **Attend Meetings**. Don't wait until the last few weeks before showing up and wanting to know what the Union is doing to protect your benefits. You need to be there now.

Finally, you need to **Spread The Word** and get involved in your community. Your Local currently is engaged in projects to get our name in the community, help people and gain some goodwill if we need public support. This has included community service projects such as Habitat for Humanity, supporting Smithfield Workers at Williamsburg rally, which our own Bre Armbrust spoke at, and our upcoming ALS walk. We have also been involved in the political process. We have supported candidates who support us and built up relationships with the decision makers of our communities. We need you to come out and get involved in these activities. Everyone's personal time is precious but it is hard to believe that any one can't give just a little. Whether giving to COPE, calling your legislators or walking in our ALS walk; every little bit helps.

Many of you already do most of these things and you should be commended. But the truth is that we have approx. 2200 members in this Local and the faces at these events are always the same.

Verizon is aggressively pursuing taking everything they can from us. Health-care has been an issue throughout the industry and it would be absurd to think that it won't come up in our negotiations; for both active and retirees. That is just one issue of many. To win this fight; everyone must pull their weight, everyone must be involved and everyone must join together and fight as a team. On the front cover, Jason is ready. On the following page, Charlotte and the other ladies are ready. Chris and Tommy are ready. **Are You?**



CHRIS BROWN AND TOMMY CROWDER AT THE RALLY FOR SMITHFIELD

days. They actually count in each department. They take notice of the number of people who participate in pickets and who take flyers. They even pay attention to how many people attend meetings and talk about the Union. How would they know? Unfortunately, some of our so-called friends like to run to management and tell them. They spy on you and us.

When Verizon recognizes weakness they push back. More people get written up. Unfair policies are written. Grievances are denied without being considered. Basically, the employees are treated without respect. This empowers bad local managers to get worse and lets upper level management probe our defenses and test our resolve.

Time and time again it has been preached that the Union is not the elected

person in your group wearing red, attending meetings and getting involved then all of your "friends" are riding on your back and your group is weaker because of it.

On the one year out anniversary from the end of the contract a flyer was passed out on what you can do as an individual to prepare for the end of the contract and how to show solidarity and strength to the company during negotiations.

The first thing that you can do is **Participate**. Participate means to actively engage in any mobilization activities that are organized, whether it be rallies, picketing or wearing red.

The second thing that you need to do is to **Prepare Financially**. All of us need to make sure that we have enough resources to support ourselves if we have to go out on

EXECUTIVE VICE-PRESIDENT'S LETTER



Dear Brothers and Sisters,

I want to take this space to let all of you know about an event that happened at our most recent National Convention in Toronto. Really, a congratulation of sorts, not just to an individual but to our local as well.

Most of you know that at the National Conventions, the elected delegates vote on motions and issues that are presented to the body. This elected body represents all 700,000 members from around the world.

At this Convention, the entire body took up some impactful, important and somewhat controversial issues. But when it was all said and done, CWA as a whole

passed motions to stand against postal rates, condemn the actions in Darfur, work to enforce pension promises by employers and to support stem cell research to find cures and not fix symptoms. CWA also passed a motion for the creation of four additional Executive Board positions to increase diversity among the board and to more accurately reflect the demographic of the membership. All of these motions and resolutions were important but that is not the sole purpose of this letter.

The purpose of this letter is to issue a congratulations to our President Chris Lane. Chris was voted on as the Virginia representative for the Verizon bargaining team. Much of that team has over 30 years of service with Verizon and Chris will not only be able to rely on their support with retiree issues but can also bring a voice for most of

us with 15-20-25 years left to go. This election is not only good for Virginia but particularly good for our Local. It will insure that 2201 has a voice.

When you see Chris tell him congratulations and be sure to fill out the bargaining survey in this issue to let him take your thoughts, along with the rest of Virginia, to the table.

In Solidarity,

Richard Hatch

WHAT ABOUT TERMS?

The title says it all. I'm a term employee, what about me? This is a topic that has been brought up countless times and is an issue that the company is trying to use to divide us. The executive officers have heard from numerous people that employees hired under a term contract have been told that if they go on strike then they will be let go. Yet, every time, it has come from someone who knew someone it happened to. If you are a term and this happened to you then please call the local. If your manager told you that, they are breaking the law.

The truth is that there is only one difference with a term employee. That difference is that you were hired for a specific project for a term from six to thirty months and that the layoff provision would not be applicable. This is detailed in the General Agreement; Article 40, section 4, pg. 82.

Union activities are protected as long as they do not interfere with operations or are illegal. This protection is the same whether you are a term employee or not. In fact during a strike you have just as much protection as anyone.

Our former President, Roy Shumaker, has told a story that during the last strike, two technicians were supposed to report for their first day of work on the day that we went on strike. They walked in and reported to their supervisor and immediately walked out and joined the picket line. These two technicians are still employed today.

Verizon is doing everything that they can to drive a wedge between us. Whether it be FiOS vs. Copper, Inside vs. Outside or Term vs. Regular employee, Verizon is using anything that they can to make us weak. They are trying to scare you. They

know that fear is a strong motivator and can be used to intimidate. But we need to use these company actions as another motivator. We need to get mad.

If a manager tries this on you, call them on it. Let them know that they are breaking the law and threatening you based upon a possible union activity. Let your VP or the local office know and it will be addressed. If you show strength to a bully then they will back down.

Hopefully, the time won't come when we go on strike but if it happens, know that you are a part of the entire union and when we act, we act together. If they go after you then they are attacking all of us and they will deal with all of us.

A WARM “THANK YOU” TO ALL VERIZON MANAGERS IN INDIA

How many of you are interested in keeping your job here? Hopefully all of you want that. Would it surprise you to know that some of our 1st level supervisors are working hard to make sure that does not happen. These are the same supervisors who lost their pensions and retiree medical care. It would seem to a reasonable person that these managers have just as much to lose as us. If we are gone then they will be out of a job as well. But, you just can't teach some people.

At least two first level supervisors left Richmond to go train in India. The company says that it is not your job they are training for but general call center procedures. They truly must think that we are idiots.

The fact is that the call volume has decreased tremendously in most call

centers in our area. Verizon is submitting EISP packages to try and get rid of some of us and in other areas aggressively accusing our members of code of conduct violations and trying to force out through excessive discipline and intimidation. What happened to partnering together to serve the customer and make this the best company it can be?

The technology of today allows a company to “flip a switch” and transfer calls to any location around the world. Verizon already has call centers in India, Philippines and other parts of the world. The writing is on the wall and it is up to us to stand together and fight it.

Many of these managers call themselves our friends. They smile when they see us and ask how our family is doing. We thought that they wanted the same things that we want. A good career with decent compensation. But, a friend is somebody who truly looks

out for your best interest even when it hurts them. A friend will go to bat for you or prop you up when you have been kicked down. A friend won't sell you out for a vacation or in the false “hope” that the company will take care of them even as they go after everyone else around them.

The supervisors that we know of that went overseas include: **Bonita Coins, CSSC;** and **Joyce Humphries, BSC.** If any of you know anyone else that went overseas please let the local know at 804 266-2201.

Next time that you see one of these “friends” please give them a warm “thank you”. Thanks for nothing.

BARGAINING SURVEYS

On the following pages we have included a bargaining survey for all of our members at Verizon and VCSI. This survey usually goes out right before bargaining to provide your input into what you think is important that we the Union should fight for.

Bargaining is always a give and take process. Although we deserve much more than we have now, realistically it is up to all of us to make hard decisions on the most important issues.

Everyone understands that a 20 yr old will have different needs than a 60 yr old. We should however, understand that the decisions that we make now affect all of us in the future. If we don't have kids then why would child care be important? The problem is when we decide that the time is right, it is too late to gain that back

until the next contract or might be too difficult to ever gain it back. These are the types of thoughts that we should think about when filling out these surveys.

Please take the time to think about your future and think about the problems that we have had in the past. What issues will lead to a better long-term career and security for all? The issues listed are by no means a comprehensive list. If you have an issue that is not addressed then write it in. If you are having that problem then other people are probably having it as well.

There are many areas that could use improvement, but we still have more job security and better benefits than just about anyone around. Bargaining is about gaining ground in the areas that we focus on and maintaining where there is nothing more to gain. But bargaining is built on participation and mobiliza-

tion. It is built on coming to meetings, wearing red and participating when you are needed. If you are not currently doing all of those things, then please start. These activities give strength to our bargaining committee and lets the company know that the employees are united.

With our President Chris Lane on the Verizon Bargaining Committee these surveys are more important than ever. He needs to know what you want.

Please fill out and return to the Local or a VP/Steward in your area as soon as possible. Let your voice be heard.

CWA MEMBERSHIP BARGAINING SURVEYS

Select your employer: Verizon VCSI

WHAT DO YOU WANT IN 2008 BARGAINING?

This survey is intended to give the Negotiating Committee an idea of which items the membership would like improved or changed in this year's bargaining and the relative importance of each. Please put a number 10 in the block opposite the item you consider the most important. Put a number 9 in the block considered next most important, a number 8 in the block considered third most important, and so on down to number 1. Put as many number 1's (tenth choice) as you wish.

- | | |
|--|---|
| <input type="checkbox"/> Shorter wage progression schedules | <input type="checkbox"/> Paid clothing allowance |
| <input type="checkbox"/> Earlier retirement without penalty | <input type="checkbox"/> Job and employment security |
| <input type="checkbox"/> Shorter work week - shorter hours | <input type="checkbox"/> Rights to privacy |
| <input type="checkbox"/> Increased Holidays | <input type="checkbox"/> Improvements in hospital & medical plan |
| <input type="checkbox"/> Increased overtime premium | <input type="checkbox"/> Improvements in sick pay & beginning the first day |
| <input type="checkbox"/> New rules for due process (discipline suspended until grievance process is completed) | <input type="checkbox"/> Elimination of the monitoring of employees |
| <input type="checkbox"/> Ban on supervisors performing bargaining unit work | <input type="checkbox"/> Improve savings plan |
| <input type="checkbox"/> Improved ISP | <input type="checkbox"/> Contractual rights to training and retraining |
| <input type="checkbox"/> Elimination of tests or training to pass tests | <input type="checkbox"/> Further restrictions of supervisors returning to bargaining unit |
| <input type="checkbox"/> Co-determination of company policies which affect employee's jobs | <input type="checkbox"/> Elimination of all forced overtime |
| <input type="checkbox"/> Improved dental plan | <input type="checkbox"/> Base wage increase |
| <input type="checkbox"/> Upgrades | <input type="checkbox"/> Profit sharing |
| <input type="checkbox"/> Cost Of Living Adjustment, (COLA) | <input type="checkbox"/> Health Benefits |
| <input type="checkbox"/> Pension Improvements | <input type="checkbox"/> Child Care |

OVER

AT&T MOBILITY**FRIDAY MEETINGS**

It has recently come to our attention that some of you at AT&T Mobility might be forced to show up at the Friday Meetings even when you are off that day. This should not be happening. If you are not scheduled, on vacation or out sick, then you should not be required to attend these meetings.

Scheduling is covered in your contract and it allows you to choose, by seniority, from the list of available tours. These schedules should be already picked and posted one week prior to the start of that schedule. There should be little exceptions.

If a Friday is the day that you were able to choose then you are off. Your store manager would have to cover you at a later time if there was something that came up.

At any time that you are there working then you should be paid. That is not only in the contract but Federal law. This would include if you came in early for a Friday meeting.

This has been discussed at meetings in your area from the VP down so it should not be a problem but sometimes overzealous or ill-informed store managers send out the wrong message and you are the one who has to pay the price.

If this is happening to you then it can be addressed. Please call the local at 804 266-2201 or one of the stewards.

AT&T MOBILITY STEWARDS**FIELD TECHNICIAN -**

FRANK FLINSCH
(540) 760-3082

RSC -

MARY ELLINGTON
(804) 248-6067

STOP VERIZON FROM GETTING BILLIONS OF TAXPAYER FUNDS TO ABANDON ITS NETWORK

As most of you know Verizon is attempting to sell off Maine, New Hampshire and Vermont. What you may not know is that they are using a little-known loophole, Reverse Morris Trust, to get tax breaks, hurting the consumers and our fellow employees.

This loophole allows Verizon to first spin off a portion of the company. Then they have that spin-off borrow heavily and pay Verizon back a dividend while maintaining the debt. This subsidiary then merges with a smaller company which takes on the debt and Verizon is paid in shares of the new merger. Verizon then ends up with majority ownership of the new merger, cash from the debt incurred by the subsidiary and does not have to pay taxes on what would normally be a sale. The final merged company is overloaded with debt and does not have the resources to meet its commitments to its customers,

employees or other shareholders.

This loophole can be used by other corporations but it is what Verizon is using in its dealings with Fairpoint Communications. In this instance, Verizon will avoid paying \$700 million in taxes.

As we all know Verizon has announced its intentions, and has tried before, to sell off other parts of its network. Here in Virginia, we all rallied to beat back a bill that would have taken SCC oversight. At this time, it is SCC oversight in New England that is the only thing protecting the consumers. It isn't hard to see Verizon trying to bring this game down here. We all need to act now to help protect our strength and to stop Verizon, as well as other employers, from using morally corrupt tricks to make money at our expense.

Please do your part to spread the word!

CALL CONGRESS AND THE SENATE

AT (202) 225-3121

TELL THEM:

NO TAXPAYER MONEY FOR SELLING OFF NETWORKS! MAKE THE "REVERSE MORRIS TRUST" TAX SCHEME ILLEGAL TO PROTECT GOOD JOBS AND OUR COMMUNICATIONS NETWORK.

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

Financial Advice-

Principal Financial Group

John Bennett (804) 323-7844

Cingular/AT&T

Benefits Center

(877) 421-5225

Disability/FMLA

(866) 4-LEAVES

SPECIAL OFFER FOR ALL MEMBERS**ATTENTION CWA WOMEN-ACTIVE AND RETIRED**
Another benefit for just being a member of CWA!**JOIN CURVES @ CROSSRIDGE or CURVES @ SHORT PUMP**
EFFECTIVE 9-1-2007
NO SERVICE FEES!!

Curves @ Crossridge AND Short Pump are **waiving** the one time service fee for CWA members—active and retired—*effective Sept. 1, 2007*. Curves is a facility designed specially for women of all ages featuring a 30 minutes workout and weight management program that actually works! Curves serves women who want to tone, lose weight and/or just stay healthy. We have members ranging in ages from 9 (with adult) to 90—students staying in shape for sports, women recovering from strokes, and those who just want to get in shape and stay that way! Bring a friend!

Bring your membership card or retiree card and join today. Tell them your **union** sent you!

Cindy Leaman
CWA retiree
Curves @ Crossridge
756-2002
or call 1-800-4CURVES for a club near you

LOCAL'S WEBSITE IS NOW UP AND RUNNING

Effective September 18, 2007, the CWA2201 Website is now live and accessible to all union members.

The Website address is:

WWW.CWA2201.ORG

When you enter the website, there will be a member login on the right hand side. Fill out the necessary information and submit. You will be verified and added as a member within 24 hours (M-F). If there are any changes or additions that you would like to see please contact the local.

A special thank you goes to **Suzanne Terry** who has been busily working on getting it up and running.

NEW MEMBERS

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

Andrea Alam	Idearc	Emanuel Jones	OPN
Elisha Anderson	OPS	Mary Koslowski	Idearc
Shelby Carbaugh	Idearc	Wallace Lancaster Jr.	OPN
Crissy Carneal	CDS	Lawrence Marshall	Idearc
Ronald Catron Jr.	OPS	Barbara Moore	Idearc
Robert Chappell	OPN	Kristopher Moore	Idearc
Shaun Cole	OPN	Barbara J. Parham	Idearc
Anne Constans	Idearc	Ian Patterson	Idearc
Jeremy Dodson	Fred	Gregory Pitchford	Idearc
Ernest Edwards	AT&T	Gregory Pittman	OPS
Lori Ekstein	Idearc	Thurston Taylor	IPO
Corey Fox	Idearc	Rodney Terrell	Fred
Todd Graham	Idearc	Crystal Townes	Idearc
Roy Harper Jr.	Idearc	Joseph Wilk	Fred
Michael Hice	Idearc	Eugene Willis	OPN
Wayne Jimerson	OPS		

COMMUNITY SERVICE PROJECTS TO BENEFIT ALS!

Monday October 1st

Pampered Chef Party

@ the Local

6:00 pm

Please RSVP to 804 266-2201

By September 28th.

Saturday October 6th

Local Car Wash

@ the Local

10:00 AM—1:00 PM

Please call the Local

if you can help.

YOUR PARTICIPATION IS NEEDED

UPCOMING EVENTS

- October 2, 2007 Legislative Committee Meeting, 5:30 p.m., Local Office.
- October 2, 2007 Idearc Job Steward Meeting, 5:30 p.m., Local Office.
- October 4, 2007 Inside Plant Operations (IPO) Job Steward Meeting, 5:30 p.m., Local Office.
- October 4, 2007 Equity Committee Meeting, 5:30 p.m., Local Office.
- October 4, 2007 Executive Board Meeting, 6:00 p.m., Local Office.
- October 8, 2007 East Job Steward Meeting, 6:00 p.m., Ferebee's in Tappahanock.
- October 9, 2007 Commercial and Directory Services (CDS) Job Steward Meeting, 5:30 p.m., Local Office.
- October 11, 2007 Women's Committee Meeting, 5:30 p.m., Local Office.
- October 11, 2007 Community Services Committee, 6:00 p.m., Local Office.
- October 16, 2007 Financial and Administrative Support (FAS) Job Steward Meeting, 5:00 p.m., Local Office.
- October 16, 2007 Outside Plant South (OPS) Job Steward Meeting, 7:00 p.m., Shoney's Oxbridge Square Shopping Center.
- October 20, 2007 ALS Walk, 9:00 a.m., Bryan Park.
- October 23, 2007 Health & Safety Committee, 5:30 p.m., Local Office.
- October 24, 2007 Education Committee Meeting, 5:30 p.m., Local Office.
- October 24, 2007 Outside Plant North (OPN) Job Steward Meeting, 6:00 p.m., Local Office.
- October 25, 2007 Organizing Committee Meeting, 5:30 p.m., Local Office.

GENERAL MEMBERSHIP MEETINGS

Next Membership Meeting:

Thursday October 25th, 6pm at the Local Office

Retiree's Membership

Meeting:

Wednesday Oct 10th, 12pm @ the Local Office

RICHMOND CENTRAL LABOR COUNCIL

Thursday, October 11th
231 East Belt Blvd
Richmond, VA

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

Non-Profit Org.
U.S. Postage
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Time Valued

