



AFL-CIO-CLC • Local 11
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TO: ALL NABET-CWA/NBC MEMBERS

As many of you have pointed out, there is a dispute between the Company and the Union as to which days constitute holidays for 2011 and 2012. I believe that Article XVIII, section 9, is quite clear and we are entitled to the days as the Union has posted them. I encourage all of you to put in for the holidays in STORM and keep a record of the request. If you need the day and are denied for any reason, take a vacation, payback or personal day to cover it. Meanwhile, a grievance will be filed in an attempt to resolve the issue.

Fraternally,

Thomas A. Cappo
President

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