

## WHAT'S UP WITH DEPENDENT RECERTIFICATION?

*By Marilyn Irwin, Vice President CWA Local 2108*

**O**PS, THEY DID IT AGAIN.....! In conjunction with the Benefits Department of Verizon, the (in)famous Verizon Benefits Center (VBC ---you remember them---the **Very Bad Call** folks) has struck again. In July, they sent a letter to all employees who have dependents covered under their Verizon benefits. The "official notification of dependent eligibility certification" letter threatened to cancel coverage for all of our dependents if we did not recertify them by July 30th.

The letter listed all dependents covered under our benefits. It explained that we can only enroll our dependents who meet the Plan's definition for eligibility as Class I Dependents, Grandfathered Class II Dependents, Sponsored Parents and Sponsored Children. A detailed description of each category of dependent followed.

So far, so good.....then the threats begin. **"Your action to certify your dependent's eligibility is required by Friday, July 30, 2004. If you do not certify your dependents by this date, coverage for your dependent(s) will terminate on Thursday, September 30, 2004, and you will not be able to reenroll them until the next benefits renewal period. Likewise, any ineligible and uncertified dependents will not be covered after Thursday, September 30, 2004."**

*In other words, if we don't contact the VBC within this two week window to recertify our eligible dependents, they will drop our ELIGIBLE dependents from our healthcare coverage!*

The letter continues by referencing the Verizon Code of Business Conduct sections which relate to company benefits. The Code states that we must use our benefits honestly, and provide complete and accurate information about covered members and ourselves.

CWA and Local 2108 understand the value of our healthcare benefits. We all worked without a contract last August in order to preserve our employer-paid coverage for ourselves, our retirees and our eligible dependents. As employees, we should not cover anyone under our benefits who is not eligible. However, the threat to cancel the benefits for our eligible dependents if we don't contact the VBC during a two week window was inappropriate and unnecessary, in our opinion.

Thanks to the quick intervention of the CWA members on the Advisory Committee on Health Care (ACHC) Verizon and the VBC decided to change the way that the dependent benefit recertification was handled.

A new letter is now being mailed to all Verizon employees. The letter lists the dependents we have covered under our benefits. It provides a detailed explanation of what classes of dependents are permitted to be covered, with a detailed definition of each class, and explains that **no action is necessary if all of our covered dependents are eligible for coverage**. The threat to remove our eligible dependents if we don't contact the VBC by phone or via their website within a two week window has been removed.

**It is very important to note that this letter offers an "amnesty" period if we discover that we have dependents covered under our benefits who are ineligible.** If we discontinue ineligible dependents' coverage during this certification period, Verizon will end their coverage **WITH NO PENALTY TO THE EMPLOYEE**. After this certification period ends, Verizon will begin conducting periodic dependent eligibility audits of randomly selected employees and retirees. If, during an audit, we are found to be covering an ineligible dependent, we may be required to provide restitution to Verizon for premiums and claims paid on behalf of the ineligible dependent, and our job could be in jeopardy. If you are uncertain about the eligibility of one or more of your dependents, call the VBC and discuss it with them.

### **REMINDER:**

- Read the Dependent Eligibility Certification Letter thoroughly
- Review your covered dependents carefully
- Read the definitions of Class I, Grandfathered Class II, Sponsored Parents and Sponsored Children Dependents, and ask the VBC if you have any questions about the eligibility of your dependents.
- Contact the VBC during the certification period and remove any ineligible dependents
- Keep a record of any calls to the VBC, or a screen print of any changes you make on their website in regards to dependent eligibility.



## From The President's Desk

# One Year Into Our Future

One year ago most of the members of Local 2108 were fighting for a contract with Verizon. We were prepared to do what it took to get a contract which was fair and profitable for us and the Company.

Health care cost containment and job security were our core issues. Our struggle was highlighted on the national news broadcasts across the country. Our fight for what is right struck a nerve with the public. Support for our cause came from everywhere. Customers spoke of their need to have well trained technicians and consultants work their orders in a manner which they could depend on. Customers made it quite clear they did not want contractors in their homes. Elected politicians spoke of their strong support for CWA members and were quick to call and write to the top officials at Verizon to convey their support for our demands. I remind you of this to rekindle the spirit of the battle and to remind every member of the gains we made. For the first time in my career, we came away with a five-year contract. We maintained our healthcare at no cost to the member, bargained a decent level of wage increases and protected our education benefits. In my mind, these benefits alone were well worth the fight. More important gains were made which tied the whole package into the best Labor Agreement in the country.

### **WE WON FIVE YEARS OF VIRTUAL JOB SECURITY!**

Little did we know the impact this agreement had on Verizon's plans for our future. As a sidebar agreement to bargaining, the Union and Verizon agreed to reopen bargaining each year to discuss wages and job security. With a five year contract, it is important to look ahead at the needs of the members and the company. We, as the workers who have made this company profitable, want and need access to the new technology jobs of the future. Ours is an industry of constant



**President Campbell at the Local's 2004 Annual picnic at Mayo Beach in July.**

change. We not only need job security in our current jobs, we also need a career path within the company lined with the training opportunities needed to qualify to perform the new work. Verizon on the other hand made it quite clear last month that they have other thoughts.

CWA and IBEW met with Verizon in July to discuss wages and job security. The company said it is content with the status quo. The company said that it would not discuss an additional wage increase, or returning DSL tech support work to the bargaining unit **unless we agree to give back the no layoff provision**. CWA told the company in no uncertain terms that is not an option.

The Union laid out a four point agenda for the discussion: **fiber to the premise (FTTP), VoIP, DSL tech support and Verizon Wireless.**

At the end of the discussions, the Union summarized the company's position as saying they are content to use contractors for DSL support, maintain their anti-union stand to wall off Union access to the growth jobs in Verizon Wireless, move ahead with plans to resell service on another network in order to compete in VoIP, which customers will order over the internet and to contract out any portion of the fiber to the premise which is not covered by our contract. By now it should be clear to you that if we didn't have the job security we achieved, the company would gladly bypass each and every one of us as they compete for the mighty dollar. It will take all of us working together over the next four years of this contract to protect what we have. Now is not the time to sit back on our laurels and wait for contract expiration. We will have to rise up in their faces time and time again to express our commitment to be here when the smoke clears.

I ask you to respond to the mobilization opportunities which will surely come and to attend Union meetings on a regular basis so you can stay informed of the latest news.

Together, we will because we must

**"DO WHATEVER IT TAKES"**

**BOB**

### Communications Workers of America

## 2108 news

published monthly by  
CWA Local 2108

**Robert W. Campbell.....President and Editor**  
**Amory Proctor.....Executive Vice President**  
**Johnny M. Brown.....Secretary-Treasurer**  
**Marilyn R. Irwin.....Vice President**  
**Jenny K. Sylvester.....Vice President**  
**Paul L. Goldbeck.....Managing Editor**

### Recording Announcements

(301) 459-8381: Avaya and Lucent  
 (301) 459-8422: Verizon  
 (301) 459-9541: VCSI



Local Office: (301) 459-2108 Toll Free: (800) 427-2108  
 Local FAX: (301) 459-1859 Web Site: [www.cwalocal2108.org](http://www.cwalocal2108.org)

# RMC 2108: The Retired Members Club

## RMC Gets Education on Senior Finance

If you missed the July educational seminar you missed a lot of useful information.

Members of RMC2108 voted to turn over the July meeting to **Frank Hebert** of Summit Financial Services for over an hour full of interesting and useful senior related financial information.

Frank, along with his son **Craig**, is Summit Financial Services. As a CPA and a Certified Senior Advisor, Frank Hebert is a professional leader in meeting the key needs and issues concerning seniors.

Frank spent his time with RMC2108 discussing the 12 Roadblocks that can detour us from Protecting, Accumulating, and Distributing our finances successfully.

These ROADBLOCKS are:

1. **Not understanding your estate-** Did you know your IRA beneficiary could save thousands in taxes and actually end up with more money by taking the distribution over a number of years, rather than a lump sum?
2. **Not avoiding probate;**
3. **Not taking advantage of a trust;**
4. **Not maximizing distribution to heirs-** Frank explained Joint Tenants With Right of Survivorship (JTWROS) and why having your children on there may not be a good idea;
5. **Not understanding the system-** Do you know how the DRG, diagnostic related group number affects your Medicare coverage?
6. **Not understanding what Medicare pays for;**
7. **Depleting assets paying for care-** Did you know there are investments available that don't have the "look back" by Medicaid?
8. **Depleting assets safely;**
9. **Becoming a burden to your family;**
10. **Relaying on unpredictable interest rates;**
11. **Not taking control of the market-** Ever hear of a split fixed annuity?
12. **Paying unnecessary taxes.**

Frank and Summit Financial Services gave us a lot of information and gave our members a chance to ask questions. Appointments were set up to help out with each member's questions about their specific situations.

For more information, contact Frank Hebert at **301.262.7032** or toll free at **888.476.0885**.

Thanks to Craig and Frank for being available to our members.

Our August meeting is cancelled. August, however, will find



*Speaker Frank Hebert of Summit Financial Services*

RMC2108 delegates, **Calvin Foster** and **Kathy Harrison**, representing our club at the CWA Convention. Any issues you would like to forward to the Retired Members Council and thus to Convention, please call **301.776.2202** or e-mail **RMC2108@aol.com**

At our September 8 meeting, **Janice Crowe** and **Calvin Foster** will give a Medicare presentation. Be sure to be there and bring some school supplies along. Local 2108 will contribute these to Prince George's and Montgomery County Schools. We will have a box ready to be filled.

October 14 will give us a chance to hear **Donna Edwards** of the AFL-CIO. Donna is a great inspirational speaker.

Our November 12 meeting will hold nominations and elections for our new Executive Board. This is a very important meeting. The people we elect will determine the future of our club.

I would encourage anyone who enjoys assisting us in our operations to run for one of our offices.

December 10 will be the Holiday Meeting. Mark this date to join us for the last meeting of the year.

Not registered to vote? Contact us at **301.776.2202** or e-mail at **RMC2108@aol.com** and we will have one of our certified registrars get you registered. Don't forget that every vote counts and yours is the most important.



# Blood Drives for 2004



**G**et out your calendars to mark these dates for the 2004 CWA-Verizon Blood Drives at The Business Office at 3901 Calverton Blvd in Beltsville and the Chesapeake Complex on Route 29 in Silver Spring. Remember, by donating your blood you can save a life, particularly during the summer months.

## Blood Drive: 3901 Calverton Blvd

**September 20 - 10am - 3pm**

**September 21 - 11am - 4pm**

## Blood Drive: Chesapeake Complex

**August 3-4 - 10am - 3pm**

**November 9-10 - 10am - 3pm**

On June 23rd and 24th, The Calverton office held a blood drive. For Wednesday, June 23rd we had a goal of 30 and we exceeded it at 33 with 9 deferrals. We had new donors of **Jerry Wallace, Jack Lounsbury, Daungjai Vansant, Robyn Bennett, Devin Drummond** and **Turiya Hodges-Broom**.

For Thursday, June 24th new donors were **Jason Harmon, Alissa Mitchell, Kimberly Martin**.

Congratulations to our NEW donors and ALL those who gave the **Gift of Life**.

# 2108 Night at Camden Yards

## Orioles vs Yankees September 10th

**A**ll Local 2108 members, their families and friends are cordially invited to attend an Oriole game on **FRIDAY, September 10, 2004** at 7:35pm at Camden Yards to celebrate "CWA 2108 Night." Limited tickets are available now.

It'll be the Baltimore Orioles hosting the New York Yankees and the tickets are **ONLY \$25.00** for our special seating.

You **MUST** call the Local (301.459.2108) to order your seats as soon as possible so we can reserve your seating. This is a special night to see the Orioles play their nemesis.

C'mon out and join us at Camden Yards on September 10th!



# DO BUY

## 2004 Cars and Trucks Built By UAW Members



Looking for a new vehicle? Check these out...Buy American! Buy Union!

### CARS

Buick LeSabre  
Buick Park Avenue

Cadillac CTS  
Cadillac DeVille  
Cadillac Seville/STS  
Cadillac XLR

Chevrolet Cavalier  
Chevrolet Corvette  
Chevrolet Malibu

Chrysler Sebring  
Dodge Neon  
Dodge Stratus  
Dodge Viper

Ford Focus\*  
Ford GT  
Ford Mustang  
Ford Taurus  
Ford Thunderbird

Lincoln LS  
Lincoln Town Car

Mazda6

Mercury Sable

Mitsubishi Eclipse  
Mitsubishi Galant

Oldsmobile Alero

Pontiac Bonneville  
Pontiac Grand Am  
Pontiac Sunfire  
Pontiac Vibe

Saturn Ion  
Saturn L-Series

Toyota Corolla\*



### VANS

Chevrolet Astro  
Chevrolet Express  
Chevrolet Venture

Chrysler Town & Country\*  
Dodge Caravan\*/Grand Caravan\*

Ford Econoline/Club Wagon

GMC Safari  
GMC Savana

Oldsmobile Silhouette

Pontiac Montana

### PICKUP TRUCKS

Chevrolet Colorado  
Chevrolet S-10  
Chevrolet Silverado\*  
Chevrolet SSR

Dodge Dakota  
Dodge Ram\*

Ford Explorer Sport Trac  
Ford F-Series\*  
Ford Ranger

GMC Canyon  
GMC Sierra\*  
GMC Sonoma

Mazda B Series

Toyota Tacoma

### SUVs

Cadillac Escalade\*  
Cadillac SRX

Chevrolet Blazer  
Chevrolet Suburban\*  
Chevrolet Tahoe  
Chevrolet Trail Blazer EXT

Dodge Durango

Ford Escape  
Ford Excursion  
Ford Expedition  
Ford Explorer

GMC Envoy XL  
GMC Envoy XUV  
GMC Yukon/Denali  
GMC Yukon XL\*

Hummer H1  
Hummer H2

Isuzu Ascender

Jeep Grand Cherokee  
Jeep Liberty  
Jeep Wrangler

Lincoln Aviator  
Lincoln Navigator

Mazda Tribute

Mercury Mountaineer

Mitsubishi Endeavor

Saturn VUE

#### \* **Note:**

Vehicles marked with an asterisk are produced in more than one country, but all models made in the United States are assembled by UAW members. To be sure the vehicle you are buying is assembled in the United States, check the window sticker, which will list the location of final assembly, and the Vehicle Identification Number (VIN), which is attached to the driver's side of the dashboard. A VIN beginning with "1," "4" or "5" means the vehicle was assembled in the United States.

# CWA 2108 Picnic At Mayo Beach

**O**n Saturday, July 3rd, Local 2108 held its annual picnic for its members at Mayo Beach in Edgewater, MD. The day turned into one of the best we've ever had and attendance exceeded expectations. Everyone had a great time. From the delicious food by Glen's Bar-B-Q to the tasty treats to the games, water and and music, the day went without a hitch.

Be sure to attend our next picnic in 2005! Pictured below and on the next page are photos of the successful event.



# CWA 2108 Picnic At Mayo Beach



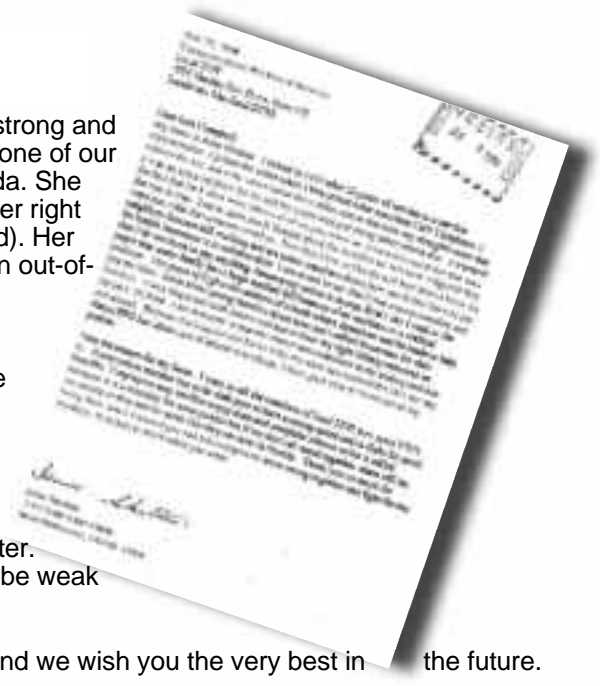
## Letters...We Get Letters

It is rare these days to receive a letter thanking the union for being strong and fighting for good benefits. The Local recently received a letter from one of our retirees, **Irene Shelton**, who now resides in West Melbourne, Florida. She wrote that she was recently diagnosed with cancer and had to have her right kidney removed (her cancer was contained, and she is now recovered). Her total medical bill was over \$55,000, yet she had to pay only \$150.00 in out-of-pocket expenses.

Irene thanked CWA for being there when she needed them, and is reminded daily in the newspaper about young families who have huge medical bills because of an accident or medical problem. She hears stories from her neighbors who have also retired, but have no health insurance, because they didn't belong to a union like she did.

"Employees may not like to pay dues and complain when a strike is called because it is a hardship for some people" Irene noted in her letter. "But if we don't all stand together, there will be NO unions or they will be weak like they are here in Florida."

We couldn't have said it any better, Irene. Thank you for your letter, and we wish you the very best in the future.



### Sharon's Open

#### Charity Fundraising Glade Valley Golf Course

10502 Glade Road, Walkerville, MD 21793

**September 25, 2004**



**Captains Choice – 1 pm Shotgun Start**

**\$90 per person (require foursome)**

(includes greens fee, cart, dinner, prize and much more!!)

**Seats are available for first 100!!**

Deadline: August 31, 2004

**For more information, please contact:**

**Chris Hon (202) 641.1818**

**or email: [chrishon@bellatlantic.net](mailto:chrishon@bellatlantic.net)**

**Please make check payable to:**

**Christopher K. Hon**

**and mail it to:**

**3906 Wendy Lane**

**Silver Spring, MD 20906**

### CWA LOCAL 2108

#### COMMUNITY SERVICES COMMITTEE

**WILL BE COLLECTING SCHOOL  
SUPPLIES FOR THE NEW SCHOOL  
YEAR**

**PLEASE HELP KIDS AND DONATE**



**DONATIONS WILL GO TO:**

**MONTGOMERY AND PRINCE  
GEORGES COUNTY PUBLIC  
SCHOOLS**

**Boxes will be placed at your work location**

**Any questions see your steward or call  
**Jenny Sylvester: 301.459.2108****

# CWA Local 2108 Members

## Personals

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

**Robert Morris Schellin**, father of **Marc Schellin** who died on April 27, 2004.

**Albert Regeon**, age 96, father of retired member **Mary Pilkerton** who died on June 16, 2004.

**Leo H. Kueberth, Sr.**, father of **Philip Kueberth** who died on June 18, 2004.

**John William Nucci**, father of **Bill Nucci** who died on June 24, 2004.

**Annie Whistine**, mother of **Linda Warren** who died on June 27, 2004.

**Melvin Thomas**, uncle of **Carroll Brown** who died on June 29, 2004.

**Charles Spangler**, father of **Jeff Spangler** who died on July 5, 2004.

**Devon Shook**, grandfather of **Stephen Johnson** who died on July 13, 2004.

### Congratulations to:

**Sherry and Frank Ryan** on the birth of their grandson, **Mason Michael Ryan** on June 11, 2004

**Dianna and Vincent Smith** on the birth of their son, **Cameron Larve Smith** on June 19, 2004

**Aleta Hoy** on the birth of her grandson, **Kyle Thomas Hoy** on June 24, 2004.

**Martina Arthur and Steven Fletcher** on the birth of their daughter, **Courtney Amaya Fletcher** on July 1, 2004.

**Lashawne Mack-Brown and Aaron Brown** on the birth of their son, **Darren Azel Brown** on July 9, 2004.

**Carla Jones** on the birth of her son, **Caelon Michael Jones** on June 22, 2004.

## New Members

**Sabrina Staley**  
Robin Dill  
Demetria Flemings

**Bob Murray**  
Kevin Lang  
Scott Keller

**Xavier McCormick**  
Catherine Butler

**Jennifer Martin**  
Calvey Matthews

**Joe Cooke**  
Eric Grath

## Transferred Members

**Larry Gibson**  
Timmy Ferguson

**Ed Anderson**  
Clarence Corley  
Cherita Williams  
Lajuanya Spates  
Angela Gray  
Tanisha Mayfield  
Rhonda Simpson  
Joe Burney  
Linda Kozlek  
Tamika Johnson

**Scott Brannan**  
Beth Terry

**Jenny Henry**  
Lanette Stevens

**Barbara Oliver**  
Joseph Kargbo

**Eric Daughtry**  
Eugene Jenkins

**Bob Murray**  
Charles Thompson, II

**Femi Mustapha**  
Patricia Heaton  
Debra Chaney  
Stacy Harris  
Letitia Johnson  
Towanda Curtis  
Kayla Bell  
Tonya Wise  
Sharon Boose

**Melissa Lindsey**  
Jason Harmon  
Patricia Lyle  
Kevin Clark  
Wanda Claytor  
Angela Hartley  
Deborah Jackson  
Shekita McBroom

**Gregory Farrell**  
Crystal Norris

**Joe Cooke**  
Vincent Sarchiapone

### 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 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.

# Outsourcing— Verizon Goes Overseas

## At Least 2,000 Jobs Offshored by Company

**A**re you worried about your job yet? Maybe you should. Verizon Communications has offshore work being done by more than 2,000 people in India, Canada and other countries that were originally being done in the USA.

This includes DSL tech support work, call centers, system programming and more. One Indian company claims that Verizon can hire Indian companies for one third the cost of US firms, which can amount to savings of \$50,000 per employee. These firms traditionally are not union, are low paying and provide little or no benefits to their employees.

In 2002 Verizon fired “hundred” of US contractors and replaced them with foreign software developers. All of this work has been traditionally been non-union.

TeleTech Holdings, a major Verizon contractor, closed a Topeka, Kansas call center employing 790 people in June of 2004. TeleTech has 45 call centers located outside this country, including Canada, and it's presumed that the work will end up there. The company received 17% of its total revenues (about \$992 million) in 2003 from Verizon. In June 2004, TeleTech announced a major expansion of employment in India (2,000 - 3,000 employees). We wonder where those jobs from Topeka are going?

## Verizon Information Services (VIS)

Verizon also has holdings and subsidiaries in other countries, although it appears the Verizon subsidiaries are focused on local customers and NOT the US Market...YET!

Verizon Information Services, which publishes various phone directories has several foreign ventures including China, Hong Kong, Brunei, Canada, Central America and the Caribbean.

It also owns 100% of Verizon in the Dominican Republic, almost a 30% stake in Venezuela's largest phone company as well as communications companies in Indonesia and Italy.

## Job Security, Really?

Just because CWA won five years of virtual job security, doesn't mean we become complacent. We need a career path in Verizon, and some of those jobs we look to organize are no longer there. Those jobs are now overseas. It's a little scary, don't you think?

# CWA 2108 Adopts Garden City Drive

**T**aking an active interest in the appearance of our area, the Local has sponsored Garden City Drive from Professional Place to the bridge at Route 50..

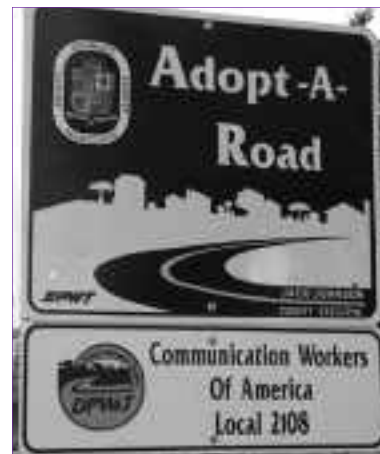
## What is the Adopt-A-Road Program?

It's a collaboration between the Prince George's County DPW&T and the Local to help keep County roadways clean and free of trash. Especially our little section of the world.

The adopted roadway is required to have four clean-up activities per year, and for doing that, we get to see our name on signs approaching the section (see picture below).

The Local will schedule those activities as far in advance as possible to help get as many members active in the clean-up as we can. Of course, we'll all have on our red shirts too!

Should you have any questions about the Adopt-A-Road program, please call the local office: 301.459.2108.



# CWA 2108 Scholarship Winners

Our congratulations to the winners (see below) of the recent Local 2108 Scholarship Grants which were drawn at our July Membership meeting. Each person will receive a \$2,000 scholarship, which will be sent directly to the accredited institution. Once again it Pays To Belong To CWA!

**Heather Schreiber**  
Kutztown University

**Jernay Smith**  
North Carolina A&T University

**David Spears**  
University of Pittsburgh

## The Joy of Giving

Dreams Can Come True. Your Dream Vacation May be Just \$10 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 [Acrobat 40K] to the Principal Financial Group, PO Box 4968 , Des Moines , IA50306-4968

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 visiting [www.pedaids.org](http://www.pedaids.org).

### The Joy of Winning

The winning names will be drawn during the CWA Annual Convention, August 30 – 31, 2004.

The Grand prize winner will have the choice of one of the following packages:

1. Seven (7) nights in Maui, Hawaii at the Sheraton Maui: includes round trip airfare from Home City, a partial oceanview room with all taxes and service charges, Hertz car rental with all taxes and service charges, Lei Greeting.
2. Seven (7) nights in Kauai at the Sheraton Kauai: includes round trip airfare from Home City, a Deluxe Oceanfront room with all taxes and service charges, Hertz car rental with all taxes and service charges, Lei Greeting.

3. Seven (7) nights in Honolulu at the Hilton Hawaiian Village: includes roundtrip airfare from Home City, an ocean view room with all taxes and service charges, Hertz car rental of your choice with all taxes and service charges, Lei Greeting, Dinner Cruise, Arizona Memorial Tour.

**Two runners-up will choose one trip from the following destination choices:**

\* Fort Lauderdale, Florida: Seven nights in Fort Lauderdale Florida at the Diplomat Country Club. Includes round trip airfare from Home City, Courtyard room with all taxes and service charges, intermediate car (taxes are not included on the car).

\* Las Vegas, Nevada : Four nights at the MGM Grand in a Grand Tower room. Includes round trip airfare from home city, hotel taxes, and transfers from airport to hotel.

\* Las Vegas, Nevada : Four nights at the Bellagio Hotel in a standard room. Includes round trip airfare from home city, hotel taxes, roundtrip transfers from airport to hotel and tickets to the theatrical production "O".

\* New York City, New York: Four nights at the Grand Hyatt New York . Includes roundtrip airfare from home city, hotel taxes, three-day New York Pass, All Loop Double Decker Bus Tour (valid for 48 hours), trip insurance and transfers from airport to hotel.

Complete rules, entry forms and pre-addressed reply envelopes are available at the local office or by going to CWA's website at: [www.cwa-union.org](http://www.cwa-union.org).

Help others and help yourself. The more you give, the better your odds to win.

**It Pays To  
Belong To  
CWA!**



# Local 2108 Union Calendar

## August 2004

- 4 Chief Steward's Meeting  
**CANCELLED!!**
- 11 **Retired Member Club Meeting 11am**  
at Local Office, Landover, MD
- 11 **General Membership Meeting 6pm**  
at Local Office, Landover, MD
- 28 **Stewards Meeting CANCELLED!**
- 29-31 **CWA International Convention**  
Anaheim, CA

## September 2004

- 1 Chief Steward's Meeting  
**POSTPONED** until September 8
- 8 Chief Steward's Meeting 9:00 am  
Local Office, Landover, MD
- 8 **Retired Member Club Meeting 11am**  
at Local Office, Landover, MD
- 8 **General Membership Meeting 6pm**  
at American Legion Post 268, Wheaton, MD
- 22 **Stewards Meeting 6pm**  
Local Office, Landover, MD

Visit Local 2108 On The Web: [www.cwalocal2108.org](http://www.cwalocal2108.org)

Mayo Beach  
Pictures  
See page 6

Non-Profit Organization  
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