

CWA VOICE



The Communications Workers of America, Local 2202

Virginia Beach, VA

January/February 2004

Being Worker-Conscious In the New Year

2003 has come and gone. Last year we encountered contract negotiations, EISP offerings, several unfair and disparate treatment grievances due to poor company decision-making, and we even had to deal with legislative attacks on the right to receive extra pay for some 8 million workers when they work beyond 40 hours per week. Well, it looks like there's more to come in 2004. The saga continues with the attack on the overtime; and of course companies—like Verizon, continue to attempt to find ways to do more for less. As working persons, we must continue to be conscious of matters that involve the infringement of our rights for pay, decent working conditions, and a good quality of life.

“It doesn't effect me”, some might say, and that may be the case right *now*, but, the truth of the matter is “*what goes around comes around*”—and it WILL eventually effect everyone usually in the end. We, as union members, must take a proactive role in responding to issues that effect any of our fellow working brothers and sisters. We must remember the familiar union adage that says, “*an injury to one is an injury to all.*” Recently, there has been much publicity about the current administration and the Department of Labor attempting to make regulatory changes that could cost those 8 million persons that we mentioned previously their overtime rights. We, as working persons and most importantly as *union members*, must make known our opposition to any kind of legislation that will remove the bread and butter from our tables that so many of our predecessors fought diligently for. We must write letters, send e-mails, place phone calls, sign petitions, and do what is ethically necessary to prevent any adverse legislation effecting working people.

We run this country. We are the working persons who labors, who builds, who manufactures, who services. We as working persons have the *know-how*—we can measure through our own progress and provide a hypothesis for research and development and provide feedback for any positive change. We labor hard and long hours to make this



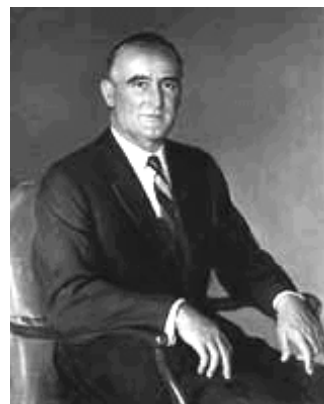
country prosperous. It is our right and our responsibility to become *worker-conscious*—being alert to any legislation or practice of unfair treatment against the working class and then to act on it.

You are encouraged to participate in the labor movement by getting involved with your union. You are the eyes and the ears of our Local. If you see an unfair practice within your work group—notify your Steward or Union Representative immediately. Very often we allow things to happen as they may, and in some situations this may be the best option, but most of the time, if we do not take a proactive stand against worker injustice we will have made more of a mountain and the situation worsens. For instance; in an office where the phones are ringing off the hook and there is not enough help—management decides to answer the phone declaring, “*I was just helping out*”. It may be true now that management was just helping out but if the action continues the company will never see that there needs to be an increase in head count. As a union member, you can take a proactive role by asking management not to answer the phones. If the action continues, contact your Union Steward who may have to file a grievance on your behalf requesting the company *to cease and desist*. On an added note, there may be some supervisors out there that may argue that management can do *some* bargained-for work (usually they'll say 10%). **This is so far from the truth!** Your union contract identifies whom we represent and for what jobs—it does not provide management that flexibility to do work at all (period).

So, you see, we all have a part to play in ensuring that workers rights are not violated within the company and outside of the company. Why not let your New Year's resolution liken that of being a more worker-conscious person. And remember—an injury to one is an injury to all.
Happy New Year!
--Byron “Chuck” Taylor

Deadline Approaching for Joe Beirne Scholarships

- Eligible for the scholarships are CWA members and their families
- 30 partial scholarships – up to \$3000 each to be awarded
- Second-year scholarships available for same amount contingent upon satisfactory academic achievement
- Deadline: March 31, 2004
- For more information and to apply on-line go to:
www.cwa-union.org/members/beirne



**Joseph “Joe”
Anthony
Beirne**

**Founder of
CWA**



Dear Union Brothers and Sisters:

In a December 10, 2003 opinion piece in the *Virginian-Pilot*, Mark Weisbrot, co-director of the Center for Economic and Policy Research, wrote about "Unions losing basic rights to organize." Today in our

country 13% of the workforce is organized, opposed to 30% in the 1960s. The right to organize was established in 1935, during the New Deal. But this right has been so eroded in recent decades that—to the disgrace of the world's richest democracy—it hardly exists at all.

Tens of thousands of workers are fired each year in violation of U.S. law for joining or attempting to organize a union. But the penalties for employers are so slight that they have what Human Rights Watch calls "a culture of near impunity." Employers can also refuse to negotiate for years with a union even after it is recognized, effectively negating their legal obligation to bargain.

Abandoning this basic right to freedom of association has had enormous economic consequences. Each year the United States is becoming more like Latin America and much poorer countries in its economic and social division into haves and have nots.

There is a bill in Congress that could make a big difference. The "Employee Free Choice Act" would allow for unions to be certified on the basis of member signatures, or "card check". In other words, if the National Labor Relations Board certifies that a majority of employees have signed up to join a union, this would be sufficient.

Under the current system, signature gathering is followed by a vote on whether to approve the union. Very often the employer uses coercion, including firings, warnings of relocation and other threats as well as "captive audience" meetings to force a "no" vote.

The bill would also strengthen workers' rights to organize by allowing the courts to use injunctions and fines against employers who break the law. It also provides for mediation and if that fails, binding arbitration, in negotiations for a first contract. This is necessary to prevent employers from stalling for as long as 12 years after a union is certified.

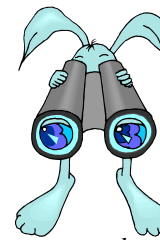
The right to freedom of association is a fundamental human right, and it is a national embarrassment that our society and legal system do not recognize this right for American workers. A recent Peter Hart poll found that 47% of non-union workers—about 50 million people—would opt for a union in their workplace if they could. This legislation won't make their wish come true overnight, but it's a good start.

At its July 7, 2003 meeting, your Local Execu-

tive Board approved a resolution on "Collective Bargaining Rights." The resolution reads, in part, there is some cost to collective bargaining, but you can't have a democracy without it and you can't have a large middle class without it. Increasingly, you can't have health care coverage or a defined pension without it. Represented workers earn 26% more, are 50% more likely to have health care coverage and 300% more likely to be covered by a defined pension than workers without a union.

The collapse of collective bargaining in the United States is almost a secret in this country. It's time we bring this crisis out in the open, shed light on it and initiate a public debate on how to fix it. We must begin in our workplace with our members.

In Unity,
Louie



Sorry!

**Michael
M.
Hiser**

*did not
locate his name in
the Nov/Dec
newsletter.*

*Locate your name
hidden in ALL
CAPS in this
issue—just call the
Union Office at
(757) 456-2202 &
we'll put \$10.00 in
your pocket!*

**Read it in the
CWA VOICE**

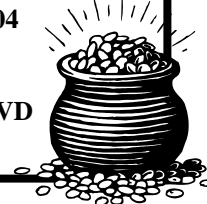
CONGRATULATIONS!

To Adrienne Long and Audrey Collins who won the \$5.00 door prizes at the January 12th Membership Meeting.

Annette Harris' name was drawn for the Pot-of-Gold worth \$132.12 at the January 12th Membership Meeting. She was not present to claim her prize. The Pot-of-Gold grows to \$154.14.

**JOIN US AT THE NEXT MEMBERSHIP MEETING
ON MONDAY, MARCH 8, 2004
7:30 P.M.**

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



ATTENTION

THE RESUME WRITING AND INTERVIEWING SKILLS WORKSHOP

*that was to be hosted by our Local's
Community Services and Education Committees
in December was postponed to allow for greater
participation.*

*If you are interested and feel that you will benefit from this
workshop, please call the Union Office on (757) 456-2202
or e-mail your name & telephone number to
Btaylor@CWA2202.org*

CWA National Customer Service
Marketing and National Operators
Conference
September 2003
BY CAROL CASTILLO

More than 300 Operators and Customer Service Representatives from throughout the country came together for CWA's first combined National Operator and Marketing Conference, that was held September 24-27, in Fort Worth, Texas.

Telephone Operators and Service Reps, US Airways Reservations Agents, Newspaper Ad Sales Workers and public employees found common ground in the work they do and the challenges they face—particularly corporate globalization and the offshoring of jobs.

We heard from Mayor Moncrief about taking pride in helping our customers as well as our charge to get involved in issues of healthcare and legislation. CWA President Morton Bahr, Secretary-Treasurer Barbara Easterling and Executive Vice President Larry Cohen expanded the Mayors' challenge and introduced the conference theme: "Today's Goals, Tomorrow's Achievements."

In plenary sessions we explored: Keeping and Growing Bargaining Unit Work; Monitoring Statistics and Unreasonable Sales Objectives; Fighting Global Outsourcing of Customer Service Work; Job Redesign to Reduce Stress and Improve Customer Service.

Plans were made for all to participate in a Global Customer Service Professionals Day. Which successfully took place on October 8. Part of the plan was the wearing of solidarity stickers in the workplace, and to encourage our employers to promote "high-road" customer service.

President Bahr spoke of the solidarity of our members nationwide, the AFL-CIO's commitment to a change-carrier campaign, and the outspokenness of public officials that led to the successful conclusion of the recent Verizon bargaining.

"We know who our friends are in public office," Bahr said, "and we've got to elect more of them. Most important for jobs and the economy, we've got to defeat the incumbent in the 2004 Presidential Election."

"It doesn't matter where we work, or for what company," Easterling said, "the work is the same, and the challenges we face are the same."

"Threats of outsourcing are faced by customer service professionals regardless of where they work. The stress, monitoring, relentless sales quotas, scheduling problems, health and safety issues, lack of time to catch up and to breathe are issues faced around the globe. Our response must be global as well," Cohen stressed.

He urged members to promote "high-road", professional customer service—value added by friendly, courteous service and the ability to sell bundled services—as the alternative to "low-



Pictured L-R: Rosemary Batt, Prof School of Indstrl & Lbr Rltns-Cornell University, Carol Castillo-VP Local 2202, & Irene Moggart, Rep Community & Public Sector Union-Australia

road" service, characterized by scripting and pressure to quickly get the customer off the phone.

Communications unions around the world participating in Union Network International would urge employers to adopt high-road customer service by wearing solidarity stickers in the workplace throughout Call Center Workers' Global Action Week, October 6-10.

Another strategy for keeping customer service jobs in the United States, Cohen said, is to promote legislation at the state level such as a "right-to-know" bill. The bill would require call center reps to identify the company that actually employs them, where they work, and if they are not using their real name, their alias. A call center college in Delhi, India, actually trains reps to make small talk in English and to use names like "Jerry" or "Mary".

Rosemary Batt, of Cornell University, (pictured above) outlined future trends such as online customer service. AT&T is already experimenting with "e-care" and "e-chats" via a web page, in some cases linked to India. "Whether we do that work and how it is shaped is a management choice. The union needs to get involved to make sure management makes the right choice," she said. (see "Conference" next page)



**Don't
Forget...**

CWA still wears RED on Thursdays.

Verizon Worker's Comp Claims Changes Hands

The Union has been advised that worker's compensation claims for Verizon has been outsourced (contracted out) to Sedgwick CMS in late November. This work was previously performed in house by Verizon management employees.

Sedgwick CMS is a third party administrator specializing in claims management and has managed the claims for employees of Verizon's non-regulated companies, as well as, all claims for Verizon west.

The process for reporting a claim will not change. The Verizon supervisor will continue to be responsible for reporting the incident to the Safety Compliance Service Center. Additionally, the company advised that Sedgwick would send individualized letters to each pending claimant and others involved during its' implementation period.

Also; there is a union liaison and point-of-contact with Sedgwick should there be a matter that requires union assistance.

On an added note, worker's compensation payments will continue to be distributed through payroll.

On Legislation

Where Do We Go From Here?

BY AUDREY R. COLLINS

Well, the November election is over, what's next? I'll tell you—nothing has changed. Voter participation was low to say the least. Most cities only had about a 20% voter turnout. What does that say about us, the citizens of Hampton Roads and the State of Virginia? Do we even care?

Sometimes, I wonder, can we all see and feel how our state legislative policies have effected us in one way or another. Our children's schools are overcrowded and under-funded; our roads are bad—JUST BAD! We need new roads, expanded roads and more! City services are strained or non-existent and it's all blamed on



FMLA

Don't Be Denied Your Rights

BY PAULA TERVEER

Without FMLA many of us would be unable to take excused time off to care for our own serious health conditions or that of a close family member. As everyone knows, most businesses, especially Verizon, would like nothing better than to see an end to FMLA. Since FMLA is law, employers are forced to follow those laws. Lately, it seems many of our members have medical conditions that fall under the FMLA guidelines and are being denied excused time due to technicalities involving paperwork. Don't let this happen to you. Unfortunately, the burden of getting the time approved falls on us. This means more than dotting your 'i's and crossing your 't's.

- ◆ First, make sure the ARC (Absence Reporting Center) has been notified of your absence. Your supervisor or absence administrator is responsible for notifying the ARC. You should receive the necessary paperwork within 5 business days. If you don't, call the ARC at (800) 377-7333 and request it. Get the paperwork filled out by your doctor as soon as possible. You have 25 calendar days from the first day of absence to get the paperwork in.
- ◆ Fax the forms to the ARC yourself (do not rely on the doctor's office to do this). Make sure you use a fax that will give you a confirmation that your fax was received.
- ◆ Don't assume no news is good news. The opposite is often true. Approximately one week after the forms are faxed, follow-up with a phone call to the ARC to verify receipt of the forms and ask if they are approved yet. If approval is still pending, wait a few days and call back. If you are told additional information is needed, ask (politely) what it is. Most of the time they will tell you. At this point, get the form back to your doctor and let him or her know what's needed and fax it back to the ARC. Make sure to get a confirmation of this fax also.
- ◆ Don't stop here. Call back in a few days and verify all is ok.

the lack of money from the state. You are probably thinking, "what can I do to change what they are doing in Richmond?" Well, start by holding your legislative persons responsible for every vote that he or she supports. We must voice our opinions on what's being debated on the floor in order to have any chance of changing their minds. And if all else fails, then we will have to just vote them out.

Your vote is one vote, but your vote and your co-worker's vote and your families' vote, and your friends' vote is equivalent to a lot of votes. Think about it.

If your case has already been certified, you should receive a personal certification form that only you need to review and fax back to the ARC. Make sure to fax this back as soon as possible and get a confirmation the fax was received. The personal certification has the same 25-calendar day deadline. Again, call the ARC to verify receipt of the form. After following the above guidelines, if you are still having problems, call Bill Sonnik, our Health Care Coordinator, at (888) 571-7218. Bill can be a wealth of information and can cut through the red tape to help us. Just don't wait until after the time limits are up to call. I know this sounds like a lot of work (and it is), but in my opinion, "*an ounce of prevention is worth a pound of cure.*"

("Conference", continued from previous page) Foreign guests addressing the conference highlighted the global pervasiveness of low-road outsourcing and outlined steps their unions are taking to combat it. Andrea Snowden, Executive Board member and Customer Service Chair of the United Kingdom's Communication Workers Union, talked about the "Pink Elephant Campaign" her union is running to let people across England know how many British Telecom jobs are being outsourced. (*See "Conference" on next page*)

On Community Service Adopt-A-Bear

BY
BYRON CHUCK
TAYLOR



During the latter part of December, our Community

Services Committee was charged with the task of finding homes for some small, lovable green and red plush bears. Ninety-six bears, a charitable contribution provided by the RUSS® Company, are to be given to children of need and who are institutionalized at the Saint Mary's Infant Home and the Children's Hospital of the Kings Daughters (CHKD), both in Norfolk.

However; the giving did not just stop there. Our committee ran with the "Adopt-A-Bear" concept on short notice, and solicited their co-workers, families, and friends to contribute \$5.00 to have their names put on special tags—compliments of this Local to be delivered with the cuddly bears to the children. The proceeds of this project will benefit both the FoodBank organizations on the Southside and the Peninsula.

We are proud to announce to you that the total proceeds raised were \$445.00. Thanks to all of our members and friends who gave of their time and treasures to "*Make Someone Happy this holiday Season!*"

The CSC is scheduled to deliver the bears on Sunday, January 25th.

("Conference" continued from previous page) Irene Moggan, of the Community and Public Sector Union in Australia, told how her union has fought back by organizing an outsourcing company, Teletech, bringing the jobs into the union.

Workshops included a union response to attendance problems, Family and Medical Leave Act, joint committees to relieve stress, and negotiating commission and incentive plans.

District 6 Vice President Andy Milburn and host Local 6201 President Denny Kramer, welcomed the conferees and praised the hard work of the host committee and its' chair, Ellen Wakefield.

Dina Beaumont, Executive Assistant to Bahr, led the final discussion as members summarized what they had learned.

"We're no longer talking about a desperate effort to save the jobs of a few," Beaumont said. "This is about putting all our employers on notice. Our customer service workers are professionals, worth every penny the companies pay them!"

Verizon Implements Working Spouse-Domestic Partner Surcharge

Per the collective bargaining agreement, Verizon has taken steps within our bargaining units to implement the Working Spouse or Same-Sex Domestic Partner Surcharge. This surcharge of \$40/month would only be applied in certain situations. The spousal/domestic partner surcharge would apply only if your spouse/domestic partner is employed (not at Verizon) and opts not to enroll in at least single medical coverage through his/her employer's plan which does not cost more than \$74.99/month (or \$899.99/year) and/or their gross base wage rate on an annual basis is \$25,001 or more as of July 2003.

Where the spouse/domestic partner is enrolled in their employer's plan and the Verizon plan—no surcharge would apply. The benefits would be "coordinated" in that the non-Verizon plan

would be the primary coverage for the spouse/domestic partner and the Verizon plan would be the secondary coverage (which is known as "coordination of benefits").

The company has declared a certification period between January 12 to January 23, 2004 as the timeframe for those employees meeting the criteria to be assessed the \$40.00 fee to call the Verizon Benefits Center at (866)998-8777. Those employees would be assessed the surcharge after the certification period. Employees may call the VBC after the certification period to report changes in spousal/domestic partner status as it will effect the surcharge. Any mid-year changes effecting the spousal surcharge would take effect the 1st day of the month following notification to the company. The company

indicated that mid-year changes where the surcharge should apply, should be reported within 31 days in order to apply for the surcharge.

Going forward, the company intends to retroactively apply the spousal/domestic partner surcharge for past-due amounts if proper notification is not received by the Verizon Benefits Center.

Additionally, there will be an appeals process set up for incorrectly withheld deductions of the surcharge to be determined by the Advisory Committee on Health Care (ACHC), a joint Union-Management committee.

In a situation where the open enrollment period for the spouse/domestic partner has already occurred for 2004 coverage and there is no qualifying life event (birth,

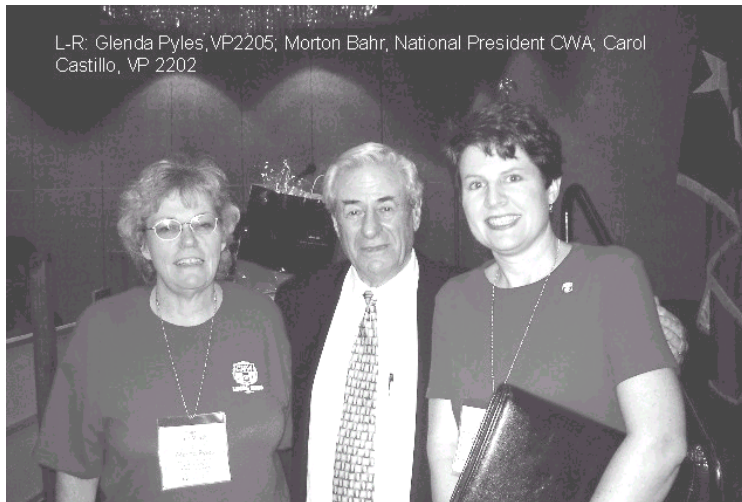
adoption, etc.)—do nothing until the next open enrollment period for your spouse or domestic partner—you will not be assessed a surcharge.

If you have additional questions or concerns, contact your Steward or Union Representative, call the Union Office, or you may inquire through the Verizon Benefits Center at (866) 998-8777.



*Don't forget to let us know to keep your important union mail coming!
(757) 456-2202*

L-R: Glenda Pyles, VP2205, Morton Bahr, National President CWA, Carol Castillo, VP 2202



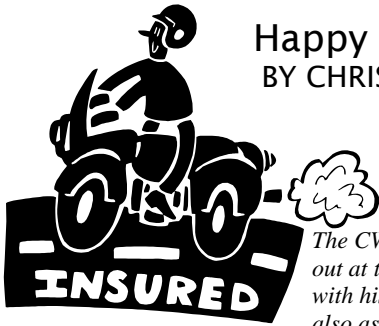
Pictured at the Conference are: (l-r) Glenda Pyles, EVP Local 2205, Nat. Pres. Morton Bahr, and VP Local 2202 Carol Castillo

Welcome New Members

A big welcome to our new members and transfers to our Local!

Karen Nutt
La Tasha Carroll
Beverly Lassiter-Seldon
Jeanette Bonds

Kanio Moore
David Williams
Debbie Howard
Harry Fitch



Happy New Year! BY CHRIS DAVIDSON

The CWA VOICE welcomes Chris Davidson back. Chris was out at the printing of the last issue. Chris is a definite asset with his unique sense of humor in his writing style; and he also assists by co-editing this publication. Ride on Chris!

It's great to be back after having my belly button sewn back in (hernia). I appreciate all of the cards, calls, visits, and even flowers—from Virginia Wesleyan!

After ten years of loyal service to VZ/BEL, it was time for me to test the weaknesses of our medical insurance, both STD and MCN, and the ARC (Absence Reporting Center). Since this was the first time I'd ever had surgery, I had that fear going as much as I tried to dispel it with the help of my friends and co-workers.

The week before, I asked necessary questions, got the pertinent phone numbers, and a check-off list. Well, I am happy to report that all went well. I was back at work after 13 consecutive days, all monies were paid, and I never lost any pay, benefits, or sleep! After double-faxing my FMLA forms for surety, it was approved and the case closed in a week! Louise Obici Hospital did fine work, along with Aetna, MetLife STD—all with thanks to my and our CWA-negotiated benefits. I now have first person experience on why every working U.S. citizen and their families need...**no, deserve** this quality of life!

In 1831, the famous French Sociologist/Philosopher Alex De Tocqueville visited America and studied its many cultural and political aspects. He was amazed at the general equality of all men. In the end, he concluded, "America is great, because she is good, and if America ever ceases to be good, she will cease to be great." If you ever read his book, Democracy In America, (1831), you will see how far America has fallen since the deaths of our Founding Fathers and the fighting men and women who bought the Declaration, Constitution, and Bill of Rights with their flesh and blood. The Revolutionary War wasn't America's first war, it was the war that created America.



Think about that when you make your voting decisions this November. Our leaders aren't to be held to a higher standard. They are to be held to the **highest standard!** You know, Washington, Greene, Pitcher, Lincoln, Lee, King, Richardson, Carter, and many more that you can think of.

In conclusion, the American citizenry must focus on returning to the "general equality of all" rather than petty, polarizing issues that have continued to pull at delicate, frayed hems sewn with the flesh and blood of 1776. It won't happen with adulterous presidents and drunken politicians.

(continued from bottom) coughs and sneezes. (This is called "droplet spread"). This can happen when droplets from a cough or sneeze of an infected person are propelled (generally up to 3 feet) through the air and deposited on the mouth or nose of people nearby. Though much less frequent, the viruses also can be spread when a person touches respiratory droplets on another person or an object and then touches their own mouth or nose (or someone else's mouth or nose) before washing their hands.

The single best way to prevent the flu is to get vaccinated each fall. In the absence of vaccine, however, there are other ways to protect against flu, such as prescribed antiviral medications.

The following steps may help prevent the spread of flu:

- ◆ Avoid close contact with persons who are sick
- ◆ Stay home from work, school, and errands when you are sick, if possible
- ◆ Cover your mouth and nose with a tissue when coughing or sneezing
- ◆ Wash your hands often
- ◆ Avoid touching your eyes, nose or mouth—a vehicle for spreading germs

Source: Center for Disease Control and Prevention

On Safety and Health

Key Facts About the Flu

Influenza (commonly called "the flu") is a contagious respiratory illness caused by influenza viruses. Infection with influenza viruses can result in illness ranging from mild to severe and life-threatening complications. An estimated 10% to 20% of U.S. residents get the flu each year: an average of 114,000 people are hospitalized for flu-related complications and 36,000 Americans die each year

from complications of flu.

Symptoms of flu include fever(usually high), headache, extreme tiredness, dry cough, sore throat, runny or stuffy nose, and muscle aches. Gastro-intestinal symptoms, such as nausea, vomiting and diarrhea, are much more common among children than adults.

The main way that influenza viruses are spread is from person to person in respiratory droplets of
(Continued at top of page)

CONDOLENCES

To our members, retirees, and their families who were known to have lost loved ones

Chris Reddy	Father-in-Law
Greg Alston	Wife
Peyton Gravely	Self

Bringing Black History Into Focus

Americans have recognized black history annually since 1926, first as “Negro History Week” and later as “Black History Month”. What you might not know is that black history had barely begun to be studied—or even documented—when the tradition originated. Although blacks have been in America at least as far back as colonial times, it was not until the 20th Century that they gained a respectable presence in the history books. We owe the celebration of Black History Month, and more importantly, the study of black history, to Dr. Carter G. Woodson, known as “the Father of Black History”.

During the entire month of February, we pay tribute to the many accomplishments of Black Americans and we take STANTON V ADAMS great pride in recognizing this in this month's issue of the *CWA VOICE*.

On Equity

Brown vs Board of Education

BY ALEX LONG

During the month of February, we celebrate what is known as Black History Month. This is a month when people of all colors celebrate the achievements, as well as, the hardships suffered and fought by Black Americans of our past. This year, I feel it appropriate, that we remember Brown vs Board of Education, being that this is the 50th anniversary of that landmark court decision.

In the early 1950's, racial segregation in public schools were the norm across America. All schools were said to be equal at this time but, the reality of it was that most black schools were far more inferior to their white counterparts. In Topeka, Kansas, a black student by the name of Linda Brown had to walk a mile through a railroad switchyard in order to get to her school—even though there was a predominantly white elementary school closer to her home. Her father, Oliver Brown, tried to enroll her in the predominately white school, but was refused by the school principal. Mr. Brown then sought help from

McKinley Burnett, the head of the Topeka branch NAACP. The NAACP was eager to assist the Browns, as it had wanted to challenge segregation in public schools for some time, with Brown's complaint it had the right plaintiff at the right time. The U.S. District Court of Kansas heard the case from June 25-26, 1951. At the trial, the NAACP argued that segregated schools sent the message to black children that they were inferior to white children, and therefore, the schools were inherently unequal. The Board of Education argued that, because segregation in Kansas and everywhere else pervaded many other aspects of life, segregated schools simply prepared black children for the segregation they would face in adulthood. The courts ruled in favor of the Board of Education even though they agreed that segregation of white and black children had a detrimental effect upon them. They said a sense of inferiority effects the motivation of a child wanting to learn. That decision was appealed and on May 17, 1954, Chief Justice Earl Warren read the decision of the Unanimous jury stated as, “We conclude that in the field of public education the doctrine of ‘separate but equal’ has no place. Separate educational facilities are inherently unequal. Therefore, we hold that the plaintiffs and others similarly situated for whom the actions have been brought are, by reason of the segregation complained of, deprived of the equal protection of the laws guaranteed by the fourteenth amendment.” In short, **this required the desegregation of schools across America.**

This is one thing among many that we might want to remember in our observances of Black History Month in February. We, as union members, know the importance of equal rights for all people regardless of race, creed, or other beliefs that we choose to hold. We as members of the CWA are a diverse group of people from all races and from various walks of life. We know that our strength comes from each other together working as ONE. We as a union will not allow any members to be discriminated against by anyone or any company.

So, throughout the month of February, take a moment to reflect on how blessed we are as a people. Knowing and recognizing that there is no room for any kind of prejudice in *any shape, form, or fashion.*



Please check out and participate in one of the many observances of “Black History Month” throughout the area. Why not share your experiences & celebration information with your Local by calling (757) 456-2202

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO

Local 2202

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

Non-Profit Org
U.S. Postage
PAID
Norfolk, VA
Permit No. 198



Notes From The Retired Members Club

BY BETTY CARPENTER

The Christmas Luncheon was held on Tuesday, December 16th at the Chesapeake Conference Center with special music and a delicious lunch. Also; we had the installation of our new President Jackie Miller and Secretary Iris Perry. *CONGRATULATIONS TO BOTH OF YOU!*

Our next regular meeting will be on February 17th with coffee at 10:00 a.m. and the meeting at 10:30 a.m. On March 16th, we will have a Breakfast Meeting at the VFW Hall.

Margaret Becraft has planned the next trip on April 1st to the Washington Cherry Blossoms with a stop at the Lincoln Memorial, Vietnam Memorial, the Korean Memorial and the FDR Memorial. Also planned, is a cruise on

the Dandy to see the best view of the Cherry Blossoms and other interesting sights of our National Capital. The cost is \$72.00 per person. If you are interested, contact Margaret for reservations on (757) 464-2595.

Get well wishes have been sent to Linda Gwynn and Jean Deane. We regret the lost our friend and club member, Peyton Gravely, Sr. and also to Myrtle Vick on the lost of her husband, Harold.

Congratulations to Nettie Browder on her engagement with a wedding date set in January. Also, Rudy Gordon is engaged and plans to wed in January.

Bowling every Wednesday at 1:00 p.m. at the Indian River Bowling Alley. The cost is \$4.05 for three games. We have so much FUN! Come and join us!

Since our last paper, the Thursday Night Dinner Group went to the Pub in VA Beach, Frankie's Seafood at Chick's Beach, The Central City Grill and then in December to the Founder's Inn for a Christmas Luncheon. We have about 14 to 18 dining out on Thursday nights, so if you like to eat—come and join us for a good dinner and great fellowship.

If you have news for the paper, contact the following: Myrtle Vick, Marie McKnight, Mary Bess, Marion Trueblood, or Dorothea Klein. Thanks to Marie McKnight, Marion Trueblood, and Dorothea Klein for labeling, sorting, and preparing the newsletter for the Local last month.

CWA LOCAL 2202

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(757)456-2202

Recording: (757) 499-8499

Website: www.CWA2202.org

E-mail: CWA2202@exis.net

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Editor: Byron "Chuck" Taylor

Reporter: Chris Davidson