



Maryland State and District of Columbia AFL-CIO Endorsed Candidates in Primary Election

\*Seats not shown indicate no endorsement

Governor: Martin O'Malley
Attorney General: Thomas Perez
State Comptroller: Peter Franchot

U. S. Congress
Senate: Ben Cardin

House of Representatives

1st District: Jim Corwin
2nd District: Dutch Ruppersberger
3rd District: No Recommendation

(The CWA MD State Council has endorsed John Sarbanes for this seat)

4th District: Albert Wynn
5th District: Steny Hoyer
6th District: Andrew Duck
7th District: Elijah Cummings
8th District: Chris Van Hollen

MARYLAND STATE LEGISLATURE

District 1

Delegate: 1A - Brenda Butcher
1C - Fred Hill

District 2

Delegate: 2C - John Donoghue

District 3

Senate: Candy Greenway
Delegate: 3A - Galen Clagett
3A - Sue Hecht

District 4

Delegate: 4A - Maggi Hays
4B - Timothy Schlauch

District 5

No Endorsements

Disstrict 6

Senate: Norman R. Stone, Jr.
Delegate: Joseph "Sonny" Minnick
John Olszewski, Jr.
Mike Weir, Jr.

District 7

Senate: Patricia A. Foerster
Delegate: James Ward Morrow
Jim Stavropoulos, Jr.
Jack Sturgill

District 8

Senate: Katherine Klausmeier
Delegate: Alec Frick
Todd Schuler

District 9

(see Endorsements on page 5)

Is your Job Worth Your Eyes?

by Ray Pomeroy

If you have not been tested according to the following guidelines then you should not be working on energized FTTP cable between the CO and the FDH. This includes OPT's, the guidelines clearly say "employee" not just splicer. If you are told you must do this work and have not been tested call a steward or officer immediately. In addition the company claims to have implemented administrative controls and safety guidelines that would preclude them from buying protective eye-wear. If you have not had training that addresses the issue please contact a steward or officer so that we may follow up.

From the company:

Pursuant to the ANSI Standard for "Safe Use of Optical Fiber Communication Systems Utilizing Laser Diode and LED sources" (ANSI Z136.2 - 1997) the Company will be implementing a medical surveillance program for employees assigned to work on energized Class 3b category Laser Systems (+7 dBm to +27 dBm power range). According to this ANSI Standard, the purpose of this medical surveillance program is:

Section 6.1 Purpose. -

- 1. To establish a baseline of ocular conditions against which any suspected damage can be measured in the event of accidental exposure to OFCS emission.
2. To detect and document possible ocular damage as soon as possible.

Employees subject to this Standard, which includes a baseline eye exam, are those employees who are assigned to work on energized Class 3b cable which is located from a Central Office (CO) to the Fiber Distribution Hub (FDH). The Optical power level encountered on Verizon's FTTP system between the CO and the FDH could range up to +20 dBm, which is primarily associated with the video signal transmitted at 1550 nm (nanometer). At the FDH the optical signal goes through a passive optical splitter which splits the signal into multiple ports and distributed through fiber feeds to the homes, thereby reducing the optical power levels. Employees assigned to work from the FDH to the home are not subject to this baseline eye exam because of the lower optical power levels. In addition, to the extent there are employees who are assigned to work exclusively on non-energized (dark) Class 3b cable, these employees would not be subject to this Standard and the baseline eye exam requirement.

Furthermore, consistent with this ANSI Standard, the Company has implemented administrative controls and safety guidelines which are designed to eliminate potential exposure in excess of applicable maximum permissible exposure (MPE). Therefore, eye protection devices which are specifically designed for protection against the optical energy from a Class 3b cable are not required.

The Most Recent Overtime Grievance Against Verizon

CWA District 2 is presenting an Executive Level Grievance. The grievance concerns Verizon lifting the overtime caps on July 7th, 2006. The company is in violation of the General Agreement. Verizon has violated the "LOU" on Overtime Administration page 159 & 160 and the "LOU" on Limitations on Mandatory Overtime page 161 of the agreement. It is the opinion of CWA that Verizon had no right to lift the overtime caps on July 7th, 2006.

As we both know, a high trouble load does not give Verizon the right to remove the overtime caps. The company has claimed a "long term service difficulty". A high trouble load does not equate to a long

term service difficulty.

The Union has been frustrated at best during this period. The remedy requested by the union is that Verizon adhere to the collective bargaining agreement on the overtime administration and not lift the overtime caps at will. Additionally, the union is requesting 2 additional days off with pay for every member that has been impacted as a result of the company lifting the overtime caps.

The company's behavior in lifting the overtime caps has showed little respect for the members and their families. This will not be tolerated. I would like to set a date as soon as possible to resolve the issue at hand.

**E-mail Addresses**

**President:** Denise Burns  
 dburns@cwa-2107.org  
**EVP:** Ray Pomeroy  
 rpomeroy@cwa-2107.org  
**Sec-Treas:** Dutchin Webster  
 dwebster@cwa-2107.org  
**Northern VP:** Jeff Savin  
 jsavin@cwa-2107.org  
**Southern VP:** James Padgett  
 jpadgett@cwa-2107.org  
**Cingular VP:** Vacant  
 Cingular@cwa-2107.org  
**Asst Sec-Treas:** Al Schuitema  
 Aschuitema@cwa-2107.org  
**Editor:** Ray Pomeroy  
 newsletter@cwa-2107.org  
**General Mailbox**  
 2107@cwa-2107.org



**LOCAL 2107 NEWS**

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 Of America  
 Local 2107**

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**Officers:**

**President-Denise Burns**  
**Secretary/Treasurer-Dutchin Webster**  
**Executive Vice President-Ray Pomeroy**  
**Vice President South-James Padgett**  
**Vice President North-Jeff Savin**  
**Cingular VP-Vacant**  
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**Editor-Ray Pomeroy**  
**Assistant Editor-Matt Dement**

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**President's Point of View.....**

*Denise Burns*

This edition of our newsletter has information about the CWA Triangle; Representation, Organizing and Community/Political Action.

Local 2107 is involved in all areas of the triangle. The three sides are "mutually dependent and equally vital to our members' bargaining power and our effectiveness as a union".

As companies merge and grow so does our Union. To be strong we must engage our communities, our legislators and our members. Together, we will not only be successful in growing the Union but, also, in igniting a change in our economy and our country.

If only history would repeat itself with respect to the strength of unions. Of course, our tactics and strategies have to be different today than they were a hundred years ago. One thing that remains the same is it will take a majority or all of us to make a difference. That goes for voting, mobilizing, bargaining, and just day-to-day issues.

One strategy that CWA will be using is establishing the Strategic Industry Fund (SIF). We will be able to run offense, not just defense. We will be able to educate our members, the public and our legislators on the corporate campaigns to weaken our bargaining power and eliminate our jobs. SIF will be a weapon to use to offensively strengthen our clout and protect our jobs in the continuing assault on us.

The theme to the triangle keeps coming back to one main point. We can't do it alone. We need members to step up and participate. We need to talk to our neighbors and legislators. We need to be educated on the "real" issues. All issues are important to someone but if we

don't have our jobs it won't seem so significant that a schedule was done incorrectly. The triangle also takes in the big picture. Look beyond your personal work space. Keep up with what the companies tell us. Read between the lines.

Come to union meetings, volunteer to be a mobilizer. Meeting flyers are posted on the bulletin boards in some work locations and in the newsletter. At our last meeting it was said that the officers haven't been to work sites for visits. We will do better. It may only be one or two of us but we will be out to see you.

Once again we are asking that you get involved, no matter what degree of involvement. We need more stewards, mobilizers, and committee members.

*"The trade unions are the legitimate outgrowth of modern society and industrial conditions. They were born of the necessity of workers to protect and defend themselves from encroachment, injustice and wrong. ... To protect the workers in their inalienable rights to a higher and better life; to protect them, not only as equals before the law, but also in their health, their homes, their fire-sides, their liberties as men, as workers, and as citizens; to overcome and conquer prejudices and antagonism; to secure to them the fight to life; the right to be full sharers in the abundance which is the result of their brain and brawn, and the civilization of which they are the founders and the mainstay; to this the workers are entitled. ... The attainment of these is the glorious mission of the trade unions."*

Samuel Gompers, speech, 1898

**What's going on at Cingular?**

by Denise Burns

Along with all the SPR and termination grievances we've had, we've been dealing with scheduling problems, not asking people to volunteer for overtime, staffing issues, pay issues, chair issues, and only one person opening and closing stores. Of course, we still have the issue of some favoritism, some harassment and other things.

We can work with most of the management without backlash to the employees. However, I am being told that some management doesn't like CWA being involved. Not only

do they talk about it to some employees but they will ride the employee that brings CWA in harder than others. To all of you that this is happening to please report it to us right away. That is against the National Labor Relations Act Section 8 (a) (3) which states; *aimed at preventing employer retaliation, such as blacklisting, discharging union supporters, or making discriminatory pay cuts. It prohibits "discrimination to encourage or discourage membership in a labor organization."*

(Cingular on page 4)

## These Three Articles Are Relative to The Sides of The CWA Triangle Where They Are Arranged

### We Need to Grow

by Denise Burns

Our local is in the process of developing an organizing plan. To combat the shrinking of Union jobs we **must** organize. CWA is a diverse Union. We have members in a lot of different industries. Airlines, Law Enforcement, Healthcare, Manufacturing, Newspaper, Printing, and Broadcast employees and technicians are just a few in CWA.

Verizon Wireless will undoubtedly be a project we will work on until we get them unionized. Even though our local represents workers in telecommunications industry only, we can organize other types of jobs.

Every so often we receive calls from people that want to organize. We give the contact information to our organizer and she does the rest. If you or anyone you know has someone that is interested in organizing please give us their information and we will follow up.

Once again it will take all of us to "grow" the Union. When Unions are strong, the economy is

strong. If you know anything about Labor's history you know that some of the many laws that exist today exist because Unions fought hard for them. People fought and died for causes when the Labor movement got started. Don't let their deaths be in vain by sitting idly by and watch Unions disappear. You don't have to put your life on the line but a little commitment to grow the Union will go a long way.

Some of the things that Unions brought you: The Davis-Bacon Act-*prevailing wage law*; Fair Labor Standards Act-*minimum wage, overtime pay, child labor, non-scheduled overtime*; Civil Rights Act-*Discrimination-race, color, gender, nationality or religion*; Age Discrimination; The National Labor Relations Act-guarantees *organizing and bargaining rights; Weekends*; Occupational Safety and Health Act; Equal Pay Act; and many more.



### Involvement

by Denise Burns

I know that some of you don't like the fact that CWA is involved in politics but it is necessary to protect our contracts and our interests.

There are many arguments about politics and each person has their own views. What we try to do in our local is make sure you know who in politics is going to be with us on issues. In this edition you will see the endorsements from the AFL-CIO. Please review them and then go to the websites of the candidates to read up on their positions.

The endorsement process is something that is not taken lightly. All the candidates who

we endorsed were either interviewed or answered a questionnaire from the AFL-CIO. Sometimes it is difficult at best to decide who will be the best candidate. If an incumbent voted against the "fair share health care" bill they were not endorsed even if they were good at voting our way in the past.

August 22 is the last day to register to be able to vote in the Primary election on September 12. The General election is November 7.

This 2006 election is critical to our survival. Please get out and vote. It is an important part of our responsibility as citizens. Perhaps you can volunteer to work for a candidate or work at the polls. This year is Maryland's first for "early voting". You can find the locations, dates and times at <http://www.elections.state.md.us/>.

CWA is involved in our communities, if you know someone that wants to vote but is not able to get there make arrangements for them or take them. You are entitled to a say.....VOTE!

### Where will you end up?

by Denise Burns

In the many meetings I have attended lately the topic of discussion has been our future at Verizon. I would like to say that I have a positive attitude and we will prevail. But I am very concerned about where we are heading. The reason I am fearful is the notable lack of concern from our members. You should be notably concerned. We are talking about our futures, our jobs, our livelihoods, our bread and butter.

I know there are many issues out in the workplaces. There are some greater than others, some that are ongoing and some that are just gripes and personality conflicts. While we deal with the day-to-day issues we also have to look to what is coming at us in

the future. Look at the big picture!

Don't wait until two months before the contract to realize that we are in trouble. Verizon is aggressively trying to remove the Union from the workplace. They want to shrink us so that we will not have any bargaining strength left in 2008 when our contract expires.

We know that they are taking our work from what was Enterprise (Large Business) now Verizon Partner Solutions and moving it over to Verizon Business (MCI). We know that they have contractors in India doing engineering work and answering DSL calls. If you call with an internal computer problem to the "Help Desk" you get India. If you use the web or call from an advertisement that

is sent to you or seen on TV, most likely you reach a contractor. You can go to some Wal-Mart's and Best Buy's to buy DSL service. There are a few kiosks in being set up in malls that are going to give out information on FIOS. How long before we have contractors selling it from there? Verizon is now installing pre-connected fiber. MDU work is being contracted out.

Verizon is going all out to give our work away. Maybe you feel that the "Union" will handle it. That means since we are all the "Union" that you need to step up to the plate.

Your first task is very easy. Keep your eyes and ears open. Let us know when you hear things such as work moving, lo-

cations changing, or see things such as contractors doing our work. Get all the information you can. Maybe it's even a simple as a policy change that affects your working conditions. If you know someone that works in Verizon Business give us their contact information. Be proactive. We need everyone to do what they can to help us prevent this company from taking our jobs.

Second-mobilize! Show some unity in the workplace. Wear RED on Thursdays. How easy is that? We will be handing out flyers as one mobilization activity. There will be other mobilization activities as the months go on. Can you volunteer to be a mobilizer? It doesn't take much of your time and it will pay off in the long run.

(Cingular from page 1)

In addition it is a violation of Article 15, paragraph 1 (Non-Discrimination) which states; *The Company and the Union agree that they will not discriminate against any employee covered by this Agreement because of such employee's race, color, religion, sex, age, national origin, marital status, sexual orientation, or because of his/her activities on behalf of the Union, or because the person is disabled, a disabled veteran, or veteran of the Vietnam Era, or other protected classifications recognized by Federal or applicable state/local law. Nothing in this Agreement shall be applied or interpreted to re-*

*strict the Company from taking such action as it deems necessary to fully comply with any federal, state or local laws, statutes, ordinances, rules, regulations and executive orders. The arbitration provisions of this Agreement shall not apply to any such actions or to any complaints, allegations, or charges of unlawful discrimination.*

Add to that Article 17, Section 1 (Company-Union Relationship) which states; *The Company and the Union recognize that it is in the best interests of parties, the employees, and the public that all dealings between them continue to be characterized by mutual responsibility and respect. To*

*ensure that this relationship continues and improves, the Company and the Union and their respective representatives at all levels will apply the terms of this Agreement fairly in accord with its intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees in the Bargaining Unit. Each party shall bring to the attention of all employees in the Bargaining Unit their purpose to conduct themselves in a spirit of responsibility and respect and the measures they have agreed upon to ensure adherence to this purpose.*

It is our job, yours, the officers and steward's, to make sure man-

agement is not breaking laws or violating the contract. Most managers are willing to listen and will work with us. So far I have only met a few that give us lip service and don't correct what is wrong.

We have been getting more participation from the members and it is bringing a lot of things to our attention. If we keep working together perhaps we can correct the wrongs and have a better working atmosphere. Please don't wait until you are being disciplined to bring up issues that you know are going on. It just looks like you are retaliating because you are in trouble.

## Campaign Underway to Block Verizon Sale in Maine, Vermont and New Hampshire

from the National

CWA and the IBEW, with the support of state and local AFL-CIOs, are engaged in a massive campaign to block Verizon's plan to sell 1.6 million local access lines in Vermont, Maine and New Hampshire.

Prevent Rural Telecom Redlining, Protect the New England Economy, Defend 3,000 Good Union Jobs -- that's the message that union members are taking to the public throughout the three states.

The sale would adversely affect some 2,700 IBEW members who work as technicians, clerks, operators and service reps and 350 CWA members employed as service reps throughout the three states. Estimated by the Wall Street Journal to be worth as much as \$3 billion, the sale would shrink the Maine-to-Virginia area where Verizon now provides landline telephone service and reduce the unions' bargaining power.

For customers, it's also bad news, said Cheryl Ahern, president of Local 1400. "Verizon would abandon its telephone customers in these rural states to smaller companies that do not have the assets to maintain the network or

provide the same level of service -- just dump them and stick with the more densely populated and more profitable states. Some of these customers would never get the same level of service again."

About 75 union leaders met to put together the campaign shortly after learning of Verizon's plans in mid-May. "As in the 2004 New York 'Stop the Sale' campaign, our goal is to pursue every available legal, political and contractual avenue to protect our members affected by the dismembering of Verizon in New England," said District 1 Vice President Chris Shelton.

Members of the two unions marched in July 4 parades in all three states to call attention to the proposed sale, Ahern said. Local 1400 Treasurer Sarah Rotcovich and Vice President Karen Cusson coordinated a phone bank in New Hampshire, alerting members of other unions. CWA and IBEW activists held a town hall meeting in Hooksett, N.H., where members expressed their concerns to former Democratic Senate Leader Tom Daschle and New Hampshire State House Leader Jim Craig.

Along with IBEW and other union activists, CWA Local 1400 District Vice Presidents Mike O'Day in Vermont and Ann Musenden in Maine met with governors, lawmakers and legislative staffers, asking them to contact Verizon CEO Ivan Seidenberg and express their concerns about the planned sale. Several of these public officials have already done so, including Maine Gov. John Baldacci and Reps. Tom Allen and Michael Michaud, as well as Vermont U.S. Sens. Patrick Leahy and James Jeffords and Rep. Bernie Sanders.

"It has been explained to me that this offer for sale represents abandonment from Verizon's commitment to provide reliable service to rural areas such as those in Maine. Such an action would not square with the responsibilities reasonably expected of a provider of telephone service," Governor Baldacci wrote.

"Any sale would be reviewed by the Maine Public Utilities Commission and other regulatory bodies at the state and federal level," Allen wrote. "Verizon management should organize a meeting with representatives of IBEW and CWA on the potential

impact on wages, benefits and working conditions of the hundreds of employees that would be involved," he said.

Plans to ramp up the campaign include Jobs with Justice Workers' Rights Board hearings in all three states, meetings with the state public service commissions, continuing workplace education and mobilization, and letter-writing by concerned union members.

Send your own message to :  
Ivan Seidenberg  
Chief Executive Officer  
Verizon Communications  
140 West Street  
New York, NY. 10036.

### Summer fun - that won't break your budget

[unionplus.org](http://unionplus.org)

It's not too late to take advantage of summer discounts - including theme park and entertainment deals - available through the Union Plus Travel Center at:

[UnionPlusTravel.com](http://UnionPlusTravel.com).

Finish off your summer with all kinds of entertainment discounts and worldwide travel savings.

*(Endorsements from page 1)*

**Senate:** Rich Corkran  
**Delegate:** 9A -David L. Osmundson  
 9B -Anita Lombardi Riley

**District 10**  
**Senate:** Delores G. Kelley  
**Delegate:** Emmett C. Burns, Jr.  
 Adrienne A. Jones  
 Shirley Nathan-Pulliam

**District 11**  
**Senate:** Bobby Zirkin  
**Delegate:** Jon S. Cardin  
 Dan K. Morhaim  
 Dana Stein

**District 12**  
**Senate:** Edward J. Kasemeyer  
**Delegate:** 12A- James E. Malone, Jr.  
 12B -Elizabeth Bobo

**District 13**  
**Senate:** James N. Robey  
**Delegate:** Shane Pendergrass  
 Neil Quinter  
 Frank S. Turner

**District 14**  
**Delegate:** Herman Taylor  
 Anne Kaiser  
 Karen Montgomery

**District 15**  
**Senate:** Rob Garagiola  
**Delegate:** Kathleen Dumais  
 Brian Feldman  
 Jean Cryor

**District 16**  
**Senate:** Brian Frosh  
**Delegate:** Bill Bronrott  
 Susan Lee  
 Marilyn Goldwater

**District 17**  
**Senate:** Jennie Forehand  
**Delegate:** Kumar Barve  
 Elbridge James  
 Lou Simmons

**District 18**  
**Senate:** Rich Madaleno  
**Delegate:** Jane Lawton  
 Ana Sol Gutierrez

**District 19**  
**Delegate:** Hank Heller  
 Tom DeGonia  
 Roger Manno

**District 20**  
**Senate:** Ida Ruben  
**Delegate:** Sheila Hixson  
 Gareth Murray

**District 21**  
**Senate:** John Giannetti  
**Delegate:** Barbara Frush  
 Brian Moe  
 Ben Barnes

**District 22**

**Senate:** Paul Pinsky  
**Delegate:** Tawanna Gaines  
 Justin Ross  
 Anne Healey

**District 23**  
**Senate:** Douglas Peters  
**Delegate:** 23A - Mary Conroy  
 James Hubbard  
 23B - Marvin Holmes

**District 24**  
**Senate:** Nathaniel Exum  
**Delegate:** Carolyn Howard  
 Michael Vaughn  
 Joanne Benson

**District 25**  
**Senate:** Ulysses Currie  
**Delegate:** Shirley Thompson  
 Dereck Davis  
 Melony Griffith

**District 26**  
**Delegate:** Veronica Turner  
 Darryl Kelley  
 Chris Valdoroma

**District 27**  
**Delegate:** 27A - Joe Vallario  
 James Proctor  
 27B - Sue Kullen

**District 28**  
**Senate:** Thomas "Mike" Middleton  
**Delegate:** Peter Murphy

**District 29**  
**Senate:** Roy Dyson  
**Delegate:** 29B - John Bohanan

**District 30**  
**Delegate:** Michael E. Busch  
 Virginia P. Clagett  
 Barbara Samorajczyk

**District 31**  
**Delegate:** Thomas Fleckenstein  
 Craig A. Reynolds

**District 32**  
**Delegate:** Pamela Beidle  
 Mary Ann Love

**District 33**  
**Senate:** Scott Hymes  
**Delegate:** 33A -Torrey Jacobsen  
 Patricia Weathersbee

**District 34**  
**Delegate:** 34A - Daniel B. Riley  
 34B - David D. Rudolph

**District 35**  
**Delegate:** 35A - Craig H. DeRan  
 35B - David Carey

**District 36**  
**Senate:** Harry Sampson  
**Delegate:** Randall Bellows  
 Mark Guns  
 Joanne Benson

**District 37**  
**Senate:** Hilary Spence

**Delegate:** 37A - Rudy Cane  
 37B - Tim Quinn

**District 38**  
**Delegate:** 38A - Patrick Armstrong  
 38B - Norman Conway  
 Jim Mathias

**District 39**  
**Delegate:** Charles Barkley  
 Nancy King  
 Joan Stern

**District 40**  
**Senate:** Salima Siler Marriott  
**Delegate:** Marshall Toby Goodwin  
 Antonio L. Hayes  
 Shawn Z. Tarrant

**District 41**  
**Senate:** Lisa Gladden  
**Delegate:** Jill Carter  
 Nathaniel T. Oaks  
 S.I. "Sandy" Rosenberg

**District 42**  
**Senate:** Jim Brochin  
**Delegate:** Andrew Belt  
 Stephen W. Lafferty  
 Tracy Miller

**District 43**  
**Senate:** Joan Carter Conway  
**Delegate:** Curt Anderson  
 Ann Marie Doory  
 Maggie McIntosh

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**Delegate:** Keith E. Haynes  
 Ruth M. Kirk  
 Jeffrey A. Paige

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**Delegate:** Talmadge Branch  
 Cheryl D. Glenn  
 Hattie N. Harrison

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**Senate:** George W. Della  
**Delegate:** Peter A. Hammen  
 Carolyn Krysiak  
 Brian K. McHale

**District 47**  
**Senate:** Gwendolyn Britt  
**Delegate:** Doyle Niemann  
 Victor Ramirez

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**Retirees Corner**

The next meeting is September 11 at 10AM. We welcome all new members and hope to see more of you at the meetings.

RMC meetings are held on the second Monday of every month. Unless otherwise noted all meetings are held at the Local 2107 office at 2441 Holly Ave, Annapolis and begin at 10AM.

Get Well to:

Carla Queen  
Steve Dolce recovering from surgery  
Harry Labonte recovering from surgery

Sympathies to:

Shirley Milton on the death of her stepson.  
Kim Montgomery on the death of her father-in-law.

Congratulations to:

Abraham Samuels on his wedding

ACFC reminder—Please don't forget to go to ACFCcares.com to order your FREE "Raising Healthy Eaters" books and/or the Family Fitness Folder.

Discounts

Six Flags America—We now have Buy one, Get one free passes available at the Hall for any day through 10/29/06.

Dates to Remember

Membership meetings

09-11 Combined North/South in Annapolis  
6:30 pm

Other Meetings

08-22	Executive Board Meeting	9:00 am
	Steward Meeting	6:30 pm
08-29	Hoover Meeting	1:00 pm
09-08	President's meeting	10:00 am
09-20	MD St Council Meeting	10:30 am

Other

08-23 thru 08-31 Voter Registration  
09-12 Primary Election Day

Cavalier Bargaining line 866 900-2107

We are still waiting for the Company to bargain with us. They have given us a date of September 6. We will let you know if they follow through.

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THE COMMUNICATIONS WORKERS OF AMERICA LOCAL 2107  
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ADDRESS CORRECTION REQUESTED