



Happy New Year!!!

Happy New Year to Everyone!
2004 was certainly an eventful year from overtime takeaways to government takeovers. But, nonetheless—**WE SURVIVED!**

My prediction for this year is that working persons should not put

away their heavy artillery just yet, there's likely more warfare to come this year. Yes, probably more legislative attacks against working persons, poorer decision-making on the part of inexperienced management, and whatever else the year may bring us. However, there's no doubt in my mind that we as the strong unionists that we are—we will overcome. We must stay strong. We must stay united. We must remember that we are ONE!

In addition to becoming more legislatively aware, another very basic ingredient for a union member to be involved is to attend their union's membership meetings. Membership meetings not only provide a good source of information, but offer an avenue for members to feel connected to everybody in the Local. Our Local's membership meetings are scheduled on the 2nd Monday of January, March, May, July, September, and November at 7:30 p.m. at the Ironworker's Hall, 5307 E. Virginia Beach Blvd. in Norfolk, VA (across from Virginia Natural Gas). Why not make a special effort to get information first-hand by coming to the next membership meeting. And who knows, you may just walk out of there with a "big, fat 'Pot-of-Gold'".

Here's to a 'Win for Workers'! Happy New Year!

—Byron "Chuck" Taylor

Scholarship Opportunities Available

College bound CWA members and family members may apply for scholarship programs offered by the union.

The CWA Joe Beirne Foundation has kicked off the annual scholarship offerings for 2005-2006 school years. The Foundation's Board of Directors has approved the awarding of thirty (30) partial college scholarships of up to \$3,000 each, and the winners also will receive second-year scholarships for the same amount, contingent upon satisfactory academic achievement.

Eligible for the scholarships are CWA members and their spouses, children and grandchildren, including the dependents of retired, laid-off or deceased members. Applicants must be high school graduates or high school students who will graduate during the year in which they

Avaya To Pay Techs \$3.75 Million in Settlement

A dispute over work that hundreds of retired technicians were to be allowed to do for Avaya in 2003 and 2004 has led to a \$3.75 million settlement, which will be distributed to affected CWA and IBEW members.

Ralph Maly, Vice President of CWA Communications and Technologies sector, said, Avaya was not complying with a provision bargained in 2003 that said the company would use retired employees for a certain number of weeks each year, unless Avaya could make a business case for opting out of the program. If so, the unions had to agree.

The first two quarters of the program, Avaya did not provide opt-in / opt-out information at all in an adequate or timely manner, Maly said. For the final three quarters—ending in December 2004—the company failed to reach agreement on 15 percent of the involved workers across the country.

CWA filed a grievance charging the company was violating the contract, hurting technicians who were expecting to work about three weeks per quarter. The company first offered to settle for \$1 million, but CWA pushed them to \$3.75 million. Maly said details about how the money will be divided and distributed to the hundreds of retirees involved are being determined.

apply. Undergraduate and graduate students returning to school may also apply.

Applications will be made solely on-line by filling out and submitting an application form at the Foundation's website: <http://www.cwa-union.org/members/beirne/application.asp>. Applications for the Beirne Scholarship will be accepted through **March 31, 2005—the final deadline**. The winners will be chosen by lottery drawings. Further information about the program can be found at the website: <http://www.cwa-union.org/members/beirne>.

Empire State College of the State University of New York is accepting applications for the Morton Bahr Distance Learning Scholarship program for the 2005-2006 academic years. Three (3) scholarships are available for the on-line study program named for CWA's president, who is an Empire State alumnus. The program is geared toward working adults and is open to union members, their family members and domestic partners. The deadline for applications is **June 1, 2005** and award decisions will be announced at the end of July. The Bahr scholarship awards fully covered tuition and fees and include an allowance for study materials and books. Students may pursue degrees in a wide field of subjects, and scholarship funding will continue as long as students satisfactorily complete at least one or two courses per semester (4-8 credits).

For more information and to apply, go to

<http://www.esc.edu/bahr>



Dear Union Brothers and Sisters,

From what I have seen so far of 2005, it looks like it's going to be a "hang on to the seat of your pants" year. In dealing with

Verizon, it's always like going back in time.

In Northern Virginia, Verizon continues to use contractors to place fiber for the FTTP project. This is in direct violation of our contract. It has caused the Union to file an Executive Level Grievance on this issue.

In dealing with the technicians who will be chosen for the first phase of the FTTP assignments, the company has decided to attempt to get the employees to sign a form indicating that they have read and understand the requirements. This acknowledgement is like signing a contract with Verizon. The truth is that we *only have one contract* with Verizon, and that was signed by the National Union. In this case, the company made it seem as though you would not get the position if you did not sign this acknowledgement. As an employee, there is no need to sign anything. The Union has requested that all signed forms be returned to the employees.

In another case, the company has decided to arbitrarily increase the production levels of the Performance Excellence Plan (PEP) for 2005. It reads, "An employee will be placed in the Plan if quarterly quantity performance is more than 10% below Area Manager's work group best six month average for the prior year (minimum position requirements)." I wonder why it couldn't be 10% below the manager's *worst* six month average. Here again, a grievance will be filed on this issue. In my opinion, there is no reason for the PEP to exist as we still have the appraisal plan in place and that has worked well for years. The only reason that I could see for PEP is to cover up the fact that management is not doing their job. Given that, I don't understand why they didn't call it the PMC (Poor Management Cover-up) Plan.

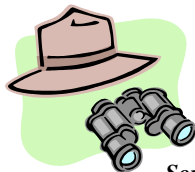
In another work group, we have a supervisor who goes to work with whips

and chains (just kidding) trying to get our members to abide by her rules. In this specific case, it's due to her lack of knowledge and inability to supervise. If only her mother or union officer father knew what she was doing to the family name?

In all of these cases, we are dealing with a management team that is relatively young and has a great deal of education ahead of them.

As always, it's up to our members to keep their eyes and ears open and report back to their job steward or the Local office whenever something funky is going on.

**In Unity,
Louie**



Sorry!

Wilbur L. Jones

did not locate his name in the November/December 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 about it in the
CWA VOICE**

CONGRATULATIONS!

Nancy Tanney
and
Chuck Taylor
who won the \$5.00 door prizes
at the January 10th
Membership Meeting.

Harry T. Fitch's name was drawn
for the Pot-of-Gold worth \$264.24
at the January 10th Membership
Meeting.
He was not present to claim his
prize.
The Pot-of-Gold has grown to
\$286.26.

**JOIN US AT THE NEXT MEMBERSHIP
MEETING ON
MONDAY, MARCH 14, 2005
7:30 P.M.
IRONWORKERS HALL
5307 E. VIRGINIA BEACH BLVD
NORFOLK, VA**

**Verizon Employees
Receive Rx Coverage For
Worker's Comp Claims**

We have been notified by Verizon that effective January 1st, MSC-Medical Services Company began administering a new prescription drug program for employees who sustain a compensable work-related injury or illness. This program will allow Verizon employees to obtain medication, prescribed by the authorized treating physician associated with their claim for workers' compensation by using a prescription drug card which will eliminate the out-of-pocket expense to the injured employee.

Fully-equipped computer lab facilities and on-site proctor services available at CWA Local 2202, 154 Newtown Road, Virginia Beach, VA

-CWA/NETT is a company tuition assistance approved program-

**cwa/nett
ACADEMY**

LOG IN TODAY,
FOR A BRIGHTER
TOMORROW!
WE DID!

WWW.CWANETT.ORG

On Organizing

Verizon Wireless Mobilization
WE ARE FIGHTING BACK
BY STEPHANIE PAZUR



The campaign to bring representation to Verizon Wireless workers continues as locals around the country conducted rallies and informational picketing in Districts 1, 2, and 4.

Local volunteers on our organizing committee (VOCs) who were part of the planned mobilization activities for December were Johnnie Wright, Andrea Kane, Carol Castillo, Jeanie Roberts, Janet Jones and Scott Zimmerman. The local organizers targeted different Verizon Wireless stores in our area as part of a statewide mobilization effort.

We are very proud of our Local's Organizing Committee and would like to extend our gratitude for all of their hard work and commitment. Rain and cold weather did not prevent them from asking the public for support as they passed out flyers detailing the company's union-

busting practices that have continued for over a period of ten years.

A war against working people is being waged by corporate America and we are fighting back. Our message to the company is, "we won't go away until you bargain with us." CWA will not give up the fight to organize Verizon Wireless. Wireless employees deserve justice and a future not only for themselves but also for their families. Their future is our future and the future of our children.

We as union members need to educate our families, friends, co-workers and VZ wireless employees on every given opportunity. Communicate with them about the union and make them aware we are trying to organize wireless. Our message to Seidenberg, Babbio and Strigl is that *our fight for justice will continue and we stand united in our fight.*

Mobilization Activities for the Vz Wireless Campaign in Local 2202 Areas

Vz WIRELESS STORE: 1224 GREENBRIER PARKWAY, CHESAPEAKE, VA

ASSIGNED TO: Johnnie Wright

- Flyers were not received in time to mobilize this location as planned.
- Special thanks to Paula Terveer for helping to cover this location after the assigned date of November 29, 2004.
- Thanks, Johnnie! There will be a next time.

Vz WIRELESS STORE: 4001 VIRGINIA BEACH BLVD., VIRGINIA BEACH, VA

ASSIGNED TO: Andrea Kane and Carol Castillo

- December 6, 2004
- The assigned VOCs received an excellent response from the public.
- All flyers were handed out and accepted. There was only one refusal.
- The VOCs were not asked to leave. In fact, they handed out information to a few of the wireless employees that were going to lunch.
- All of the Verizon Wireless stores are either inside shopping malls or within shopping centers.
- We consider this a breakthrough and we are very pleased. Catching them when they are off guard! Good Work!!

Vz WIRELESS STORE: HILLTOP -729 1ST COLONIAL RD., VIRGINIA BEACH, VA

ASSIGNED TO: Jeanie Roberts and Janet Jones

- December 13, 2004
- The assigned VOCs handed out flyers for an hour with only two refusals.
- This store is located in an outside shopping center. When the VOCs finished with the mobilization activities, they went down the strip a couple of stores for lunch when a Vz Wireless manager approached them saying, "you can't hand out flyers..." VP Roberts responded by saying, "we're not handing out flyers—we're finished." The manager responded saying, "I'm going to call the landlord". VP Roberts responded saying, "go ahead, honey, we'll be right here having lunch if he needs to talk to us." The manager left frustrated and not saying anything else. GREAT JOB!!!

We are letting Verizon know that we are serious about sustaining this corporate campaign and we are in it for the long haul. We will not give up the fight! This is a national campaign and we are not alone in our fight. Union Organizers will be in the company's face at every given opportunity. Our union is committed to do whatever it takes and for as long as it takes to make it happen.

Union Sisters and Brothers, we ask for your help and support. When you see us out there in front of a wireless location—honk your car horn, wave or better yet, come join us even if it's for just fifteen minutes. There is strength in numbers. As a union, we must stand united, be strong and show support for the wireless employees. United we stand, divided we fall. Remember, AT&T? Where are they today?

If you know someone working for Verizon Wireless, contacts are always helpful.

(See the report of Local 2202's mobilization activities for the Vz Wireless campaign below)

On Community Service Helping Our Own BY BYRON CHUCK TAYLOR

On Friday, December 24th, our member and Verizon RCMAC employee, Denyse Roberts, and her family were in en route to spend their Christmas holidays with family in Florida when their holiday break came to an unfortunate halt.

Denyse' daughter, Takiyah A. Roberts, 28, became seriously ill while en route, required an emergency hospital stay, and expired on Tuesday, December 28th.

Denyse not only suffered some unexpected expense, such as hotel stays, but also has the responsibility to care for her daughter's three young children, Nia Lauryn, 6, Isaiah Joseph, 5, and Elijah Amiyr, 3.

If you can help by contributing a monetary gift to assist this family, you may either have your shop steward deliver it to the Union Office or you can mail it

by Friday, February 4, 2005

to:
CWA Local 2202
ATTN:
Roberts Family Assistance
154 Newtown Road
Suite B-1
Virginia Beach, VA 23462

Please make checks & money orders payable directly to:
Denyse Roberts

If you have any questions or concerns, please contact:
Byron "Chuck" Taylor
CSC Chair
(757) 456-2202

*"An injury to one is the concern of all"
Slogan of the Knights of Labor*

Vz WIRELESS STORE: 1459 N. MAIN ST., SUFFOLK, VA

ASSIGNED TO: Scott Zimmerman

- December 18, 2004
- All flyers that were handed out by Scott Zimmerman were accepted.
- The VOC had no problems at all until the Vz Wireless store manager came out and was given a flyer. The manager asked, "You do know that I'm a manager, right?" Scott replied, "I do now" and laughed. The manager took the flyer, went back into the store and made a call. Scott finished handing out the flyers and went to his car. As he was driving away, he saw the manager standing out in front of the store looking for him.
- Scott did this on his own time. EXCELLENT JOB, Scott! Very smooth!

Agents Approve Contract at US Airways

US Airways passenger service agents, members of the Communications Workers of America, have ratified changes to their contract with US Airways to help the troubled airline as it seeks to emerge from bankruptcy.

The settlement was approved by a 60 percent vote in an Internet and telephone ratification process under the aegis of the American Arbitration Association. The contract, covering about 6,000 active agents, is amendable beginning Jan. 1, 2012.

The bargaining committee of local union presidents recommended approval of the settlement, given the carrier's bankruptcy status and the past decision of the bankruptcy judge to allow US Airways to temporarily cut workers' wages by 21 percent and implement further benefit cuts while negotiations continued.

Those cuts will end as the new ratified agreement takes effect on Jan. 1.

This agreement reduces average wages by 12.9 percent, an "improvement" over the 34 percent wage cut US Airways management was demanding in earlier bargaining.

February Is Women's Heart Disease Month BY PAULA TERVEER

Heart disease is the No. 1 killer of women over the age of 25. Many people believe that heart disease affects more men than women. But for the first time, in 2001, more women died of heart attacks and strokes than men. If you are an African American female or a woman over the age of 50, the risks increase substantially. There are a number of other risk factors to be aware of—family history, high blood pressure, high cholesterol, smoking, being overweight, sedentary lifestyles and diabetes. Some of these risks you can change, some you cannot. For starters, quit smoking, get physical and lose weight. See your doctor regularly to monitor and treat high blood pressure, high cholesterol, and diabetes. Having this knowledge and doing something about it enables you to reduce your chances of having a heart attack or stroke.

The warning signs of a heart attack in women can be less obvious than in men. Many women do not feel the chest crushing pain often experienced by men. The signs in women are a little subtler. Discomfort in the center of the chest that lasts more than a few minutes, or that goes away and comes back. It can also feel like uncomfortable pressure, squeezing, fullness or pain. You may feel pain or discomfort in the upper body such as pain or

Verizon To Match Employee Tsunami Relief Donations 2-to-1

The Verizon Foundation has established a special disaster relief program to encourage employee donations directed to help the victims of South Asia's deadly tsunami. Employees can triple the amount of their gifts to help victims of the tsunami by donating to the American Red Cross and to UNICEF (United Nations Children's Fund). The foundation will match employee's contribution 2-to-1, up to \$2,500 per year in disaster relief donations, to support tsunami relief efforts by these two organizations through January 31st. (Retiree contributions are not eligible for this match)

Employees must first register their gifts with the Foundation either on-line at <http://www.verizon.com/foundation> or by calling 1-866-247-2687 by January 31, 2005. Once registered, employees must have a printed copy of the "Matching Gift Coupon" which is to be mailed along with their check or money order to either the American Red Cross or to UNICEF.

National Wear Red Day for Women

Friday, February 4, 2005

Go **RED** for Women

discomfort in one or both arms, the back, neck, jaw, or stomach. Shortness of breath, breaking out in a cold sweat, nausea, or lightheadedness may also be experienced.

If you feel that you may be having a heart attack or stroke, call 911 immediately. Do not drive yourself to the hospital. Emergency personnel can begin treatment at once and are able to revive someone if their heart has stopped. Also, you will be seen in the hospital sooner if brought in by rescue squad or ambulance. For more information on heart diseases go to www.americanheart.org or call 1-888-MY-HEART.

To send your contribution to the **Red Cross**, send it to:

American Red Cross
International Response Fund
Tsunami/Earthquake Response
P.O. Box 37243
Washington, DC 20013

(Write "VERIZON-Tsunami Response" in memo section of check)

To send your contribution to **UNICEF**, send it to:

Nichole Brown
US Fund for UNICEF
Attn: (V) South Asia Emergency Relief
333 East 38th Street
New York, NY 10016

(Write "VERIZON-South Asia Relief" in memo section of check)

Important Info For Stewards

On occasion, there may be more than one set of notes taken at grievance meetings. For clarification, particularly on files which may proceed to arbitration, please ensure that your notes have the following info at the top of page one on all sets of notes:

- ✓ Whether it is **Step I** or **Step II**,
- ✓ The **Date of the Grievance Meeting**, and
- ✓ The **name of the note taker**

Vz FTTP Jobs in Hampton, VA

We have received several varying updates from Verizon HR regarding the new FTTP jobs to be filled at the Fiber Solution Center (FSC) in Hampton, VA. Currently, we have been advised that both positions, the Fiber Network Technician and the Fiber Customer Support Analyst, are covered by RAMP and that only a passing score on the UTB-R is necessary to qualify employees for these positions.

Additional qualifiers gained by employees through outside venues or intra-company resources such as, NetLearn or Inter-NetLearn, should still be considered in qualifying for these positions.

The Only Errors are
Human Errors
BY CHRIS DAVIDSON



Here we are at the beginning of a new year. Once again, a chance to reflect on where each of us has been, and where we are going. It is good to reflect on where our union, our company, our communities, our cities, our state, our nation, and our world are going as well. They are all related, we are all related, and they effect us as much as we affect them.

I know that our union members are working, saving, donating, cleaning, repairing, in order to make our lives and homes better. We are collectively adding to the betterment of all the above listed reflections, right!

Use your life time to effect, rather than wasting it being affected. BAM! There it is! Now the real work begins, and it begins with you and me.

Individually, we are not perfect, impossible to create or produce perfect things, perfect results, or even define perfection perfectly. We can't even imagine a straight line much less draw one. We are at the mercies of delusion and optical illusion. Like spaceflight, we feat so high and fall so fast.

Keeping that in mind, we must read. Reading for understanding is the fastest way to attain knowledge. It gives us the ability, eventually, to decide if what we read is right or wrong, if our opinions are right or wrong, if others' opinions are right or wrong.

With those two points made, we will try our best to ask the right questions to get the right answers. Or at least decide if the answer sets off our "Tilt" lights. For example, when the Federal Government says, "We are working on a solution to 'fix' social security", shouldn't we be asking "Who is in charge of investigating, charging, and prosecuting the social security pension fund raiders?"

Next newsletter, I want to cover a related subject. Ask yourself, I think I know where children are getting their values and morals from, where are the adults getting theirs?

**"The boss don't listen when one guy squawks, but he's gotta listen when the union talks."
-An old song**

Happenings at VIS
Shout Outs For VIS
BY BRYAN HORTON

Bryan Horton is a VIS Steward and Advertising Consultant who has decided to share a little of what is going on in his union shop.

VIS members participated in the kick off of the "2005 South Hampton Roads Canvass" at the Thoroughgood Comedy Club in Virginia Beach. The agenda at this function included breakfast followed by opening remarks from Jonathan Clark, GSM of VIS. Tony DeFillipo, from the Norfolk Convention and Visitors Bureau, provided tourism updates and information. Alain Villifranca, Hampton Roads Economic Development Alliance, also provided valuable regional information. After lunch, a comedian, the Educated Redneck, performed. Candace Winfield of Marketing presented Verizon's new WOMO section in the Yellow Pages as well as the "\$2 MILLION Mr. Super Pages Spending Spree Contest". The kickoff concluded with PowerStations on Competitive Media, a Prep Smart Overview, Credit Policy and Advance Pay, and Efficiency and Working Smart.

The kickoff was successful in preparing the Premise and Telephone Representatives for a competitive and successful canvas in South Hampton Roads.

CONGRATULATIONS to VIS' 2004 South Hampton Roads Canvass winners, Aletha "Le Le" Murphy (Telephone) and Kathy Querry (Premise). Also, VIS members welcome the following new hires from the November 8, 2004 class, Lisa Bennett, Dana Gilliam and Doreen Jackson.

CONDOLENCES

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

Joell Higdon-Ricks	(Grandfather)
Jeanette Brothers	(Mother)
William Shelley	(Father-in-law)
Maurisia Nixon	(Father)
Veronica Joyner	(Husband)
Aren Thompson	(Grandfather)
Morris Riddick	(Grandfather)
William (Mac) McConnell III	(Sister)
Denyse Roberts	(Daughter)
Chris (Tony) Izzo	(Grandmother)
Joanne Greene	(Father)
Antonia (Toni) Brand-Denton	(Fiancé)
Dawn Murray	(Mother)
Cara Miranda	(Mother)

Welcome New Members

A BIG WELCOME to our new members and transfers into our Local!

Kenny Kizewski	Andrew Callahan
Alicia O'Neal	Kip Washington
Daniel Maynor	Richard Anthony
William Floyd Jr.	Justin Harris
Paul Carr	John Beveridge
Craig Godwin	Anthony Markel
Evan Stumpf	Vincent Dorsey
Ronald Feldman	Marcus Williams
Beverly Helwig	Mark Bailey
Jimmy Buford	

Watch for New Attacks on Family and Medical Leave Act

A little short of breath? Need time off to get it back? If you are an asthma sufferer and want to take leave under the Family and Medical Leave Act, forget it. That is if our Conservative friends revive a bill that died with the 108th "Congress."

Since President Clinton signed the Family and Medical Leave Act in 1993, more than 40 million Americans have taken up to twelve (12) weeks' leave—or maybe just an hour—of job-protected, unpaid FMLA leave to take care of their own illness, disability or during maternity, to care for a newborn or newly adopted child, or to care of a seriously ill family member.

But, in January 2003, conservatives in both houses introduced legislation, strongly supported by the business lobby, that would seriously diminish the benefits workers currently enjoy under the FMLA by excluding certain serious or chronic health conditions such as life-threatening asthma, diabetes or crippling arthritis.

The bills would also limit workers' ability to use FMLA leave by requiring that they take it in four-hour chunks rather than in the smallest increments that their employer allows for other types of leave.

Worst of all, the bills would face workers to choose between taking unpaid but job-protected FMLA leave or using employer-paid leave benefits, losing their FMLA protection and becoming more vulnerable to dismissal.

While the Family and Medical Leave "Clarification" Act failed to pass, said CWA's Chief Lobbyist Lou Gerber, "CWA activists must be keenly aware that the GPO may still seek enactment of legislation that would weaken the Family and Medical Leave Act."

The Family and Medical Leave Clarification Act, S.320, was introduced by Senator Judd Gregg (R-N.H.), chairman of the Senate Committee on Health, Education, Labor and Pensions. Its companion bill of the same title, H.R.35, was introduced by Representative Judy Biggert (R-Ill.).

Rather than limiting FMLA benefits, CWA has supported the Family and Medical Leave Expansion Act (S.304), introduced by Senator Chris Dodd (D-Conn.), which would bring FMLA benefits to companies that employ as few as twenty-five workers in a 75-mile radius, as opposed to the current fifty. It would also expand the Act to cover time off for workers to care for themselves or a daughter, son or parent who becomes a victim of domestic violence.

A more recent bill introduced by Representative Lynn Woolsey, the Family and Work Balancing Act of 2004, would expand the FMLA to cover parents attending school



Notes From The Retired Members Council
BY BETTY CARPENTER

The Christmas Luncheon was held at the Chesapeake Conference Center on December 21st with delicious food and a great time to see old friends. Jean Deane was sworn in as Vice President and Joan Bivens as Treasurer by Louie Scinaldi, President of CWA Local 2202. There were approximately ninety-five persons present. Attendance included Gwen Mulholland, Gerald Carson, Ann Varn, Al Sawyer and his wife, Nettie Browder Martin and her husband, Sybil Beasley and "Mr. B", Dorethea Kline, Macon and Carolyn Felts, Inez Windley, Sally Fitzgerald, Margaret and Luther Becraft, Catherine Langford, Mary Bess, Myrtle Vick, Shirley Hawkins, Herb and Pat Videll, and many more attendees. It was just a good time to see and talk with our former co-workers.

The regular meeting held on January 19th was a reorganization meeting to include reestablishing all committees. Of course, if you would like to serve on a particular committee, there is always room for one more! Our next meeting is scheduled for Tuesday, February 15th opening with coffee and tea at 10:00 a.m. The meeting will begin at 10:30 a.m.

Special thanks go to everyone participating in council activities during 2004. And good luck to the 2005 Club officers, Jackie Miller, President, Jean Deane, Vice President, Iris Perry, Secretary and Joan Bivens, Treasurer. Also, thanks to Bootsie Guess who served as the Club's Vice President for several years.

HAPPY BIRTHDAY wishes goes to *Verna Stevens* who will be 92 years old on February 26th.

We have been notified that the following persons have not been well, Mary Lee Gilliland, Sally Hope and Frank Nugent. We send our get well wishes out to all of our members who are under the weather.

Margaret Becraft and her group of travelers went to Atlantic City in January and had a wonderful time. She is planning several trips, including one to Lancaster, PA, and then to New York. So, if you are interested in traveling with a good group of people and looking to have fun, call Margaret Becraft on (757) 464-2595.

Don't forget bowling every Wednesday at 1:00 p.m. at the Indian River Bowling Alley, \$4.50 for three games.

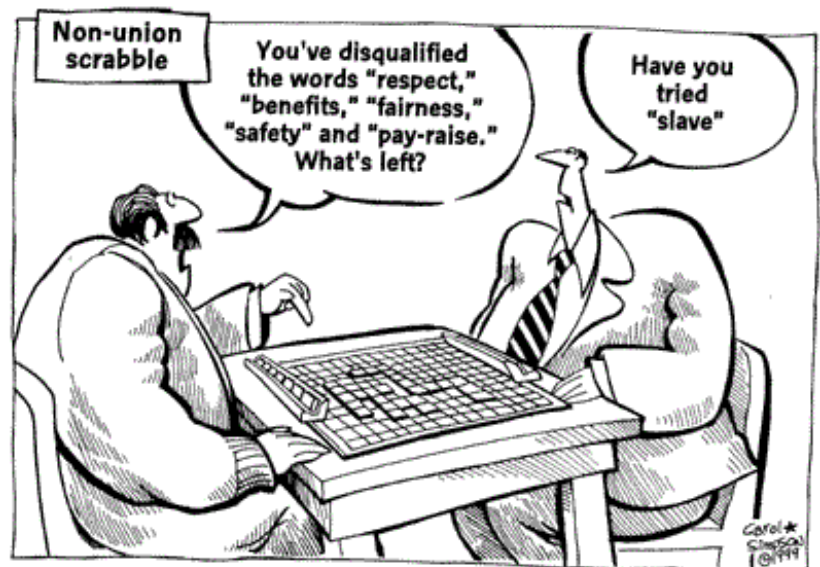
The Thursday Night Dinner group met and had dinner at the following restaurants: Olive Garden, Jimmy's Seafood and Steak Restaurant, Frankie's at Fairfield, The Grate Steak, Surf Rider, Applebee's, and many other interesting restaurants.

events or taking care of family emergencies, and would provide voluntary, universal pre-kindergarten, school breakfast for children who want it and dinner for students in after-school programs whose parents are working late ENAK AERDNA.

Two competing views—its obvious which would lead to a more compassionate America.

Come and join us for a good dinner and great fellowship.

If you have news for the newsletter, contact the following persons, Myrtle Vick, Marie McKnight, Mary Bess, Marion Trueblood or Dorothea Klein.





The **CWA VOICE** proudly salutes the achievements of Black Americans. In this issue, we acknowledge the celebration of Black History Month by remembering **Asa Philip Randolph**, an esteemed civil rights and union leader.



"The overwhelming majority of blacks are workers, and organized labor is the home of working men and women ... so blacks and labor are natural allies."

A. Philip Randolph

One of the labor movement's many black heroes is A. Philip Randolph, a civil rights and union leader who spent his life fighting for justice for all Americans.

Born in 1889, Asa Randolph was a preacher's son. He grew up in Florida, but left the south as a young man because there were so few opportunities for blacks. He settled in Harlem, New York, joining thousands of other African-Americans. He went to college at night and got involved in political activities at school.



PHOTO SOURCE: LIBRARY OF CONGRESS

In 1917, he launched a monthly magazine, Messenger, focusing on economic and political action among America's blacks. It sold for 15 cents a copy.

In 1925, a group of sleeping car porters asked Mr. Randolph to help them organize a union to improve their working conditions and wages. The porters, all black men, worked for the Pullman Company, which owned the sleeping cars on passenger trains. Porters carried bags, made beds and cleaned the cars. They also shined shoes and performed other services they weren't paid for, making them feel more like servants than employees.

Called the Brotherhood of Sleeping Car Porters, the organization grew under Mr. Randolph's leadership. The company tried to stop the union's organizing campaign by threatening and firing workers, but the porters didn't give up. In 1937, the company finally signed a contract, agreeing to raise the porters' wages and cut their long work hours in half. It was the first time in America's history that a white employer had signed an agreement with a black union leader.

After the victory, Mr. Randolph was widely recognized as a labor leader. In 1940, he toured the country to build support for a march in Washington D.C. to force the federal government to stop discriminating against blacks who worked in the defense industry. The march was cancelled after President Franklin Roosevelt signed an order banning such discrimination.

In 1947, Mr. Randolph fought to end segregation — the separation of white and black troops — in the U.S. military. He urged blacks to boycott the armed services by refusing to register for the draft. The boycott was a victory, forcing President Harry Truman to sign an order banning discrimination and segregation in the military.

In 1955, Mr. Randolph was elected to be the first black vice president of the American Federation of Labor and Congress of Industrial Organization, the AFL-CIO.

He organized many marches and demonstrations, including the "March on Washington for Jobs and Freedom" in 1963. More than 250,000 Americans participated. The march was where civil rights leader Martin Luther King Jr. made his famous "I Have a Dream" speech.

In 1964, Mr. Randolph's lifetime of work was recognized with a Medal of Freedom, presented by President Lyndon Johnson. The medal is the country's highest award for civilians.

A year later, Mr. Randolph founded the A. Philip Randolph Institute, an organization to enhance the role African-Americans play in their communities and in labor unions.

Mr. Randolph died in 1979, a few weeks before his 90th birthday. His work continues through the institute.

"Freedom is never given; it is won."

A. Philip Randolph

"We should emphasize not Negro History, but the Negro in history. What we need is not a history of selected races or nations, but the history of the world void of national bias, race hate, and religious prejudice."

Carter Woodson, founder Negro History Week, 1926

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 Avaya,
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 (757) 456-2202

Recording: (757) 499-8499

Website: www.CWA2202.org

E-mail: CWA2202@exis.net

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 Byron "Chuck" Taylor

Editor

John Wills, *Executive Editor*

Chris Davidson, *Reporter*

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
 Local 2202
 154 Newtown Road, Suite B-1
 Virginia Beach, VA 23462

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CALENDAR

January

- 2** The *Industrial Workers of the World (IWW)* was founded in Chicago in 1905. Known as "*Wobblies*", these advocates of revolutionary unionism believed that only by building "*one big union*" could the workers of the world combine to overthrow the management class.
- 3** **Executive Board Meeting, 6:30 p.m.**
 Union Office
- 10** **General Membership Meeting, 7:30 p.m.,**
 Ironworkers Hall, 5307 E. Virginia Beach Blvd., Norfolk, VA
- 12** Novelist Jack London's birthday, in 1876. This excerpt is ascribed to the author: "*After God had finished the rattlesnake, the toad, the vampire, He had some awful substance left with which He made a scab. A scab is a two-legged animal with a cork-screw soul, a water-logged brain, a combination backbone of jelly and glue. Where others have hearts, he carries a tumor of rotten principles.*"
- 15** Dr. Martin Luther King, Jr.'s birthday, in 1929. In addition to his contribution to the Civil Rights movement of the 1950s and 1960s, King was an earnest crusader for labor, particularly municipal and hospital workers.
- 17** Dr. Martin Luther King, Jr.'s birthday observed.

Ralph Chapin published the famous labor anthem "*Solidarity Forever*" in 1915.

26

The Amalgamated Meat Cutters and Butcher Workmen of North America was born in 1897 when it received a charter from the **American Federation of Labor (AFL)** to organize "every wage earner from the man who takes the bullock at the house until it goes into the hands of the consumer."

27

Samuel Gompers, the first president of the AFL, was born in 1850 in London, England. He emigrated to the US as a youth. A cigar maker by trade, Gompers received some of the education that shaped his approach to unionism through his work on the shop floor. The core leadership of the trade union movement built in the 1880s came from similar groups of politicized workers.

8

Mary Kenney 'Sullivan, factory inspector and labor leader, was born in 1864. She was appointed by American Federation of Labor President Samuel Gompers as the organization's first female general organizer.

14

President Theodore Roosevelt signed a law creating the Department of Commerce and Labor in 1903.

15

Susan B. Anthony, female suffragist, women's rights advocate, and labor activist, was born in 1820.

February

1

National Freedom Day. Anniversary of President Abraham Lincoln's approval, in 1865, of the 13th Amendment to the United States' Constitution which abolished slavery.

4

National Wear Red Day for Women
 Labor leader and Industrial Workers of the World co-founder *William D. "Big Bill" Haywood* was born in 1869.

5

In 1830 the first daily labor paper, the *New York Daily Sentinel*, began publication.

7

Executive Board Meeting, 6:30 p.m.
 Union Office

8

Steward's Meeting, 7:00 p.m.
 Union Office

21

President's Day observed

March

7

Executive Board Meeting, 6:30 p.m.
 Union Office

14

General Membership Meeting, 7:30 p.m.,
 Ironworkers Hall,
 5307 E. Virginia Beach Blvd., Norfolk, VA