

CWA INVADES MOUSE LAND

Outsourcing Conference Disrupted at Disney Yacht Club

Chanting "American Jobs for American Workers," "Shame on You" and "No Outsourcing," about 150 CWA leaders, including Local 2108's Executive Board, demonstrated Feb. 23 at the 2004 Outsourcing World Summit in Lake Buena Vista, Fla.

The activists represented about half the participants at CWA's Communications & Technologies Leadership Conference, earlier this year. More planned to rally but their bus was turned back by security guards, who locked the gates to the Disney resort compound where the summit was held.

The CWA activists kept up a loud presence right outside the room where top managers of more than 100 companies - including CWA employers AT&T, Avaya and IBM - had been exploring how jobs moving outside the United States can benefit their bottom line. Security forces locked the managers inside, but union members remained until dispersed by police.

"American corporations, aided by policies of the Bush administration, are destroying the information-age jobs that were supposed to replace the millions of manufacturing jobs that have left our shores," said **Ralph Maly**, CWA vice president for C&T. "We need to bring an awareness to both business and the community that this has to stop."

The demonstration received media coverage on local TV in Orlando.



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From The President's Desk

CWA STANDS TALL IN THE HOUSE OF LABOR

On Saturday, March 13, 2004, Labor leaders, elected legislative representatives and invited guests filled the Washington Hilton Hotel for the 27th Annual Washington Metropolitan Council's AFL-CIO Evening with Labor awards.

The Evening with Labor is the event where Labor activists who exceed the normal commitment and excelled in legislative, political and community services are honored by their peers.

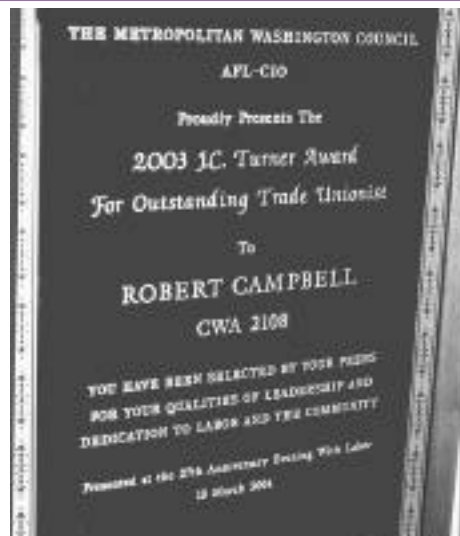
For CWA, this was a very special evening.

This year, it was my honor to accept the top award, the **J.C. Turner Award for Outstanding Trade Unionist of the Year**.

Two other CWA activists were honored as well.

Janine Brown, CWANational staff member was honored for her commitment to community services. Janine headed up the United Way Labor Division's employee campaign, volunteered for all events when asked, set up food drives at her worksite and generated contributions for striking fellow union members.

Brenda Savoy, from CWALocal 2336 in Washington DC, was honored for excellence in community services. Brenda has been a long time volunteer with all the



The prestigious 2003 J.C. Turner Award was presented to President Bob Campbell of CWALocal 2108 in March 2004.

Agency's youth program activities, serving on the **Labor-2-Youth Advisory Committee** and this year helping with food drives, the **Holiday Basket Project** and support for striking workers.

For me, receiving the **J.C. Turner Award** was one of the highlights of my union career.

It has been an honor to represent CWA at the Executive Board level of the Washington Metropolitan Council of the AFL-CIO, where I currently serve as the Secretary of the Board. Being honored at this level is truly a reflection of our Local 2108 Executive Board, the 2108 steward body and our members. We have been fortunate to be able to participate in the struggles of the Union movement as much as we have.

We in Local 2108 have also been fortunate to have had the support of all of the AFL-CIO affiliates when we needed it. Without the strong outspoken support of our affiliates, we very well may have been on strike this past August during contract negotiations with Verizon. When we called on them to pledge to move their phone services away from Verizon in support of our cause, they responded with a combined total of over one billion dollars of Verizon services for our leverage when we needed it most.

In my mind, this is what unionism is all about.

I congratulate each and every officer, chief steward, shop steward and member who go that extra mile when called upon to do so. I thank each of you for allowing me to accept the award on behalf of your hard work and commitment to the Labor movement.

Together, we are a force that cannot and will not be denied. Going forward, working together as only union members can do, I am confident we will;

"DO WHATEVER IT TAKES"

BOB

Communications Workers of America

2108 news

published monthly by
CWA Local 2108

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Amory Proctor.....Executive Vice President
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RMC 2108: The Retired Members Club

RMC2108 No Stranger to ID Theft

March brought warm weather and a full house to **CWA RMC2108**.

Our guest speaker was **Brad Heavner** of **MARYPIRG** (Maryland Research Interest Group). Mr. Heavner discussed the current hot topic of identity theft and the bills his group is lobbying for in the state legislature. MaryPIRG is working with state legislators to draft legislation that would prohibit companies and institutions from using Social Security numbers as the ID number on people's accounts. Social Security numbers are the main key for identity thieves to gain access to people's credit. The bill would also forbid companies from



Brad Heavner of MARYPIRG informs members of upcoming legislation on ID Theft.

denying service to customers who decline to supply their Social Security number unless the company truly needs the number for a transaction. Also is an "opt in" instead of "opt out" choice in order for businesses to share your personal information with other businesses.

After his talk, there was a question and answer session where members shared information as to what you can do if you are a victim of identity theft and also ways to prevent becoming a victim in the first place. A simple suggestion was that you not carry your social security card in your wallet in the event someone steals your wallet. Also it is a good idea to shred credit card solicitations instead of just throwing them away and never leave outgoing mail on top of your mailbox for the postal carrier to pick up. As member **Val Smith** can tell you from personal experience, this is an important issue.

You can find out more about **I.D. Theft** and **MARYPIRG** by logging onto www.marypirg.org.



Janice Crowe reports on the Atlantic City Trip

Following the guest speaker, the committee reports were presented. **Calvin Foster**, chairman of the Legislative and Pension Committee, reaffirmed his group's commitment to work on the healthcare issue, especially long term and home healthcare help. The Legislative Committee will be closely following this year's Presidential campaign to be sure these issues get the attention they deserve.

Ken Roach, chairman of the Service Committee, took a member's suggestion of joining the "Adopt a Road" project to the local's executive board to discuss a combined effort of the local and the retired members club to adopt Garden City Drive. Kenny will report back with more information.

Lee Frazier, co-chair of the Social Committee, along with Bonnie Roden, thanked those members who remembered to bring in their contribution to the pot luck lunch. The Social Committee, again, did a fantastic job of organizing and setting up our delicious luncheon. Some of the big hits were: lasagna, chicken casserole, macaroni and tuna salad, vegetarian chili, devilled eggs and bourbon hot dogs. The homemade cakes, cookies and brownies topped off a delicious repast enjoyed by all.

We were also excited to hear that another trip has been planned by the Social Committee. Kudos to **Janice Crowe** for making the arrangements for the first bus trip to Atlantic City. The trip is scheduled for Wednesday, April 28, 2004. The bus will leave the local parking lot at 8AM and return to the lot at approximately 10PM. There are only 47 seats on the bus which will be filled on a first-come first-served basis. Payment must be made to reserve a seat. The cost is \$22.00 per member and \$30.00 per non-member, allowing only two seat reservations per member. Checks should be made out to CWA RMC 2108 and mailed or delivered to the local 2108 office at 4301 Garden City Dr., Landover, MD 20785. (You may call **Denise** or **Luann** at the local office, **301.459.2108** to check on seat availability.)

Thanks to Vice President **Steve Thomas** for standing in for **Kathy**.



One of our active RMC2108 members recently passed away. Jim Martin 1943-2004. We'll miss you, Jim!

An unexpected family event caused the President to miss the meeting. Also thanks to Treasurer **Sharon Radowich**, for helping tremendously with the newsletter this month.

The 50/50 drawing was won by **Pat Davis** who collected **\$35.00** as her share of the pot. Congratulations Pat!

Next month's speaker will be **Sue Zwicker** from **U.S. Fish and Wildlife**. She will be addressing environmentally sound gardens. Hope to see everyone again next month at the April 14th meeting.

CWA LOCAL 2108 SCHOLARSHIP GRANT

CWA Local 2108 is proud to offer scholarships to our members and their families. Please read the rules below, and call the Local if you have additional questions, or would like to request an application.

1. Three \$2,000 scholarships are available.
2. Available to members in good standing since last negotiated contract, their spouse and dependent children or dependent children of deceased members.
3. \$1,000 will be mailed directly to the institution per semester.
4. Student must take at least 9 credits per semester.
5. Must have a letter of acceptance to college or accredited learning institution with application.
6. Drawing at July membership meeting as a raffle.
7. Community Service Committee will screen applications.
8. Applications must be postmarked by June 30, of current year.
9. **Resignation from the union will forfeit scholarship awards.**

NAME: _____ SOCIAL SECURITY # _____

RELATIONSHIP TO MEMBER: _____

ADDRESS: _____ HOME TELEPHONE #: _____

CITY: _____ STATE: _____ ZIP: _____

MEMBER'S NAME: _____ WORK TELEPHONE #: _____

NAME OF SCHOOL: _____

Protect Workers Now

Good Jobs...Safe Jobs

Decades of struggle by workers and their unions have resulted in significant improvements in working conditions. Unions have won laws and protections such as the Occupational Safety and Health Act and the federal Mine Safety and Health Act and numerous standards that have made workplaces safer for all workers. Union contracts have given workers a voice on the job. Nonetheless, the toll of workplace injuries, illnesses and deaths remains enormous. Millions of workers are killed or injured every year.

On **April 28**, the unions of the AFL-CIO observe **Workers Memorial Day** to remember those who have suffered and died on the job. As we remember workers who have died in workplace catastrophes, suffered diseases due to exposure to toxic substances or been injured because of dangerous conditions, we rededicate ourselves to the fight for safe workplaces.

Each year, nearly 6,000 workers are killed at work, 50,000 die from occupational diseases and millions more are injured. Many long-recognized hazards have not been addressed and new workplace hazards emerge. Ergonomic hazards cripple and injure more than 1.8 million workers each year and remain the nation's biggest job safety and health problem. Immigrant workers are being killed on the job in record numbers. Millions of workers have no Occupational Safety and Health Administration (OSHA) protection.

We will honor the victims of workplace injuries and illness by holding employers accountable for protecting workers safety and health. We will demand that the Bush administration stop putting corporate interests over the well-being of workers. We will call for action on needed job safety protections. We will demand stronger enforcement of the law and protection from known workplace hazards and from new safety and security threats. We will fight for OSHA coverage for all workers and the freedom of workers to form unions and, through their unions, speak out and bargain for safe jobs, respect and a better future.

On **April 28**, we will honor fallen workers. And we will keep on fighting until the promise of safe jobs is a reality.



CWA WALKS FOR THE CURE

Barbara Oliver, Chief Steward Local 2108

On May 16, 2004 CWA will participate in the walk to cure diabetes sponsored by the Juvenile Diabetes Research Foundation International. Most of us know someone who is suffering from diabetes and the impact it can have on their lifestyle. Over 17 million people in the United States have some form of diabetes which is the leading cause for kidney failure, adult blindness, amputation, heart attack and strokes. Every three minutes someone dies from diabetes. The WORLD HEALTH ORGANIZATION estimates by year 2025, 300 million people will have diabetes. Unfortunately many of them will be children. In 1970 a group of parents whose children have diabetes founded the Juvenile Diabetes Research Foundation (JDRF). Diabetes strikes a child suddenly and that child becomes insulin dependent for life and carries the constant threat of complications. Daily insulin provides support not a cure.

We, as unionists, fight our employers for a fair and equitable place to work. That same energy must be used to help our community.

CWA has always been at the forefront of such efforts as United Way, Pediatric Aids, and Red Cross and now the WALK FOR THE CURE is being led by our CWA's own president **Morton Bahr**.

Come join us on May 16, 2004 for a 5k walk around the tidal basin. For families with small children, there is a shortened walk available. The start and finish is at Freedom Plaza in Washington DC. The check-in is 830 A.M. and the walk starts at 10 A.M. Freedom Plaza is off the Metro Orange or Blue lines. For our members, free parking is available at our lot 4301 Garden City Dr. Following the walk, there will be post walk activities with participation from Washington Redskins, Wizards, Mystics, Washington Caps and more.

Teams will be formed and each person on each team is asked to raise 100.00. **The Verizon foundation will be matching all monies raised.** You can join a team or put a team together in your work group. To register your team contact your steward / chief steward or call the union office at **301.459.2108**. For those of us who are unable to walk you can still participate by making a donation to JDRF or supporting a team with a pledge. Donations to JDRF can be mailed to 4301 Garden City Dr., Suite 102, Landover Md. 20785 or see your steward/chief steward. You can also visit their website at: www.jdrfcapitol.org.

Come on out and support your co-workers and the community and have a great time. Let us unite to find a cure for diabetes. For more information contact **Barbara Oliver** or **Jenny Sylvester** at **301.459.2108**.



JDRF Juvenile Diabetes Research Foundation International

THE BUSH RECORD

by the Numbers

2.9 million

private sector jobs lost

January 2001 – January 2004 – Bureau of Labor Statistics

2.8 million

manufacturing jobs lost

January 2001 – January 2004 – Bureau of Labor Statistics

3 million

more people in poverty

2000–2002 – U.S. Census Bureau

14.7 million

**workers unemployed,
underemployed or given up**

– Bureau of Labor Statistics

1.9 million

**workers jobless for 27 weeks
or more – the same 10-year high rate
reached in August**

January 2004 – Bureau of Labor Statistics

1.7 percent

decrease in median family income

2000–2002, from \$43,374 to \$42,654 – U.S. Census Bureau

8 million

**workers could lose overtime
pay under Bush's proposed
Fair Labor Standards Act**

– Economy Policy Institute

10.5 percent

**of African Americans
officially unemployed**

January 2004, compares with 8.2 percent in January 2001
– Bureau of Labor Statistics

5 percent

of women officially unemployed

January 2004, compares with 4.1 percent in January 2001
– Bureau of Labor Statistics

7.3 percent

of Latinos officially unemployed

January 2004, compares with 5.8 percent in January 2001
– Bureau of Labor Statistics

9.8 percent

**of young workers are
officially unemployed**

Ages 20-24, January 2004, compares with 7.0 percent in
December 2000 – Bureau of Labor Statistics

Nearly 75 million

**American without
health insurance at some**

2001-2002 – Families USA

26 percent

**couldn't pay for family
health care needs**

2002 – The Pew Research Center

50 percent

**increase in average worker's
cost for family health insurance**

2000-2002, from \$1,619 to \$2,412 per year
– Kaiser Family Foundation; Health Research and Educational Trust

39 percent

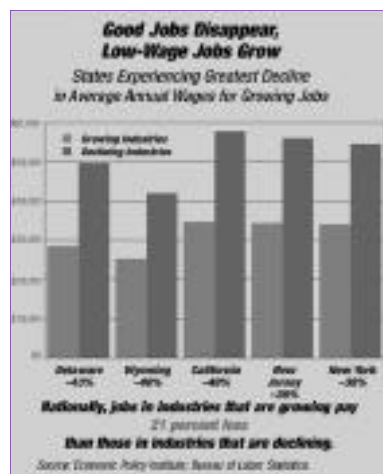
**of the 2001-2003 tax cuts going to
the top 1 percent of earners (those
with incomes above \$337,000 by
year 2010, if cuts become permanent**

Fall 2003 – Citizens for Tax Justice

7.4 percent

**of federal taxes
paid by corporations**

2003, compares with 27.5 percent in the 1950's
– Fiscal Year 2005 federal budget, Historical Tables, Table 2.2



Unions Endorse Kerry for President

The union movement recently endorsed **Sen. John Kerry** (D-Mass.) for president at a meeting of the AFL-CIO General Board. After the endorsement vote, Kerry joined workers and several hundred union members and federation and affiliated union staff and leaders at a rally at the AFL-CIO in Washington, D.C.

"Every place I have been in this campaign, I have seen the wreckage of the Bush economy....Jobs on the run....Every single year George Bush has promised to create jobs and every year he's ending up losing them," said Kerry, as union members waved colorful placards and signs in support of Kerry for president.

Four workers, including those who have lost or risk losing jobs and health care, also spoke at the rally, and Kerry vowed to take back the nation for them and all working families.

"Just last week, the White House promised to create 2.6 million jobs. But yesterday, **George Bush** said he couldn't be held responsible for knowing the numbers of new jobs because he's not in charge of numbers. Well it doesn't take a lot of fuzzy math to count to zero. We're going to put America back on track, back on the road to prosperity, the road of fairness, the road of jobs," Kerry said.

"We've had three years of national priorities that placed the special interests of corporations and the wealthy over those of regular workers and their families," said AFL-CIO President **John Sweeney**. "John Kerry will lead us in our fight to make creating good jobs America's number one priority—to make affordable health care a right and not a privilege."

The General Board represents the democratically elected leadership of the union movement, including the leaders of all 64 member unions, the AFL-CIO Executive Council, representatives of AFL-CIO state federations and trade departments. Several unions, including the UAW and UNITE, abstained from the endorsement.

Kerry Backs Overtime and Jobless Protections

Since his election to the U.S. Senate in 1984, Kerry has compiled a 91 percent lifetime AFL-CIO voting record on important working family issues. In 2003, Kerry voted to protect workers' overtime rights from the Bush administration's assault on the Fair Labor Standards Act that could cost 8 million workers their overtime pay. He backed the extension and expansion of federal unemployment insurance benefits for long-term jobless workers and voted to protect millions of retirees from the loss of their employer-provided prescription drug coverage as part of the recently passed and seriously flawed Medicare prescription drug law.



Other highlights of Kerry's legislative tenure include addressing the nursing shortage, increasing the minimum wage, expanding early childhood development and children's health insurance coverage, increasing law enforcement funding and providing assistance to families of Vietnam veterans who were victims of Agent Orange.

As president, Kerry said one of his first priorities will be to restore the nearly 3 million private-sector jobs—including 2.8 million manufacturing jobs—that have disappeared under the Bush administration.

Kerry will fight to roll back President George W. Bush's tax cut for the wealthy while expanding tax breaks for the middle class. Kerry told the Feb. 19 crowd he supports repeal of tax breaks and loopholes that reward "any Benedict Arnold CEO or corporation for exploiting the tax code to export American jobs overseas."

Kerry: Long-Time Supporter of Freedom to Form Unions

Kerry has a long record of supporting workers' freedom to form unions and supports card-check and employer neutrality in which employers recognize workers' choice if a majority of workers sign authorization cards asking for union representation. He also is co-sponsor of the Employee Free Choice Act (S. 1925) and supports measures to restore the bargaining rights of hundreds of thousands of workers in the Defense and Homeland Security departments that are under attack by the Bush administration.



Membership Meetings in Montgomery County

A Change in Location

After years of holding membership meetings at the American Legion Post #86 in Rockville, we say a fond farewell to the facility. The Local, which alternates the monthly meetings between the Local Office and the Rockville site, decided to move the meeting to a new location because of time constraints applied to us by the Post.

Starting on **May 12, 2004**, we'll move the Montgomery County meeting to the American Legion Post #268 in **Wheaton, MD**. The Post is located at **11225 Fern St.** in Wheaton (see map on right) between University Blvd (Rt 193) and Georgia Ave (Rt 97).

The Post's meeting room is larger, and can accommodate any lengthy meeting we may have. We are pleased that the Wheaton location will be closer to the Beltway for those of us coming from the Prince George's County area...it will certainly take less time to get there.

We hope to see many of you, from both counties, at the meetings at our new location on the second Wednesdays of May, July, September and November in 2004 at 6pm..



FMLA Problems

CWA is collecting information

CWA headquarters legal department has been working on FMLA problems encountered by Verizon employees.

The issue is the denial of FMLA leave when sought during a chronic condition for use of "intermittent leave." If the person 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.

For FMLA intermittent leave, the employee usually 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 the 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 collecting information 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 basis, please forward this information to your steward or chief steward, or by contacting the local office: 301.459.2108.

Offshore Outsourcing and Your Jobs

Beginning in the May issue of the *2108News*, we will present a series of articles on one of our most important battles...OFFSHORE OUTSOURCING.

At a time when unemployment in this country is rising to levels not seen in years, big American companies are finding it too easy to export their IT and call centers overseas to third world countries where labor is cheap, unions don't exist and the bottom line is the order of business.

Although CWA has a contract with Verizon severely limiting exportation of our jobs, that doesn't mean the company won't find ways to send additional new work overseas or develop strategies in our next contract to do the same.

We'll tell you what's going on in state and federal legislatures; what they're doing to stop or continue the practice of Offshore Outsourcing. We'll tell you what you can do to help stem the tide against companies that close their shops, layoff their workers and ship their centers to another country.

Stay tuned, and don't miss a single issue. After all, it may be YOUR job they come after next.

CWA Local 2108 Members

Personals

We wish to extend sincere sympathy to the family and friends of:

Wallace Ringgold, husband of **Lois Ringgold** who died on December 29, 2003.

Calvin Thornton, brother of **Janie Thornton** who died on January 26, 2004.

Kathleen Tate, sister of retired member **Sharon Radowich** who died on February 14, 2004.

Magdalene Beles, mother of **John Beles** who died on February 23, 2004.

Donald R. Lynch, father-in-law of **Nevin Helvey** who died on February 23, 2004.

Freddie Alderson, father of **Kenneth Alderson** who died on February 23, 2004.

Eleanor Harper, mother of **Marty Harper** who died on February 27, 2004.

Katherine Riedel, mother of **Shirley Specht** who died on February 29, 2004.

Inez Hightower, mother of **Michael Hightower** who died on February 29, 2004.

Hattie Mae Elder, grandmother of **Vincent Redd** who died on March 5, 2004.

James Martin, Jr., a retiree who died on March 11, 2004.

Ruth Henkel, a retired member and mother of **Ken Henkel** who died on March 15, 2004.

New Members

John Jordan
Linda Diaz

Melissa Lindsey
Lauren White-Wilkes
Paulette Blair
Towanda Adams
Tiffany Johnson
Kareem Oritola
Nicole Wright
Tamara Hawkins
Joseph Watkins III

Mike Arscott
Mohamed Ali
John Barry III
Edver Bourne
Vordis Bell
Gregory Brawner
Winter Brown
Lee Calloway
James Crouch
Gabriel Dorado
Troy Duncan
Traci Gomez
William Gunn, Jr.

Ross Howe
Gabe Inwood
Miatta Johns
Tezra Leak
Pamela Lockhart
Mary O'Neill
Bernard Rodwell
Malcolm Stewart
Christine Wright

Aimee Pomeroy
Dianna Taylor

Transferred Members

Ed Anderson
Patrice Alexander

Aimee Pomeroy
Robin Dargan

Linda Wombacher
Teresa Williams

Scott Pruett
Jeffrey Wiedel
Amy Mina

Joe Cooke
Harry Bolden
Otto Hart, Jr.
William Harper
Richard Turkin

CONGRATULATIONS!

Tamera Bynum on the birth of her daughter, **Morgan Dupri Nelson** on January 18, 2004.

Ron Byrd and **Sharon Byrd** on the birth of their grandson, **GaVaughn Louis Butler** on January 27, 2004.

Tracey Wilson and **Darryl Tittley** who were married on February 29, 2004.

Skevy and **Nate Leavens** on the birth of their son, **Conner Thomas Leavens** on March 4, 2004.

General Membership Meetings

The Local 2108 General Membership Meetings take place on the second Wednesday of every month, alternating between the Local Office in Landover, and American Legion Post #268 (see related story of new location starting in May 2004 on page 8) in Wheaton. All meetings start at 6 pm.

Retired Members Club Meetings

The 2108 Retired Members Club Meetings take place on the second Wednesday of every month, at the Local Office in Landover.

All meetings start at 11 am.

In addition, 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.

Statement of Support

Verizon Communications has announced that, at the close of business on December 31, 2003, CEO Ivan Seidenberg will assume the additional position of Chairman of the Board. However, as one expert has observed, "leading the board and leading the company are two distinct and important jobs." (Fortune, October 14, 2002). We believe the need for separate positions of Chairman and CEO is especially important at Verizon. In June 2002, the Corporate Library, an independent research firm, named the Verizon Board as one of the ten least effective in the United States.

The Chairman of the Board is generally responsible for presiding at Board meetings and setting the agenda of the Board. This agenda may include the review and approval of major strategies and plans, the annual corporate budget, the evaluation and compensation of the CEO, and the review of systems for compliance with applicable laws, regulations and accounting rules. In contrast, the Chief Executive Officer is primarily responsible for managing operations. He also executes the strategies and plans that the Board approves.

Jeffrey Garten, the Dean of the Yale School of Management, has declared that "fundamental conflicts of interest can exist" when the "CEO also runs his company's board." (Business Week, Nov. 11, 2002). Such conflicts could arise whenever the Board performs its duty of evaluating the performance of the CEO, questioning major strategies and plans, or monitoring the Company's compliance with laws, regulations and accounting rules. Dean Garten concluded, "it is much more difficult for a board to monitor a chief executive's performance and hold him accountable for results if the CEO is also the chairman."

On January 9, 2003, a blue-ribbon commission of financial leaders expressed a preference for separating the positions of Chairman and CEO, while giving a lesser endorsement to alternatives that call for a lead or presiding director. (Report of the Conference Board Commission on Public Trust and Private Enterprise). The Co-Chair of the Commission declared that "a primary concern in a significant number of scandals is that strong CEO's appear to have exerted a dominant influence over their boards, often stifling the efforts of directors to play the central oversight role." (Chicago Tribune, Jan. 10, 2003).

A recent report of the Investor Responsibility Research Center states that "thirty percent of S&P 1,500 companies now have a CEO who does not simultaneously serve as the company chair, up from 26 percent in 2001." It adds that 17 percent of those companies "now have a lead or presiding director position." We believe this trend favors separation of the positions of Chairman and CEO.

Please vote FOR this proposal.**CWA PLANS TO HAND DELIVER YOUR PROXY AT VERIZON'S ANNUAL STOCKHOLDERS MEETING.****VOTING INSTRUCTIONS:**

1. Vote your proxy by placing an **X** in the For, Against, or Abstain box for each proposal.

WE RECOMMEND "FOR" VOTES FOR BOTH CWA's AND THE AFL-CIO's PROPOSALS

2. Sign and date the card where indicated.

3. Return the proxy card and the return envelope to your Local Union. Proxies must be in the Local office **no later than April 11, 2004**

You can **give** your proxy to your **Chief Steward** or your **Shop Steward** and they will deliver it to the local office, or you can mail it to the CWA Local 2108 office via U.S. Mail to:



**CWA Local 2108
4301 Garden City Drive, Suite 102
Landover MD. 20785**

Local 2108 Union Calendar

April 2004

- 7 Chief Steward's Meeting 9:00 am
Local Office, Landover, MD
- 14 Retired Member Club Meeting 11am
at Local Office, Landover, MD
- 14 General Membership Meeting 6pm
at Local Office, Landover, MD
- 21-23 District 2 Conference
Williamsburg, VA
- 22-25 CWA Civil Rights & Equity Conference
Jacksonville, FL
- 28 Stewards Meeting 6pm
At Local Office, Landover, MD
- 28 **Workers Memorial Day**
Remember workers who have been killed
or injured on the job. Fight for stronger
safety and health protections!

May 2004

- 5 Chief Steward's Meeting 9:00 am
Local Office, Landover, MD
- 12 Retired Member Club Meeting 11am
at Local Office, Landover, MD
- 12 General Membership Meeting 6pm
at American Legion Post 286, Wheaton, MD
(NEW! See article page 8 this issue!)
- 16 Juvenile Diabetes 5K Walk For The Cure
Washington, DC (see story page 6)
- 26 Stewards Meeting 6pm
At Local Office, Landover, MD
- 31 Memorial Day
Union Negotiated Holiday

Visit Local 2108 On The Web: www.cwa/local2108.org

Bush By The
Numbers
See page 6

Non-Profit Organization
U.S. POSTAGE
PAID
Permit No. 5128
Hyattsville, MD

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ISSN: 0162-248X