

## I'll Do Two...Will You?

# V.P. Mooney Addresses Bargaining Issues at Town Hall Meeting

For the majority of members who attended the joint Town Hall Meeting on October 22, it was their first opportunity to hear our newly-elected District 2-13 Vice President Ed Mooney speak. All left informed, inspired and impressed by his passion for this Union and the members it represents.

The Town Hall Meeting was held to allow members of Locals 2108, 2222, 2300 and 2336 (Suburban Washington area) to acquire up-to-the-minute bargaining information and to get their questions answered.

VP Mooney stumped the audience when he asked how much we pay toward our healthcare presently. Most said "nothing", since we don't



pay toward our premiums. He explained that we pay 7% of our healthcare costs at this time. That's the value of the co-pays that we pay every time we go to the doctor or hospital or pick up a prescription. Verizon is not telling the truth

when they say we pay nothing toward our healthcare. They also omit the simple truth that we have done the right thing during the past 50+ years of bargaining by forfeiting wage increases in order to pay for our healthcare. During the life of the five-year agreement that we negotiated in 2003, we accepted meager pay raises to fund our healthcare, because we understood that those costs were going to rise sharply. In 2003 (when we had 84,000 members), by forfeiting 1% of our pay raises that gave the company \$50 million to apply toward healthcare. We shouldn't be penalized for responsible bargaining over the past 50 years, and we shouldn't be ashamed of what we have accomplished.

"Verizon, don't lump us in the same category as bankrupt companies and municipalities!" VP Mooney demanded. "Verizon is doing very well financially; their real goal is to trim the number of union jobs. Lowell McAdam didn't take a pay cut when he took over as CEO, did he? Weeks after Ivan Seidenburg took the pensions away from all management employees the Board of Directors put \$9 million into his personal pension plan. We are in the worst Recession since the Great Depression, but, for the fourth year in a row corporate deposits topped the record set the year before!" By listing example after example, VP Mooney clearly painted the picture that this is really about corporate greed and more attacks on the Middle Class in our great country; not about a corporation that needs to take annual cuts from each of their bargained-for employees to the tune of \$20,000 per year.

The first question raised was why we returned to work without a new agreement after a successful fifteen-day strike. Why didn't we just

stay out until a new agreement was reached? VP Mooney discussed the impact that competition has on a strike now. During a lengthy strike, we could lose customers to our competitors who would never return to us. Lost customers equals lost jobs. Verizon committed to bargain in good faith, and everyone knew that it could take months to bargain a new contract, based on the complexity of the issues. Instead of keeping us out of work, with an income of only \$200 or \$300 per week from the Member Relief Fund, CWA made the decision to return us to work while they dealt with the Herculean task of negotiating an agreement which is fair to us, but meets the company's needs. We are receiving full paychecks, we've got medical benefits for ourselves and our families and most of us are earning a lot of money in overtime while the bargaining continues. Mooney said he hopes we can avoid having to call another strike. **(Continued on page 2)**

## Open Enrollment for Verizon Retirees

The 2012 benefit renewal will run from November 15 through December 1, 2011 for Verizon retirees. In a letter to our retirees Verizon advised that once a new contract is in place, they will provide information regarding plan status and whether there will be an additional enrollment requirement. At this time, however, if you are satisfied with your current coverage you don't need to take any action.

As with active employees, Verizon will conduct a dependent verification in 2012 to ensure that only qualified dependents are provided with coverage. As part of the verification, you will be required to provide documentation to support eligibility for each of your covered dependents.

If you subscribe to Supplemental Life Insurance, remember that the rates you pay are age-based, which means you may see an increase in the amount you pay if you age into the next age tier during 2012.

You continue to have the ability to make changes to your benefit elections anytime during the year through *Your Benefits Resources* (YBR). You can review your coverage and/or make changes beginning November 15 at [www.verizon.com/benefits](http://www.verizon.com/benefits). If you do not have internet access you can call the Verizon Benefits Center (VBC) at 1-877-489-2367 to request written material mailed to your home. Please allow up to ten days for mailing.

In his letter to retirees Marc Reed, Executive Vice President, Corporate Human Resources at Verizon couldn't leave well enough alone. Instead of just providing our retirees with the information they need during open enrollment, he had to get on his soapbox to provide the "key facts" to those who BUILT this company to explain why it is necessary for their Verigreedy former employer to "seek changes in health care benefits" for retirees during bargaining. Reed explained that Verizon spent \$1.7 billion last year for health care coverage for employees, retirees and their dependents who are covered by the East contracts. Surprisingly, he failed to mention that Verizon's 2009 revenues exceeded \$106 billion and the top three VZ execs received total compensation that year in excess of \$56.8 million! Probably slipped his mind.



**SO.....what can we do to put pressure on Verizon to bargain fairly?** Glad you asked! We all need to spread the word. We need to tell our families, friends, neighbors and church families what Verizon is really attempting to do. Then we need to tell the public. Verizon spends billions each year on their "brand". We need to let America know what Verizon really stands for.....Attacks on the very people who **built** the network, who **maintain** the network, who **are** the network. How can we accomplish that? We can each handbill, **for just two hours per week**, at a Verizon Wireless store. We are politely asking potential customers to wait to do business with VZW until they have negotiated a fair contract with their employees. The customers have been very open to taking a flyer and listening as we explain our issues, and Verizon absolutely hates it!!! It seems that when we tell the truth it tarnishes that "brand" a little bit! At this time Local 2108 is handbilling at the VZW stores at 1701 Rockville Pike, Rockville (in the Congressional Plaza Shopping Center) and at 10250 Baltimore Av, College Park (by Ikea) from 10a -4p on Saturdays and Sundays. We hope to have a sufficient number of volunteers soon to handbill for two hours during the week, also. Local 2108 will provide the all the flyers you need to handbill. **Isn't giving up two hours per week a small price to pay for a fair contract?**

A special thank-you to our brothers at IBEW Local 26 for their hospitality and the use of their meeting room and to Glen's Bar-B-Q for a tasty lunch. If you were unable to attend the Town Hall Meeting, you can view Mark Ward's youtube video on our website (cwalocal2108.org) or Facebook page (CWA Local 2108).

## Weingarten Rights

What do you do when company management or security call you into a meeting? What are your rights? What can you do....legally?

Well, first off, there are some basics you should know that you are entitled to by the law:

- \* To know the topic of the meeting before participating.
- \* To have Union representation if the meeting is investigatory or disciplinary in nature.
- \* To remain silent until your Union representation arrives if the meeting is investigatory or disciplinary in nature.
- \* To consult with the Union prior to meeting with management or security.

But the one thing many members fail to do is "ask" for representation. The company is under no obligation to provide representation and in many instances, will try to make you believe there is no need for representation....**YOU MUST ASK !!**

Meetings to outline job processes or work functions are not covered by Weingarten Rights and are a normal everyday function of running the business..but if you are called into a meeting by any company manager or security, please tell them;

***"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Union Representative be present at the meeting. Without representation, I choose not to answer any questions."***

**These are YOUR Weingarten Rights !!**

## OFFICER NOMINATIONS COMPLETED; ELECTION UNDERWAY

Local 2108 Officer nominations were conducted at the October 12<sup>th</sup> membership meeting by Election Committee Chairperson Dedria Tyree. Those nominated were:

<b>President</b>	<b>Marilyn Irwin (unopposed)</b>
<b>Executive Vice President</b>	<b>Amory Proctor (unopposed)</b>
<b>Secretary-Treasurer</b>	<b>Johnny Brown (unopposed)</b>
<b>Vice Presidents (2)</b>	<b>LaTasha Carpenter</b>
	<b>Jenny Sylvester</b>
	<b>Carl Brogden</b>

Since the offices of President, Executive Vice President and Secretary-Treasurer were not contested, those officers are therefore elected by acclamation. They will begin their three-year term of office January 1, 2012. Since three members were nominated for the two Vice President positions, an election will be conducted to elect our two Vice Presidents. The Local 2108 Election Committee mailed ballots to the homes of all members in good standing on **October 28<sup>th</sup>**, and will count the ballots on **November 18<sup>th</sup>**. If you do not receive your ballot or it is destroyed and you need a replacement, please call the Local on 301 595-2108 and request a duplicate by 10a.m. **November 10<sup>th</sup>**. All duplicate ballots will be mailed at that time. Please mail your ballot in sufficient time to be counted!

  
**CWA LOCAL 2108**  
 PRESENTS  
**BREAKFAST WITH SANTA**  
 FOR MEMBERS OF LOCAL 2108 AND THEIR CHILDREN AND GRANDCHILDREN (AGES 12 AND UNDER)  
  
 SATURDAY, DECEMBER 17, 2011  
 9AM TO 12NOON  
  
 LOCAL 2108 MEETING ROOM  
 10786 RHODE ISLAND AVENUE  
 BELTSVILLE, MARYLAND 20705  
  
 PANCAKES, SAUSAGE, JUICE AND MILK WILL BE SERVED  
  
 A PICTURE OF YOUR CHILD WITH SANTA WILL BE PROVIDED  
  
 PLEASE RSVP TO (301) 595-2108  
 BY MONDAY, DECEMBER 12, 2011

**Personals**

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

**Susan Ekholm**, an active member who died on September 21, 2011.

**Rosemary Roberson**, mother of **Monty Roberson** who died on October 3, 2011.

**Harold Henry Barron, Sr.**, father-in-law of **Shelley Archer-Barron** who died on October 7, 2011.

**Olga Kennedy**, mother of retired member **Wayne Kennedy** who died on October 18, 2011.

**Carolyn Sharpe**, mother in law of **Tenise Pope** who died on October 25, 2011.

**Quincy Grant**, grandfather of **Kimberly Epps**, passed away October 27, 2011.

**Willie M. Colclough**, father of **Lauren Colclough**, who died October 24, 2011.

**John Corbin**, a retired member who died on October 24, 2011.

**Congratulations to:**

**Mike and Danielle Macht** on the birth of their twins, **Brodie and Madelyn** on September 12, 2011.

**Welcome to Local 2108**

**New**

**Megan Paddy**

Alexis Riddick  
Katonya Goodrich  
Sharon Lloyd  
Carol Griffiths  
Aftyn Crowe  
Joshua Middleton  
Gloria Harrison  
Vincent Kenney  
Zena Horaibi  
Glenn Bynum

**Tenise Pope**

Derrick Gayles

**Transferred**

**LaTasha Carpenter**

Lori Banks

**Tammy Nelson**

Beverly Hairston  
Walter Gorham  
Jose Izaguirre  
Carlton Collins, Jr.  
Maurice Debrah  
Joseph Hall  
Purnell Wright  
William Daniels  
Daniel Mahoney  
Jeffrey Myers



John Breece  
Sean Smyth  
Charles Cunningham  
Patrick Mwangi  
Latcef Mitchell  
Gregory Welch, Sr.  
Ignacio Campos  
Donald Culbreth  
Keith Bradford  
Chris G. Johnson  
Christopher Mwombela

**VERIZON OPEN ENROLLMENT FOR ACTIVE EMPLOYEES**

The 2012 benefit renewal for active Verizon employees will run from November 1 thru November 11, 2011. Since VZ and CWA are still in the process of negotiating new labor agreements, the current plans will remain unchanged, with the exception of mental health parity, which is being implemented effective January 1, 2012 (in compliance with the federal Mental Health Parity and Addiction Equity Act of 2008). Health plan comparison charts can be viewed on the Verizon Benefits Center website ([www.verizon.com/4verizonbens](http://www.verizon.com/4verizonbens)). If you do not have access to the internet, you can call the VBC on 1-877 489-2367 and state "annual enrollment" at the voice prompt and a kit including the comparison charts will be mailed to your home.

Verizon has notified us that they will conduct a dependent verification in 2012. Please carefully review your covered dependents to verify their eligibility, and to determine if the Spousal Surcharge should apply to your covered spouse to avoid any issues during the 2012 dependent verification. Verizon considers it a violation of the Code of Conduct to misrepresent your covered dependents.

In addition to making changes to your benefit plans during open enrollment, you can also change or enroll in the Healthcare or Dependent Care Spending Accounts or change your current contribution.

Reminder to our members who have five or more years of service and are unmarried: Name a beneficiary for your Deferred Vested Pension (DVP)! You are entitled to a DVP once you have five years of service. If you pass away after you reach five years of service and are married, your DVP is given to your spouse. If you are unmarried, your DVP is forfeited, unless you have named a beneficiary.

Open enrollment is the perfect time to review all of your benefits and beneficiaries to see that they meet your current needs.

**RMC 2108 Retirees Corner**

Unless you have been hiding under a rock, you know how trying these times are for working men and women and senior citizens. The government has been reduced to a 12 member committee to decide our financial future and the company that many CWA members still work for or retired from, has demanded retrogressive benefit proposals that will hit us all hard in the wallet.

As retirees, we must stay active in the fight. If not, we stand to lose as much as our working brothers and sisters. The officers of CWA Local 2108 have urged all retirees to participate in mobilization activities to help secure a fair and equitable contract. I am asking every retiree to volunteer 2 hours of your time on Saturdays, from 10am to 4pm, to handbill at the Verizon Wireless stores in College Park and Rockville.

I am also urging you to sign the petition sponsored by The Alliance for Retired Americans. Tell the Deficit Super Committee: Don't cut Medicare, Medicaid or Social Security benefits! You can access the petition by going to, <http://bit.ly/nihFq4>.

Our next meeting is November 09, 2011 at 11:00am.

**Calvin C Foster Jr.**  
President- RMC 2108



**WORKERS  
HELPING  
WORKERS**



The Washington DC Metropolitan Council, AFL-CIO's Community Services Agency is all about helping workers in the Metro-DC area.

The Community Services Agency programs deliver emergency financial assistance for eligible working families, lay-off assistance, keeping food on the table for striking workers, unemployment training for good new jobs and so much more.

To contribute through the United Way and DC One fund Campaigns, use designation number **8253**.

*The Community Services Agency - The UNION Choice for Charitable Giving !!*

# Local 2108 Calendar

**NOVEMBER 2011**

- 2 Chief Stewards Meeting - 6:00pm**  
Local Office, Beltsville, MD
- 9 RMC Meeting - 11:00am**  
Local Office, Beltsville, MD
- 9 Membership Meeting -6:00pm**  
Local Office, Beltsville, MD
- 10 Last Day to Request Duplicate Ballot For Officer Elections**
- 11 Veterans Day**  
Local Office Closed
- 18 Ballots Counted for Officer Elections**
- 24-25 Thanksgiving Holiday**  
Local Office Closed

**DECEMBER 2011**

- 2 Holiday Gala - 5:00-11:00pm**  
Landover, MD
- 7 Chief Stewards Meeting - 9:30am**  
Local Office, Beltsville, MD
- 14 RMC Meeting -11:00am**  
Local Office, Beltsville, MD
- 14 Membership Meeting**  
Local Office, Beltsville, MD
- 17 Breakfast With Santa 9:00am-12:00pm**  
Local Office, Beltsville, MD
- 25 Christmas**
- 26 Christmas Holiday**  
Local Office Closed





*Local 2108 Members and their Guest are  
are invited to attend a*

## *HOLIDAY GALA*

*Friday, December 2, 2011  
5:00pm to 11:00pm*

*The Old Basement Meeting Room  
4301 Garden City Drive  
Landover, Maryland*

*Donations of \$3.00 or more will be collected for  
Community Services*

*Hors D'oeuvres \* D.J. \* Drinks*

*Note: No Smoking Allowed In The Building*

## CWA & AVAYA Reach Agreement on Contract Extension

CWA has announced that an agreement has been reached with AVAYA to extend the current Collective Bargaining Agreement until June 7, 2014 at 11:59pm. Working closely with the elected bargaining team Richie Meringolo (CWA Local 1101) and Kevin Kimber (CWA Local 6016) CWA was able to negotiate that all provisions of the 2009 Collective Bargaining Agreement remain in effect. In addition, wage schedule increases are scheduled as follows:

**2%** on June 10, 2012

**1.9%** on June 9, 2013

The extension will keep the current health care package for active members and retirees in tact with NO premiums or additional costs.

**MARK YOUR CALENDAR: Membership Meeting - November 9, 2011 - 6pm  
Holiday Gala - December 2, 2011 - 5:00 to 11:00pm**




**2108News**

Communications Workers of America Local 2108

*Published Monthly  
Printing Done In-House*

Les Evans - President  
Amy Proctor - Executive Vice President  
Johnny Brown - Secretary-Treasurer  
Mariyn Irwin - Vice President  
Jenny Sylvester - Vice President

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COMMUNICATIONS WORKERS OF AMERICA  
LOCAL 2108  
10782 Rhode Island Avenue  
Beltsville, MD 20705-2513  
ADDRESS SERVICE REQUESTED  
ISSN: 0162-248X