

CWA VOICE



The Communications Workers of America, Local 2202

Virginia Beach, VA

May/June 2003

Local 2202 Elects New Executive Board Member

With notification of Richard Burnett's resignation from our Executive Board, a special election was held in March to fill one vacant position for Vice President-Private Sector.

Once again, the Election Committee, led by David Wood, worked diligently to ensure that Local 2202 maintained a fair and orderly election. The ballots were counted and validated for the three candidates who were nominated for this position at the March 10th Membership Meeting. Your newly elected Vice President-Private Sector is Kathy Hillman.

Kathy Hillman, a PPM Technician out of the First Colonial Road shop, has been a member of our Local since her employment began with Verizon in April 1997. Additionally, Kathy has worked technical positions from I&M to Cable Maintenance.

Kathy Jo, as she is fondly known, has been married to Matthew Hillman for twenty years. They have two sons, Matt, 18, and Joshua, 16. And they have an additional member of the family—a Boston Terrier named "Bandit".

Kathy's term in office will run concurrent with other officers and will expire on 12-31-05 at 11:59p.m.

We welcome Kathy and trust that she will represent our Local well!



Kathy Hillman
Newly Elected

Vice President-Private Sector

VIS Contract Ratified

On March 31, 2003, the tentative agreement between Verizon Information Services (VIS) and the CWA was ratified. Thirty-nine of our very own Norfolk VIS brothers and sisters joined with six hundred ninety-four (694) other members across the region to vote in favor of ratification with a two-to-one margin.

This first contract was won as a result of an organizing campaign and mobilization that lasted almost three years. The contract is retroactive from February 9, 2003, the date that it was signed by CWA and VIS negotiators.

With this contract in place, VIS workers can look forward to a productive working relationship, one that will benefit both workers and VIS. Most important, this contract means that you, as a VIS worker, have a real voice in the workplace.

Our Local would like to recognize and thank VIS Union Representatives, Paul Ford and Linda Fischer (*pictured next page*), for their courage, perseverance, commitment and the time that they put into this campaign. Special thanks to Jean Daley, Elizabeth Query, Chris McCullough and Chris Maher for your time and invaluable mobilization skills. And to the Norfolk VIS union members—you worked hard and we are proud of you!

WE STAND UNITED AT NORFOLK VIS

Local Officers Attend District 2 Conference

BY PAULA TERVEER

Your Local officers were in attendance at the CWA District 2 Conference which was held in Baltimore, Maryland from Wednesday, April 23rd to Friday, April 25th.

The conference opened on Wednesday with District 2 Vice President Pete Catucci welcoming everyone and introducing the guest speakers. The speakers were Ernie Grecco, President of the Baltimore Council, AFL-CIO Unions, Douglas M. Duncan, County Executive for Montgomery County, and Pam Wilt who gave the District 2 Credentials Report.

On Thursday, all officers attended three workshops. The first workshop was planned to be on CWA-COPE, however, due to a family emergency of the speaker a staff rep filled in and led a discussion on the current political climate in reference to working people. The second workshop was one presented by a facilitator from the Federal Mediation and Conciliation Service. The last and most useful workshop as we approach the contract expiration of the Verizon contract was on the CWA Defense Fund/Members Relief Fund. As in the past, if Verizon members are called to go on strike, each member will receive \$200.00 per week beginning with the 15th day of the strike and \$300.00 per week beginning with the 29th day of the strike with completion of their assigned picket duty schedule. Also; during this particular workshop all rules and guidelines associated with the eligibility and responsibility of members were discussed as it relates to the Defense and Members Relief Fund.

Friday morning began with three speakers, The Honorable Martin O'Malley, Mayor of the City of Baltimore, Larry Cohen, CWA National EVP, and Mike Vivirito, District 2 Representative-Retired Member's Council. Following the conference, all Local officers attended a Verizon Unit meeting to discuss bargaining issues.

CORNER



Dear Union Brothers and Sisters,

Are you ready? Avaya bargaining began on May 6th, and that contract expired on May 31st. Bargaining with Verizon begins on July 7, with contract expiration on August 2nd.

This is the first round of contract talks with the newly formed Avaya since it was spun off from Lucent in October of 2000. The issues in bargaining for our members that work for Avaya are: employment security, strengthen organizing rights and recognition, and improvements in wages, benefits, pensions and job conditions. Sound familiar? These are the same major issues that we will be fighting for in Ver-

izon bargaining.

It seems as though the entire telecommunications industry in our country is in a tailspin. Or at least that is what management would like us to believe. I don't see any CEO's or board members giving anything back. The layoffs in New York have caused substantial overtime for those who remain, and who are trying to get the job done. With the announcement of the surplus in our area, the company has also announced another surplus in the New York area. The arbitrator has yet to rule on the first layoff, and here Verizon has announced another one. The decision on the first arbitration is due to be rendered on July 9th, two days after Verizon bargaining begins. Again, I believe that this is all about numbers and has nothing to do with the workload. Customer service will continue to decline and the plant will continue to fall apart and Verizon just doesn't care.

In the meantime, it's up to us to fight the fight. In Verizon, the "SPECIAL 2003 VERIZON BARGAINING IS-SUES" are meant to inform and educate you on specific issues dealing with this round of bargaining. If we find ourselves on strike, they could also be used as talking points with the press as well as the public. We will continue to keep you informed through our mobilization structure, the recorder and the web page, as information becomes available to us.

We all must do our part to win a good contract. Now is the time to get focused and stay strong. We know the issues before us and we know what has to be done to be victorious. We are truly fighting for our future and we must do it together, every one of us, as one Union.

In Unity,

Louie



**CWA LOCAL 2202
SALUTES**

**Linda Fischer
&
Paul Ford**



**VIS
Union Representatives who
gave of their time that
helped enable us to win a
successful VIS contract.**

We Thank You!



Congratulations!

To Cindy Gaffney and Audrey Collins who won the \$5.00 door prizes at the May 12th Membership Meeting.

William William's name was drawn for the Pot-of-Gold worth \$44.04.

He was not present to claim his prize.

The Pot-of-Gold continues to GROW!

**JOIN US AT THE NEXT MEMBERSHIP MEETING
ON THURSDAY, JULY 24, 2003
7:30 P.M.**

**IRONWORKERS HALL
5307 E. VIRGINIA BEACH BLVD
NORFOLK, VA**



Edward S. Terry did not locate his name in the March/April newsletter.

Locate your name in ALL CAPS in this one...

Just call the Union Office on (757) 456-2202

CWA National Women's Conference

BY ANDREA KANE

Andrea Kane is a Job Steward and Women's Committee member in our Local who was selected to attend the Women's Conference in Atlanta, Georgia.

The CWA National Women's Conference was held in Atlanta, Georgia from April 3-6, 2003 at the Hyatt Regency. The theme of the conference was "*Here's to Good Union Women: May we know them, may we be them, may we raise them.*" There were approximately 225 attendees from all over the world including South Africa and Senegal.

A special session was held on Thursday, outlining the history and structure of the CWA and the AFL-CIO. The General Session was opened with the presentation of the colors by Atlanta Public School's Southside High School ROTC followed by the invocation by Arlene Jefferson, District 3 Women's Committee. Opening speeches were presented by Jimmy Smith, Vice President of CWA District 3, Shirley Franklin, Mayor of Atlanta, Larry Cohen, CWA Executive Vice President, Morton Bahr, CWA President. Jimmy Smith discussed women's importance in the union. Shirley Franklin, the first African American female mayor of a major city, worked with former Mayor Andrew Young for eight years. She said she ran for mayor for three reasons: 1. She had learned a lot working with Mayor Young, 2. She felt like the city was not moving in the right direction, and 3. to answer the question—"*can a woman do it?*". Larry Cohen announced the news that the Flight Attendants Union had agreed to merge with CWA. Morty Bahr joked about the first women's conference saying that "1/2 of the attendees had been men and they were not there to promote the upward mobility of women but to keep their eyes on them." The session was followed by a reception and a special presentation by Karen Vuranch.

Friday began with a General Session with Barbara Easterling, CWA Secretary-Treasurer, and a discussion by the International Unions' Women Visitors panel. Monique Marti, Women's Department of the Union Network International (UNI), Nane Astou Kane and Ndeye Niang from Senegal, and Marureen Maheneza and Joan Johnson from the Communications Workers Union of South Africa made up the panel. The panel addressed the abuse of women and children and genital mu-



tilation of women in Africa.

The participants spent the rest of the day attending various workshops. Workshops included, "Balancing Work, Family, and Union", "Coalition Building", "Discrimination—Women's Experience", "Domestic Violence", "Forming a Women's Committee", "Organizing", "Organizing for Political Action", "Parliamentary Procedure", and "Social Security and Women's Health". On Friday evening, CWA Local 3204 presented a viewing of "At the River I Stand", a film about the Memphis Sanitation Workers strike, which led to Dr. Martin Luther King to Memphis, TN, where he was assassinated.

The speakers for Saturday's General Assembly included, James Lewis, Congressman from the 5th Georgia Congressional District, Rev. James Orange, the first Field Organizer for Martin Luther King and AFL-CIO National Field Representative, Addie Brinkley, CWA Retired Member's Council District 9, and Linda Foley, Vice President of the Newspaper Guild. The remainder of the day was spent in additional workshops.

Sunday opened with a General Session consisting of AFL-CIO Constituency groups. These groups included the Coalition of Labor Union Women (CLUW), A. Philip Randolph Institute (APRI), Coalition of Black Trade Unionists (CBTU), Asian Pacific American Labor Alliance (APALA), AGNES R AGNER Labor Council for Latin American Advancement (LCLAA), and Pride at Work (PAW). Gloria T. Johnson, the President of the Coalition of Labor Union Women and the Coordinator of CWA Women's activities and Community Service, was the moderator. Each of the groups spoke on their involvement with CWA. The conference was wrapped up by a speech by Dina Beaumont, the Executive Assistant to the President of CWA.

On Community Service The March of Dimes WalkAmerica

BY BYRON "CHUCK" TAYLOR

On April 27th, several of our members, their families, and friends met at the 24th Street Park in Virginia Beach to take a relaxing 5-mile walk on the Oceanfront for the cause of saving babies from death as a result of prematurity. This effort, the March of Dimes-WalkAmerica, allowed our Local to make a very impressionable statement to Verizon, the March of Dimes, and the community-at-large. It shows that unions can work well with corporate entities, like Verizon. It was through this effort that people should have a new meaning of what unions are all about; unions are simply—"people helping people".

A collaborative effort, our Local extended an invitation for *all employees and their families* of Verizon (including management) to participate in the walk. Through the company's matching gift program, the Verizon Foundation, the total team's monies raised would be matched 1:1 for those Verizon employees who were registered. There were approximately twenty-four persons that registered as walkers through the Verizon Foundation giving us added leverage to provide a very healthy total for the cause. Our team actually raised \$2231.35 which is 194% over the goal of \$1150.00 that was set for our team. With the company matching, our overall contribution for this effort was \$4462.70, which is 388% over our goal of \$1150.00. OUTSTANDING!

On behalf of our Local's Community Services Committee, we sincerely thank everyone who either gave of their time and/or monetary contributions for this effort. It is because of people like "you"—that allow our Local to shine in the eyes of our community. Again, thank you.

**CWA Local 2202,
Verizon,
and the**



We Make The Difference At Verizon

A Bargaining History

As CWA members at Verizon, we have worked hard to win the good wages, benefits and working conditions we enjoy today. Our wages and benefits were not “given” to us by “generous” management. They were negotiated piece by piece over many years. It took hard work, sacrifice and mobilization to get where we are today. It is for this reason that the *CWA VOICE* has devoted this issue to share those milestones with you.

Wage Increases

For decades we have negotiated wage increases for Verizon employees that far outstrip wage improvements for the average worker in the U.S.



Hours and Wage Treatment

- 1965** Nationwide geographical wage zones introduced, reducing the variation in wages for the same work across the country.
- 1971** First cost-of-living allowance (COLA) introduced. The Big City Allowance established. Progression schedules shortened to 5 years for craft and 4 years for clerical workers and a 10% evening and night differential established. Service representatives upgraded.
- 1974** Improved wages and reduction of traffic tours from 8 to 7-1/2 hours. Upgrade for service representatives.
- 1977** Upgrade for service representatives. Clerical job titles consolidated and upgraded.
- 1980** Improved wages. Operator upgrade.
- 1983** Wage gains continue through annual raises, progression raises, and increased differentials. Upgrades for skilled and semi-skilled clerks and sales representatives.
- 1986** Wage gains continue through annual raises, progression increases and bonuses.
- 1989** Wage increases continue along with progression increases, annual team award payments, and upgrades for service representatives.
- 1992** Wage increases continue. Improved profit sharing. Cost-of-living provisions protect against excess inflation. Successfully fought Company plans to impose commission pay systems on service representatives.
- 1995** Wage gains continue. Team-based incentive pay plan added. Corporate profit sharing continues.
- 1998** Wage increases continue. Corporate profit sharing continues and lowest locality wage group eliminated.
- 2000** Wage gains continue; corporate profit-sharing plan with \$1,800 minimum payment over three-year contract; grant of 100 stock options. Team-based incentive increased to 10% of annual

wage. Forced overtime restricted to 8 hours/week for plant and 7.5 hours/week for commercial marketing and traffic.

Vacation and Time Off

CWA members work hard at the telephone company and are often subject to undue stress on the job. Workers deserve adequate vacation with financial security during time spent off the job. CWA has made substantial inroads in this area over the years.

- 1971** Vacation improved—2 weeks after one year of service, and one additional holiday.
- 1974** Vacation improved again—3 weeks after 8 years and 4 weeks after 15 years. One additional holiday.
- 1977** Introduction of excused work days, and long term disability plan to provide financial security for injured workers. Maternity plan to provide both paid and unpaid leave.
- 1980** Vacation improved—3 weeks after 7 years, additional excused work day.
- 1989** Effective 1/1/90, a leave of absence to care for a newborn child for up to 6 months was established, and leave to care for a seriously ill dependent relative may be taken for up to one year. Medical benefits will be paid by the company for up to 6 months of the leave period.
- 1998** Minimum vacation scheduling increased to 17% of workforce. Reintroduced short notice Excused Work Days (EWDs).
- 1999** Minimum vacation scheduling increased to 18% of workforce.



Health Care Benefits

The health and dental benefits that many workers now take for granted are not a product of the company's largess; rather, they are a result of CWA's continued commitment to proper health care for the workers we represent. The health care package that we now enjoy was put together a piece at a time. In each new round of bargaining, CWA restated our continued concerns and today represented workers enjoy one of the best health care packages in the country.



- 1960** Established non-contributory major medical plan for employees, retirees and dependents.
- 1964** Established contributory basic health plan for employees, retirees and dependents. Company contributed one-fourth of cost, members contributed three-fourths.
- 1970** Company agreed to pay full premium of health care package.
- 1972** HMO option added to health plan. Surgery and physician fees paid at 80% of usual, customary and reasonable (UCR) charges. Deductible decreased to 2% of basic wage or \$250 per individual.
- 1974** Dental plan introduced. UCR increased to 90% for surgery and physicians' fees. Deductible decreased to 1% of basic wage or \$150 per individual.
- 1977** Expanded health coverage, new orthodontia

coverage. Retirees—HMO option. Increased maximum health coverage. In-hospital alcohol treatment. Joint health care cost containment committee established.

1980 Vision care introduced and dental coverage increased. UCR increased to 95% of surgery charges. Many services covered at 100%. Lifetime retiree maximum benefit is \$50,000.

1983 Additional services covered at 100%.

1986 Health care cost containment measures introduced. Dependent life insurance coverage increased.

1989 A new medical expense plan was established, called a “managed care network.” The plan’s deductible can be met with more procedures, and physician office visit charges will be \$10, with 100% coverage over that amount. Dental and orthodontia annual maximums increased to \$1,000 and \$1,500 respectively. Vision care fee schedules also increased.

1992 Managed care health plan continued. No increase in deductibles or premium contributions from employees. Retirees pay nothing for health coverage. Company pays for union selected Health Benefits Coordinator.

1995 Preventative and wellness benefits added. Prescription drug program changed from reimbursement to co-pay for in-network and mail order drugs. New dental and vision plans with increased benefits negotiated. Company’s attempt to force retirees to pay for health care thwarted.

1998 Zero premiums for retiree health care continued. Hearing aid benefits added. A review process for denial of benefits established. Advisory Committee on Health Care continued.

2000 Continuation of fully paid benefits for all current and retired. Continuation of benefits for surviving spouses increased. Elimination of retiree lifetime maximum for medical benefits. Prescription drug card program established.



Pension Rights

In addition to the benefits represented employees enjoy while working, CWA has also secured substantial compensation for the non-working years.



1971 Minimum pensions increased and formula improved. Widowers to receive same survivor benefits as widows.

1974 Pension formula improved. Benefits increased 33%. Early retirement penalty significantly reduced. Minimum pension increased 28%.

1977 Savings and security plan extended to non-management with matching funds from company. Increased pension formula and increased minimum pensions, increased death benefits, improved surviving spouse option.

1980 Early retirement penalty removed for those with 30 years service. Retiree benefits increased 7/1/81 by 9% and on 1/1/83 by 7.5%. Revamped pension plan with increased minimum.

1983 Pension plan improved. Retirees’ pension improved by 4.5% on 10/1/83 and 10/1/85.

1986 Increased pension bands on 10/1/86 and 10/1/88.

Retiree benefits increased by 4.5% on 1/1/88.

1989 Pension band increase of 13% effective 1/1/90 for employees retiring on or after 8/6/89. A new schedule was established for 60-year olds with 15 years experience. Retiree pensions increased by 6%.

1992 13% pension band increase. Retiree pensions increased by 4%.

1995 Pension bands increased 12%. Pensions for retirees increased 4%. New spousal joint and survivor annuity options added.

1998 Pension bands increased 11%. Pension cash-out option continued.

2000 5% increase effective July 1, 2001; 5% increase effective July 1, 2002; 4% increase effective July 1, 2003.

Worker Protections

The worker protections that CWA has negotiated for our members give workers substantive rights in the workplace and provide employment and income security during times of hardship.

1968 Three-year contracts achieved.

1974 Union/management national safety committee established. Union representation at disciplinary meetings guaranteed.

1977 Reassignment pay protection plan, supplemental income protection plan, payment for moving expenses, “just cause” for discipline, expedited arbitration established.

1980 Union management technology change committee formed. Quality of work life committee, improvements in supplemental income and reassignment pay protection plans negotiated. Contracting out reduced. Company’s monitoring of employees limited.

1983 Voluntary income protection plan established; supplemental income and reassignment pay protection plans are improved. Union/management training and retraining committees formed. Medical coverage for laid-off workers extended. Green-Circle protection for workers affected by divestiture guaranteed.

- 1986** Job bank and \$5 million training fund established. Agreement on monitoring negotiated. Reassignment pay protection plan improved.
- 1989** SIPP and VIPP to be replaced by an income security program. Employment security training and employee career resource centers established for each of the companies.
- 1992** Additional funding for employment security training. Income Security Plan improved.
- 1995** Income Security Plan maximums raised and Enhanced ISP added. Funding for training and education increased, including new Competitive Skills Award. Contractors eliminated in BA-Pennsylvania under Information Age Communications Network Agreement. In BA-South and Delaware, broadband work to be done by CWA-represented employees at BACCSI. Agreement negotiated for high-road behavior by new long distance subsidiary BACI in Union organizing activity.
- 1998** New Employment Security agreement, including exclusive jurisdiction over xDSL plant work, return of contracted service rep work, protection of current and future work in long distance and Internet, and card check recognition throughout most of the company. Medically restricted policy overhauled to increase worker protections. Funding for training and education increased. Competitive skills award funding raised by \$140,000.
- 2000** Expansion of protection over xDSL, long distance, bundled services and other work similar to work historically performed by members. Movement of work from each bargaining unit limited to .7% per year. Card check organizing rights expanded to Verizon Wireless. Annual funding for training and education increased to \$2.53 million. No cap on annual tuition assistance for full-time employees; annual cap for part-time raised to \$3,500. Further limits placed on monitoring and consultants guaranteed closed time.

Savings and Security Plan

- 1989** Effective 1/1/90, one band added and the company contributions increase from 50% to 66-2/3% of the employee's basic allotments.
- 1995** Greater flexibility added to plan. Investment education program provided to plan participants.
- 1998** Company match increased to 80%; one-year service requirement eliminated; other plan terms made more flexible.
- 2000** Employer match on 401(k) increased to 82%.

Family Benefits

- 1992** Leaves and benefit coverage for care of newborn children continue and dependent care enhanced. Funding increased for child and elder care services. Short notice excused work days continue.
- 1995** New benefit of up to \$2000 for adoption expenses negotiated. Advisory Committee on Family Care funding increased. Adoption expense reimbursement raised to \$5,000. Advisory Committee on Family Care funding increased.
- 2000** Adoption reimbursement increased to \$10,000. Funding for Advisory Council on Family Care increased to \$1.6 million.



CWA Local 2202 Women's Committee

is sponsoring a
Book Drive
(New or gently used hard backs, softbacks, fiction, non-fiction, children's books requested)

to benefit
"Families in Crisis"
at area shelters

May 19th-June 13th

**Blue receptacles are at each Verizon work site
Or
call the Union Office on
(757) 456-2202
for more info**

*"In Unity there is strength;
We can move mountains
when we're united and enjoy
life—Without unity we are
victims. Stay united."*

-Bill Bailey, 1994

At Verizon...

**We Make Progress
Everyday.**



*The Communications Workers of America
Local 2202*



On Mobilization In Preparation for the Unknown

BY BYRON "CHUCK" TAYLOR

The summer is almost here and most of us wonder what will August hold. Well—consider this—we do not know what is in store for us tomorrow, however, we must live “each” day in preparation for the unknown.

No one can say that there will or will not be a strike at this point. But what we can say is this—“WE WILL SURVIVE!” We must pull together as one, support one another, participate in the mobilization activities that are planned, and in **one word**, we must show Avaya, Verizon, or any other corporate force that we are “**UNITED**”. We must allow our unity to come across inside and outside of our jobs. We must encourage our family and friends to support us as we embark in collective bargaining to retain what we have fought for over the years. We must let them know that as working persons—we are fighting to maintain *not only decent wages*, but, to maintain good healthcare coverage, pension plans, and the opportunity to provide a decent life for our families. So you see, it’s never just economic issues that we bargain for—it’s also to raise our standards for a better way of life.

Having said that, should the inevitable come where we find ourselves on strike—we will be prepared. The Local has a Community Services Committee in position to assist members with various situations. Our commitment is to work 100% on behalf of our members. Of course, as with previous strikes, our Member Relief Fund will be set up to provide assistance to our members with \$200.00 per week beginning with the fifteenth day of the strike and \$300.00 per week beginning with the twenty-ninth day of the strike providing that assigned weekly picket duty has been completed.

Preparation is the key. We must prepare ourselves now for the unknown. We must get our financial houses in order today by catching up on or making additional payments on bills, saving a little extra from our paychecks, securing an approved line of credit, or whatever may be the most feasible way to build and maintain our financial foundations.

In the meantime, let’s be good doctors for our-selves and take preventive medicine(s) to cure any financial ills from the very beginning.

Financial Fitness Tips Brought to you by Tidewater Telephone Employees Credit Union

Planning is the key to a sound financial future. Life events sometimes prevent us from following our plans. Tidewater Telephone Employees Credit Union wants to offer some “Financial Fitness Tips” to keep you and your family in shape to handle those unexpected and expected Life Events.

- ❑ Start now! Increase money going into your savings to build up surplus funds;
- ❑ Budget! Keep track of expenses to best determine areas you can trim to help you save a little extra each month. Call TTECU today for a FREE copy of our “Budget Blueprint” brochure, 671-8800.
- ❑ Communication! If there is anyone that will be affected by your “Life Event,” talk to them about your financial situation and plans.
- ❑ Tidewater Telephone Employees CU wants to help you remain “Financial Fit” during a strike. If your loans are not delinquent at the time of strike, TTECU will delay your payments. Make certain you contact us to make your request. You must be current and on strike.
- ❑ Consider preparing today for a strike! Ask a TTECU loan officer about a line of credit. A line of credit will help you and your family if you were to go on strike.
- ❑ Pay ahead! Pay your loan payments ahead of schedule in case you go a long period of time without a paycheck you will remain financially fit. Remember, your payment history is 35% of your beacon score.
- ❑ Pay weekly! Pay on your loans weekly, instead of one bulk payment monthly.

TTECU wants to help keep our members “Financially Fit.” Please let us know if there is anyway we can help you plan for your financial future, 757-671-8800 or email us at info@ttecu.org.



**Don’t Forget...
Make ‘em see RED...
Wear RED on Thursdays.**

Get Your Motor Runnin’... BY CHRIS DAVIDSON



It is amazing how fast time seems to pass us by. It’s June already. Summer is near, the removal of Saddam Insane’s regime is complete, and the union contract expires in about nine weeks...NINE WEEKS?!!!

Those who are saving for one to two months, you smart cookie! Don’t panic, perhaps your plan revolves around your “emergency only” credit card, or 401(k) loan/withdrawal, or some other source besides the “strike pay”. If you don’t have any of those, now it’s okay to panic!

For those of you that have never been on strike, it’s kinda like

being off work...except to do your union duty. Afterwards, the rest of the time is yours to do whatever you please. You can shop, sleep, travel, go to a “fun park”, close-out car and home maintenance and repairs, and all the other things you can’t do while at work. During this time management will be at work. As for scabs and scrubs, well, hee-hee, nobody cares about them. They are working or waiting to receive their “entitlements” that we have suffered for. In Unity...

Verizon Surplus in Potomac Region

On Wednesday, April 9th, Verizon announced that there was a need to eliminate 665 positions from within the bargaining units of Maryland, Virginia, West Virginia, and Washington D.C. areas. Although it was originally determined by the company that there was a surplus of Service Reps at the Chesapeake NMC, it has recently been reported that the surplus there has been lifted due to movement in other areas in VA. There still appears to be one surplus Assignment Administrator in VA and three Central Office Technician positions that could affect our Local. At the printing time of this publication, the Local has taken the names of persons wishing to be considered (surrogate employees) for an EISP offer in an effort to rid the declared surplus by the company. Those names that were received by May 14th were submitted to the company for **THE COMPANY'S** determination of eligibility for an EISP offer. The negotiated pension increase scheduled for July 1, 2003, has been made retroactive to February 1, 2003.

Chris Reddy Receives Verizon Excellence Award



Local 2202 congratulates our union brother, Chris Reddy for receiving a Verizon Excellence Award on March 6, 2003.

Chris is a Cable Splicer in the Construction Crew out of First Colonial Road. He received the award for designing and building a Tone Around Test Adapter. The adapter is conveniently used with the U710 splicing module system. He originally designed the adapter to help splice paper cable to pic cable.



The adapter has been found extremely beneficial for conformance testing in the field.

Chris has been a member of our Local since his employment began with Verizon on September 1998. He is a devoted husband twenty-nine years and a father of four children.

***Congratulations, Chris,
For a job well done!***

Know Your Fellow Member

Patrick McGrath

BY BYRON "CHUCK" TAYLOR

"There is a difference...", says Patrick McGrath, a five year Assignment Administrator in Chesapeake, VA. Recalling his past experiences in non union environments, Patrick proclaims that "the company does not just give employees good benefits and decent wages...it comes about through our strength as a union."

Patrick McGrath was born in the state of Washington and grew up in the Chesapeake area where he graduated from Indian River High School. Patrick completed his undergraduate studies at the University of North Carolina (UNC) at

Greensboro with a degree in Financial Management.

Devoted to the labor cause, Patrick has served our Local as a Job Steward for the past year and a half, and has also been a welcome addition to our Local's Community Service Committee. Recently, as a very dedicated committee member, Patrick coordinated the March of Dimes-WalkAmerica campaign for his workgroup in the Greenbrier area.

A real people person, Patrick told us that he enjoys hosting gatherings at his home. *The word is out that Patrick is a "Dynamite Host" and would put Martha Stewart to shame!* Patrick remarked that he does like to cook and had even considered becoming a chef, however, that focus was changed. He indicated that he now would enjoy just hosting various parties and events at his home; and has even considered entrepreneurship in doing so in the comfort of his own abode. *You Go—Patrick!*

Patrick McGrath, the true unionist, concludes by stating an advantage to belonging to the union. He says, "...that the company doesn't just give us anything...there is strength in numbers...the company must bargain with "one"—the Union."

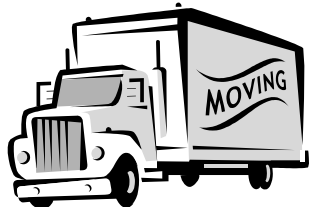


Jobs Not Greed Continue the fight





**The July Membership Meeting will
be held on
Thursday, July 24, 2003
at 7:30 p.m.
Ironworkers Hall
5307 E. Virginia Beach Blvd
Norfolk, VA**



**Moving????
Don't allow your
important union mail to
be left behind.**

**Call (757) 456-2202
to update your info**

Local 2202 Announces Scholarship

Being a member of Local 2202 now means that you or a member of your family can win \$500.00 to put toward the cost of higher education.

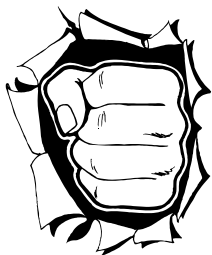
Local 2202 members in good standing, their spouses or partners, and their children are eligible to apply. Applicants must be at least either high school graduates or high school students who will graduate during the academic year in which they apply. Second year on and graduate students returning to school may also apply.

The award will be made payable to the institution of higher learning, which may be a university, a two- or four-year college or trade, technical or professional school.

The deadline for completed scholarship applications will be Thursday, July 24, 2003. The winner will be chosen by lottery at the July 24th General Membership Meeting. Several alternatives will also be chosen in the event the winner declines or is deemed to be ineligible.

To apply, simply complete the application on the next page and return it to the union office by Thursday, July 24, 2003. Only one application per union member will be accepted.

**Let's Mobilize
and Show
Them that
We Mean
Business!**



**United We Stand
Together We Win!**

In Solidarity

CWA LOCAL 2202

Representing members at

Avaya,
Norfolk Bureau of Emergency Services,
Portsmouth Police Communications Division,
VCSI,
Virginia Beach Bureau of Emergency Services,
Verizon Communications,
Verizon Information Services (VIS),
SBC Telcom, Inc.,
(757)456-2202

Recording: (757) 499-8499

CWA2202@exis.net

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Local 2202
154 Newtown Road, Suite B-1
Virginia, Beach, VA 23462

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CWA Local 2202 Scholarship Application

Applicant's Name _____

Relationship to Member _____

Member's Name _____

Address _____

City _____ State _____ Zip _____

Home Phone _____ Work Phone _____

Applicant's SSN _____

Name and Address of College, University, Trade or Professional School

Applications must be received at the Local Office, by 5:00 p.m. on Thursday, July 24, 2003.
The winner will be chosen by random drawing at the July 24th Membership Meeting.
Mail or drop applications off at:

**CWA Local 2202
154 Newtown Road; Suite B-1
Virginia Beach, VA 23462**