

# CWA VOICE



The Communications Workers of America, Local 2202

Virginia Beach, VA

March/April 2004

## Grocery Workers Settle Contract

Recently, United Food and Commercial Workers (UFCW) members in Southern California voted 86 percent to ratify a new 3-year agreement affecting 70,000 grocery workers at almost 900 stores, with three supermarket chains, Safeway, Kroger and Albertsons, on February 26, 2004.

After 20 weeks (5 months) on strike, workers won their fight to protect affordable health care, their pensions and job security. The companies demanded separate health and pension plans for current and future employees which would have resulted in the effective elimination of health care and retirement security benefits for workers.

Workers stuck together and won affordable health care benefits for new and current workers with no weekly employee premiums in the first two years, and only nominal payments, if needed, in the third year. Worker gains also included employer contributions of nearly \$190 million to re-build the health plan reserves, a combined pension fund for new hires and current employees, and a wage payment averaging about \$500 in the first and third years of the contract.

In standing up for affordable health care, the grocery workers put health care on the national agenda and sent a message to employers everywhere that attempts to eliminate health care benefits will come at a high price. The strike also raised the alarm for national health care reform.

(See "grocery" on next page)

## CWA Endorses Senator John Kerry for President

On Friday, January 30, CWA became the first major union to endorse Massachusetts Senator John Kerry for the Democratic presidential nomination. CWA gave careful and deliberate consideration to a presidential candidate whom we could recommend to our members. We looked for a candidate with a strong record of support for the issue that working families care about. We looked for a candidate that CWA members could unite behind. We looked for a candidate of vision and character with a message that will inspire American people. We believe Sen. John Kerry has the record, the vision and the message to win in November's presidential election.

In a conference call with Kerry and reporters shortly after CWA's endorsement, CWA President Morton Bahr said the union will work hard to help the senator win and remove the most anti-worker administration in generations. "We've been building a grassroots political campaign around the country, and we'll be ready to go in every state," he said.

"I'm thrilled to have the endorsement of CWA, and I know that your grassroots effort and your energy will make a big difference," Kerry responded, saying he will fight for workers' rights, new jobs and "making the rules of international trade fairer to workers."

Bahr urged Kerry to keep health care reform on the front burner, noting that the threat of health care concessions is looming in upcoming talks with SBC and has been a central issue in many labor disputes. "This is the most contentious issue in collective bargaining today, and it's the biggest human problem in America," Bahr said.

A health care program "is the first bill that I will be presenting to the Congress when I'm president," Kerry said.

After the CWA Executive Board voted to make the endorsement in a conference call, Bahr issued a statement saying, "John Kerry's message resonates broadly, not only among Democratic activists but also among independent voters of all ages and backgrounds, who will be crucial to a Democratic victory this November." He called Kerry "the strongest candidate to carry the party's banner and reclaim the White House from an administration that listens solely to the corporate and wealthy elite's at the expense of working families."

Bahr told reporters how Kerry recently stood up for CWA members by pressing for coverage of airline passenger agents under federal air rage legislation, and in sponsoring a bill to let the public know where call center workers are located to try to discourage overseas outsourcing.

"You've been there for us many times over the years," Bahr told Kerry, "and we're proud to be at your side in this campaign."

Although your vote is a personal preference, we urge you to take careful consideration to support Senator John Kerry as a candidate for the presidential elections on November 7. For additional CWA election 2004 information, check out the CWA-COPE web-site at [www.cwa-cope.org/issues](http://www.cwa-cope.org/issues) or call the union office on (757) 456-2202.



## Urgent Action Requested

Particularly during an election year, working persons **must** pull together and become actively involved in the political arena to ensure that those persons who are running for elected office support legislation that promote the rights and protections of labor. With this said, we urge **ALL** of our members to register to vote (if not already registered) and exercise your right to vote in your municipalities. Also, encourage your family and friends to vote telling them the importance of having worker-friendly politicians in public office.

If you have recently moved or need to update your current address, need to change your name on record, have questions about your voting precinct, or just have questions about the voting process—contact the Voter Registrar for your city under the government blue pages in your telephone directory. And remember, your union is here to assist you by calling (757) 456-2202.

## Local 2202 Annual Scholarship

Details and application in this issue



**Dear Union Brothers and Sisters,**

Your 2004 Verizon proxy statement will be in the mail soon. This will serve as notification that we will be collect-

ing them this year. The shareholders meeting will be in Richmond, VA on April 28, and the CWA as well as the AFL-CIO have resolutions on the ballot. CWA's resolution reads as follows: "Resolved: The stockholders request that the Board of Directors take the steps that may be necessary to adopt a senior executive compensation policy, in compliance with state law and any existing contractual obligations, which would prohibit awards of stock options or restricted stock in any tracking stock or separately traded public company that may be created on the basis of assets that are owned in whole or in part by Verizon."

The AFL-CIO filed the following proposal: "Resolved: The stockholders request that the Board of Directors: (1) adopt a policy that the Chairman of the Board will be an independent director who has not previously served as an officer of Verizon Communications; and (2) provide that the policy shall be implemented on or after the date of the 2005 Annual Meeting without violating any existing contractual provision."

The statement of support on both of these resolutions will be included in your mail out. When you receive your proxy statement, please sign, date and vote "yes" on both of these resolutions. Your steward will be happy to collect it from you, or you can turn it in at the Union Office.

Please be a part of this very important mobilization. Our voice must be heard loud and clear.

In Unity,  
Louie

## The National Association of Letter Carriers (NALC) 2004 Food Drive Saturday, May 8<sup>th</sup>

Please support our Brothers and Sisters in their annual project to benefit the local FoodBank Organizations.

Simply place your non-perishable food items at your mailbox for pickup on May 8, 2004

("grocery" continued from previous page) The support and solidarity of millions of people and organizations across America was essential to the workers. From the first day on, customers refused to cross the lines with an average of 75% of customers shopping elsewhere, amounting to estimated losses of more than \$2 billion for the companies. Worker's spirits were also lifted by community support including rallies and hundreds of thousands of dollars in food and financial aid. Many national and local political, faith and labor leaders, including the CWA, put their bodies on the line to defend the grocery workers and America's middle class. Just days before the settlement, presidential candidate Sen. John Kerry joined the workers holding the line stating, "I honor these hard working men and women for taking a stand, on behalf of workers everywhere, in the fight for national health care reform... No worker should ever have to stand on a picket line in order to provide quality health care for their family."

## Verizon ARC Call Handling Moved

The union has been notified that effective March 1<sup>st</sup>, the Company began handling absence reporting for Potomac employees (former C&P areas) in Coppell, TX. Prior to this date, absence reporting for our area was handled in New York.

There are no changes to employee procedures. Employees will call the same telephone number to reach the Verizon ARC (Absence Reporting Center) which is (800) 377-7333. The Texas center will answer calls between 7:30 a.m. and 6:00 p.m. EST.



## Moving?

Let us know—so we can keep your important union mail coming!

Call us on  
(757) 456-2202

## CONGRATULATIONS!

To  
Carol Castillo and Adrienne Long  
who won the \$5.00 door prizes at  
the March 8<sup>th</sup>  
Membership Meeting.

Raymond M. Korchak's name was  
drawn for the Pot-of-Gold worth  
\$154.14 at the March 8<sup>th</sup>  
Membership Meeting.  
He was not present to claim his  
prize.

The Pot-of-Gold grows to \$176.16.

JOIN US AT THE NEXT  
MEMBERSHIP MEETING ON  
MONDAY, MAY 10, 2004  
7:30 P.M.  
IRONWORKERS HALL  
5307 E. VIRGINIA BEACH BLVD  
NORFOLK, VA



## Verizon Changes Vendor for Employee Rx Safety Eyewear

We have been notified that Verizon has had a change in vendors offering prescription safety glasses. The new vendor is AOSafety. Employees who experience difficulty when attempting to obtain safety glasses should call the union office.

## Mark your calendars Annual CWA Local 2202 Picnic

The Entertainment Committee is happy to announce that the date for our 2004 Annual Local Picnic is Sunday, September 19<sup>th</sup>. Please mark your calendars and share this joyous news with others.

Now, get ready and pray for a pretty day!

*More details to come!*

## What Every Member Should Know Weingarten Rights

Whether you know it or not—it's always a good idea to reinforce what rights you have as an employee when confronted with (or having the idea that you will be) discipline(d). It's simply *one time too many* that employees are faced with discipline not realizing that where union representation exists—that they are entitled to having union representation. And it is for this reason that we would like our membership to be fully equipped to confront the inevitable disciplinary (or investigatory) meeting with management.

Your right to union representation when you *even think* that discipline could result from a meeting with management is secured by a landmark case known as the "*Weingarten Ruling*". Under Weingarten, first and foremost, employees are entitled to union representation when confronted by management regarding an investigation that will lead to discipline or a meeting where the employee feels that he or she will be disciplined. This allows the employee to consult with a union representative *of their choice that is available* prior to the investigatory interview and it also allows the union representative to speak to management about the nature of the interview prior to the meeting as well.

It is *imperative* that employees who either *know that discipline will be administered* or *feel that there will be discipline given*—**request union representation immediately**. The employer is not obligated to suggest or to secure union representation for an employee who has been confronted with the possibility of discipline. Once an employee has requested union representation, the employer must submit in order to allow the employee to secure union representation before conducting the investigatory interview. The NLRB (National Labor Relations Board) can order reinstatement with full back pay for an employee disciplined or discharged for cause, when the employee's Weingarten rights are violated.

At most work locations within the Local 2202 area there are Job Stewards available who are willing to step right in and serve our members at anytime. Important union information including listings of Job Stewards for your specific work site, can be found on the union bulletin boards at various company locations, by going to our web-site at [www.cwa2202.org](http://www.cwa2202.org) or by calling the Union Office on (757) 456-2202.

## CSSC Absences Under Scrutiny by the Company

It has been brought to our attention that our CSSC members are being asked to provide the Company with doctor's notes, prescriptions, etc. in order to validate absences which are already certified through Verizon's Absence Reporting Center (ARC).

And to top that off, we have been advised that CSSC management has even attempted to negotiate with employees by asking them to use their contractual time off such as vacation days in lieu of taking bargained-for sick days. This is not acceptable. Not only would a request like this quickly diminish a Consultant's vacation time but it could also have an effect on the 18%, which could limit that particular employee or another employee for their time off request.

Those who have been effected by this situation should contact their Job Steward or call the Union Office.



*Celebrating the  
many  
achievements  
of the Woman*

*during the entire month of  
March  
"Women's History Month"*



*Remember  
CWA  
Wears  
RED on  
Thursdays!*

**Called Out  
for  
Discipline?**

**Know Your  
Rights**

**Weingarten  
Ruling**

**Call Your  
Steward**

## Verizon Denying Certified Intermittent Leave Based on 1250 Hour Rule

Our legal department is preparing for a legal fight over the company's denial of FMLA leave when sought during a chronic condition for use of "intermittent leave". If an employee is certified for intermittent leave, but the leave is denied because the employee did not have 1,250 hours worked prior to the leave, this leave denial could well be illegal and the employee's claim could be included in a lawsuit.

For FMLA intermittent leave, an employee usually only has to be certified for periodic leave just once (every six months) and that is when the employer verifies that the employee has worked 1,250 hours in the prior year. If the employee has 1,250 hours when first certified for intermittent leave, then the employee does not need to meet the 1,250 hours standard each time they take leave (during the certification period). But, Verizon is routinely denying intermittent leave when the employee does not meet the 1,250 standard during the leave certification. This denial has been found unlawful by some courts and the Department of Labor.

CWA is preparing a lawsuit on this issue and needs information on all employees who have faced FMLA denials for this specific reason. If you have such information or know someone who has had an FMLA leave claim denied for this, please contact the Union Office. Also; we are asking that employees effected by this situation to complete a form letter which can be printed from our web site under the tab **Forms** and direct it to the Verizon ARC as well as filing a complaint with the Department of Labor. If there are any questions, please call the Union Office on (757) 456-2202.

## Welcome New Members

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

Trycena Freeman  
Wilbur Jones  
Pierre Blanquart  
Benjamin Parker  
Justin LaPine

Jackson Brown III  
Reanna Doyle  
Bryan Horton  
Raymond Korchak  
Alma Midgett

## ACFC “Caring For Your Work & Family”

As a Verizon employee, have you ever utilized any programs such as *Kids In The Workplace* or *VZ-LIFE* (formerly *LifeBalance*) or have had contact or are familiar with the services of an *EAP* Counselor? Well

all of those services are bargained-for benefits monitored by a bargained-for Committee known as the *Advisory Council on Family Care (ACFC)*.



The ACFC is definitely not your usual run-of-the-mill committee. It is a very resourceful joint committee made up of CWA leaders and Verizon managers. Since 1996, this committee was bargained-for especially to meet the family and daily-life needs of the CWA membership in the Mid-Atlantic region.

Some of the ACFC program highlights are:

- ◆ Child Care and Adult/Elder Care Information and Referrals
- ◆ Kids in the Workplace – work-site care for school-age children on school holidays
- ◆ Education and Training – programs to provide information and support on issues of concern to members
- ◆ Family Care Fairs – work-site fairs to help you learn about caring for yourself and your family
- ◆ *And what's new from ACFC is... "Concierge Service: Your Personal Assistant"* – Help with the nuts-and-bolts of daily life. Call or e-mail *"Your Personal Assistant"* –anywhere, any time—and get the information you want—fast!

Maybe you need tickets for a show that is likely sold out or maybe you need to arrange for flowers or a birthday dinner for that special person—allow *Your Personal Assistant* to take care of it for you. Need info on childcare or selecting the right college—just give ACFC a call! You may access the ACFC services by calling toll-free **(877) ACFC-HELPS** (877-223-2435) or you may visit their web site at [www.ACFCcares.com](http://www.ACFCcares.com). VZ LIFE is now our Resource and Referral Service. This replaced our Ceridian contract from last year. There is now one number to call for EAP and Work/Life Services via VZ LIFE and that number is (800) 845-0632.

Lastly, the ACFC in conjunction with CWA/Verizon invite you to our Family Care Fair which will be in our area on July 23, 2004 at the Verizon Center location at 5701 Cleveland Street in Virginia Beach, VA. This event will help you learn about local and national resources, organizations and providers specializing in a wide array of services related to parenting, caregiving, health and wellness, pet care, consumer issues, and MORE!



**Congratulations  
To**

**Stanton Adams**

*Who located his name  
in the Jan/Feb  
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**



**National Nutrition Month®**

**March 2004**

**Dreams Can Come True  
Your Dream Vacation May  
Be Just \$10.00 Away...**

We are pleased to announce a very exciting and worthwhile joint promotion to benefit charity—the CWA / Principal Financial Group @ American Dream vacation give-away.

One lucky CWA member will win a trip to Hawaii while two runners-up will also be able to choose other vacation packages to destinations such as Florida, Las Vegas or New York City.

**Entering to Win is Easy!** All you have to do is:

1. Contribute at least \$10 to your favorite 501(c)(3) tax-exempt charity between January 1 and August 1, 2004
2. Ask for an acknowledgement of your donation
3. Send a copy of the acknowledgement along with an official entry form (available in the Union Office) to: The Principal Financial Group, PO Box 4968, Des Moines, IA 50306-4968

You only need to complete one entry form regardless of how much you donate, but for every \$10 you donate, you'll get one entry in the drawing. While you can choose which charities you want to give to, CWA's adopted charity of choice is the Elizabeth Glaser Pediatric AIDS Foundation. You can make donations by calling (888) 499-HOPE or by visiting [www.pedaids.org](http://www.pedaids.org).

## CONDOLENCES

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

Virginia Dituro  
(Husband)  
Eric Seargeant  
(Grandfather)  
Holly Jones  
(Father)  
Pearl Wallace  
(Mother)  
Moses Perkins  
(Father)  
Chris Bowden  
(Step Grandfather)  
Maurice Browne  
(Father)  
Terry Bergy  
(Mother)  
Soni Benn  
(Mother)  
Velma Crenshaw  
(Sister)  
Brenda Johnson  
(Grandmother)  
Amy Styles  
(Cousin)  
Mark Hirtz  
(Cousin)  
Wayne A. Hinton  
(Grandmother)  
Christine Gronemann  
(Grandfather)  
John Gronemann  
(Grandfather-in-law)  
Juanita Harris  
(Mother)  
Arnold Lindblad  
(Self)

## They BY CHRIS DAVIDSON

Today I have decided to write about something that would be beneficial to each of us. I realize that we had varied upbringings, backgrounds, and educational/vocational interests. All of that aside, most of us for Verizon now, and we are the union of Communications Workers of America. So, now, work-life is about who we are, not who we were, right? Right! You could describe this as “the me I always wanted to be”, or “the you—you always wanted to do” or even “you’re in the door, what you do on the other side of it, is up to you.”

If you have been reading the SQAR’s and paying attention to the VZ Code of Conduct, you would see that Verizon has growing concern about work place behaviors. I think we all agree there is fire and smoke on both sides of the employee/employer relationship, but lets just focus on our union members.

Dishonesty, lying, falsification and theft are the leading causes of dismissal in Verizon for any employee. We all know there are ground rules for friendship, manners, etiquette, and professionalism. We know that meeting them or ignoring them can create *cosmos* or *chaos* in the workplace.

When the VZ-CWA contract books arrive at your workplace, please read it too! Know your rights as well as Verizon’s. You are a union member, you pay dues every week, and you have a union meeting every other month that dispels rumors, gossip, lies, half-truths, and provides heads-up on future plans that VZ may have shared with CWA. You may win a jackpot that only costs a walk through the door for the meeting. You may find a new friend. You may find better friends. You may find a place of responsibility that speaks to your heart. When you speak of your union, you use *we* or *us*, not *they* or *them*. You take ownership and responsibility. The union will support its members in contract negotiations with VZ and disciplinary situations of its members. The union will have difficulty defending someone that is called up for fighting, yelling obscenities, fraud/dishonesty, and etcetera.

## Know Your Fellow Member William “Bill” Ciccone BY BYRON “CHUCK” TAYLOR

A real true-to-life *Survivor* is William “Bill” Ciccone. And it is not just because he is a raving fan of the popular reality television show, **Survivor**. It is because Bill is a definite *go-getter* with a very keen sense of direction.

Bill Ciccone, a Virginia Beach native, shared with us that he has considered becoming a contestant on the **Survivor** game show, however, after careful consideration he chose to simply be a weekly participant from the comfort of his home.

Bill is a some eight year Verizon Services Technician out of the First Colonial Road shop who began his communications career with a North Carolina cable company. With a little nudging from his wife, Tonia of almost 16 years now, Bill applied for employment with the BACCSI (currently VCSI) group. Bill became one of the pioneers who started working for BACCSI when it was originally created. At BACCSI, Bill worked in the trenches like most strong telephone workers and can even be credited for assisting to put in a lot of the wiring for VDOT off of Indian River Road and at the Virginia Beach Courthouse.

Bill having to work lots of overtime and undesirable hours, could not become as active in our union as he had wanted to in the beginning. Currently, Bill has an interest to work on the Entertainment Committee of our Local. He realizes that he has in the past missed a wonderful gathering at the Annual Union Picnic due to work scheduling, and says he wants to be a part of it this year.

Bill says his father was an installer with a union background and therefore knows that his union foundation has been built. Bill has served as a faithful Job Steward for almost six months. When we asked him what comes to mind to share with other persons about unions, Bill said, “I can describe it in ‘one word’ and that’s ‘unity’”. And that’s exactly what our goal is—to be as one.

Besides his wife, Tonia, and their two children, James, 15, and Ashley, 13, keeping him busy—together, Bill and Tonia, are the proud owners of **Great Neck Florist & Gifts**. They acquired their business recently on February 1<sup>st</sup> and they are enjoying every moment of it. Bill and Tonia have also extended to all CWA members a 10% discount. They would like it to be known that they do provide gift baskets for *almost any occasion and for anybody!*

Bill particularly gives the credit for artistic abilities to Tonia, although after speaking to him it’s evident that they really do enjoy doing what they do together.

Outside of Verizon, you might find Bill making late evening deliveries on behalf of his co-workers with monies raised at the shop for someone, or working his business, or taking on his favorite sport of paintball or simply enjoying a passion to just go fishing.

An Army veteran who served the country for approximately nine years, William “Bill” Ciccone is a true “*Survivor*” in more ways than one. We thank you Bill for the giving of “*you*” to CWA Local 2202.

**GREAT NECK FLORIST & GIFTS**  
*Great Neck Village Shopping Center*  
**1340 N. Great Neck Road; Suite 1256**  
**Virginia Beach, VA 23454**



*Proudly owned & operated by*  
*William & Tonia Ciccone*

*Specializing in gift & fruit baskets,*  
*live or silk floral arrangements,*  
*balloon bouquets, potted plants,*  
*We do Weddings, Birthdays,*  
*Anniversaries, Funerals, All Occasions*

*From the Simplest to the Most Elegant—*  
*We are More Than Just Flowers!*

*Give us a call on (757) 481-5800*  
**CWA Members receive 10% Off**

Past CWA President Joe Beirne once said, “Right is on our side, our cause is to fight for it.” CWA is about good, honor, and fair. The few that sacrificed for the many, the many owe much. In Solidarity...



**CHILD ABUSE  
PREVENTION**

***Is observed  
throughout the  
Month of April***

***Wear a blue ribbon to  
acknowledge it***

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 Telecom, Inc.  
 (757) 456-2202

Recording: (757) 499-8499

Website: [www.CWA2202.org](http://www.CWA2202.org) E-mail: [CWA2202@exis.net](mailto:CWA2202@exis.net)

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## Local 2202 Announces Scholarship

Being a member of Local 2202 now means that you or a member of your family can win \$500 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 a trade, technical or professional school. The deadline for completed scholarship applications will be Monday, July 12, 2004. The winner will be chosen by lottery at the July 12<sup>th</sup> 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 this page and return it to the Union Office by 5:00 p.m. on Monday, July 12, 2004. Only one application per union member will be accepted.



## Notes From the Retired Members Club

BY BETTY CARPENTER

A Breakfast along with our regular meeting was held on March 16<sup>th</sup>. The food was delicious and the fellowship was GREAT! The next regular meetings will be held on April 20<sup>th</sup> and on May 18<sup>th</sup> with tea and coffee at 10:00 a.m. and the meeting at 10:30 a.m. On June 15<sup>th</sup>, we will have our Annual Picnic at the VFW Hall.

We're planning for a great trip on April 1<sup>st</sup> to Washington D.C. for the Cherry Blossoms with stops at the Lincoln Memorial, Vietnam Memorial, Korean Memorial and the FDR Memorial and then a cruise on the Dandy. A special thanks to Margaret Becraft for planning this trip for us.

Get well wishes have been sent to the following: Elsie Humphreys, Mary Bess, Luther Becraft, Sally Hope, and Jean Deane.

Don't forget bowling is every Wednesday at 1:00 p.m. at the Indian River Bowling Alley, at \$4.05 for three games. PLEASE JOIN US!

Since our last paper, the Tuesday Night Dinner Group went to Frankie's Seafood at Chick's Beach, Frankie's Place for Ribs at Fairfield, Jimmy's Steak and Seafood and Olive Garden. 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 newsletter, contact the following: Myrtle Vick, Marie McKnight, Mary Bess, Marion Trueblood or Dorothea Klein. Thanks to Marie McKnight, MELISSA S EMERICK Marion Trueblood and Dorothea Klein for labeling, sorting and preparing the newsletter for the Local last month.

### CWA LOCAL 2202 SCHOLARSHIP APPLICATION

APPLICANT'S NAME \_\_\_\_\_

RELATIONSHIP TO MEMBER \_\_\_\_\_

MEMBER'S NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

HOME # \_\_\_\_\_ WORK # \_\_\_\_\_

APPLICANT'S SSN \_\_\_\_\_

NAME AND ADDRESS OF COLLEGE, UNIVERSITY, TRADE OR PROFESSIONAL SCHOOL

\_\_\_\_\_  
 \_\_\_\_\_

Scholarship Applications must be received at the Local Office by 5:00 p.m. on Monday, July 12, 2004  
 Mail or Drop off applications at:  
**CWA LOCAL 2202**  
**154 Newtown Road; Suite B-1**  
**Virginia Beach, VA 23462**