

Frontier Workers Gain Fair Contract After 22 Day Strike

After nearly 11 months of bargaining, including 22 days on strike, CWA and Frontier reached a tentative agreement on the terms and conditions of employment for approximately 1,400 bargaining unit members at Frontier in West Virginia. This agreement expands job security to **ALL** members in the bargaining unit as of ratification, provides for increases in wages, and has modest increases in health-care premiums.

The terms of the tentative agreement will remain in effect until August 7, 2021.

Wages and Other Compensation: There will be a 2% wage increase each year with the combined wage increases resulting in a compounded 6.12% base wage increase by the end of the contract. A ratification bonus of \$1,250 in the first year and yearly Corporate Profit Sharing Distribution of at least \$700 in 2019, 2020, and 2021 will add to wage gains.

Preserving Job Security: CWA members went on strike for 22 days to secure Job Security for 200 of our members, many of whom have



CWA members and supporters from the community held a big rally in Charleston, WV for job security at Frontier.

decades of service. Workers at Frontier held back management's efforts to increase its ability to transfer jobs out of West Virginia and stopped Frontier's plans to expand contracting. This agreement preserves job protections won in past contracts and provides **protection from layoff for every member covered by this contract as of ratification.** During negotiations the Company notified the Union it intended to close three centers affecting approximately 70 members. We were successful in preventing any of these locations from closing. The 0.7% restrictions on the Company's ability to relocate work out of the state is preserved intact. The West Virginia State Base Call Center routing remains intact.

Health Care Changes for Active Workers: A key focus for Frontier management was to shift costs in healthcare to CWA members at Frontier. Frontier wanted to implement a variety of new programs and plan changes to drastically increase the cost of health care for CWA members. These included various changes to contributions and

changes to the plan design. In the medical plan, CWA did address changes in contributions, but not to the degree the company sought, and the plan design remains largely intact with modest increases. No changes were made to existing Dental and Vision plans.



Retiree Health Benefits: Retirees in the MCN and MEP who retired prior to January 1, 2015 will continue to have no contribution towards coverage. Monthly contributions for retirees with Net Credited Service pre-August 3, 2008 and who retire(d) after January 1, 2015 will have slight increases. Beginning January 1, 2021, monthly contributions are increased by 6%.

Pensions and Retirement Security: The pension will retain the lump sum cash out provisions of the previous bargaining agreement through December 31, 2021. For those eligible, the matching contribution of 100% (up to 6% of pay) and the Discretionary Contribution will be extended for plan years 2018, 2019, 2020, and 2021.

Other Benefit Changes: The Supreme Court has ruled that same-sex marriages are legal. Therefore, the language previously included in the collective bargaining agreement will be modified to provide benefits to legally married same-sex domestic partners. The Advisory Council on Family Care will be funded annually beginning August 5, 2018. The Training Advisory Council (TAC) will be continued under the same terms that governed TAC under the 2013 MOU. During the term of the 2017 MOU, the Company agrees to continue the Wellness Committee, under the same terms that governed the Wellness Committee under the 2013 MOU.

"I could not be more proud of our members," said Ed Mooney, Vice President of CWA District 2-13. "Going on strike is never easy. But they knew what was at stake for their co-workers and for their communities. Thanks to their strength and unity, our bargaining team has reached an agreement with Frontier that will ensure that they will continue to have good, family supporting jobs."



LABOR NIGHT AT
NATIONALS PARK

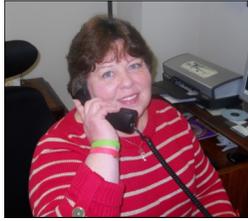
Friday, July 20, 2018 - 7:05PM



Washington Nationals –vs– Atlanta Braves

Tickets are \$15.00 each and will be sold on a first come/first served basis by calling the Local on 301-595-2108. Only a limited number of tickets are available. Call today !!

As we commemorate the fiftieth anniversary of the murder of Dr. Martin Luther King, Jr. this week, I think it is important that we remember not just that he died, but what he was doing when he died.



Dr. King was in Memphis on April 4, 1968, defending the right of public employees to organize labor unions and to fight for the preservation of public services. Two months earlier, the Public Works Department of Memphis required its sanitation workers (all black men) to continue to work during torrential rains which had flooded the streets and caused the sewers to overflow. Two sanitation workers took shelter from the rain in the back of their garbage truck. An electrical switch malfunctioned, which turned on the compactor, crushing the men to death. After their horrific on-the-job deaths, the Public Works Department refused to compensate the dead men's families. Eleven days later, 1300 black sanitation workers in Memphis walked off the job, protesting horrible working conditions, abuse, racism and discrimination by the city. These men worked long hours for low wages, no overtime pay, no paid sick leave, and while their work was often unsafe, an on-the-job injury could lead to getting fired. The men demanded that the city recognize their union, increase wages and improve the inhumane conditions. They carried signs declaring "I AM A MAN" to make the point that they were human beings, even though they picked up trash for a living. As more than 10,000 tons of garbage piled up, the Mayor refused to take unsafe trucks off the road, pay overtime or improve working conditions for the public workers.

Dr. King recognized the linkage between civil rights and economic justice. That is why he made his final journey in April of 1968 to march with the American Federation of State, County and Municipal Employees union members in Memphis. He was proud to rally with public workers, and proud to make the connection between their labor struggle and the broader struggle for a fair and equitable economy that served all workers---public and private.

The defense of public and private employees---who are so essential to a functioning society--is as vital today as it was in 1968. It saddens me that fifty years after Dr. King was gunned down for advocating for civil rights/workers' rights/economic justice that we are still fighting the same battles. Consider the similarities between the Memphis Public Service Workers and the striking West Virginia teachers last month and Oklahoma teachers today. While we live in the wealthiest nation in the history of the world, we have one of the highest percentages of childhood poverty of any major country. Healthcare is not guaranteed to all people, and the richest 1% of Americans continue to get richer, while the Middle Class is shrinking at an alarming rate. Go Fund Me Pages were established in January of this year to buy blankets for Baltimore teachers and students to warm themselves in classrooms where the temperatures were in the 30s and 40s, and the



kids couldn't feel their toes.

We must do better. Dr. King knew that labor rights are human rights. A half century after his passing, AFSCME, the union with which he worked so closely, is one of the many labor organizations which are under attack by governors, legislators and the Supreme Court. Congress and many states give huge tax breaks to billionaires and large corporations, but fail to provide adequate funding for education and to pay teachers a decent wage. In just the past three years the bottom 50% of Americans have seen their net worth decrease by about \$200, while the top 5% have seen their wealth increase by an average of \$800,000. We must fight to maintain the unions we have today, and to unionize jobs which currently don't have one. Workers must be represented to ensure they are paid fairly and have reasonable work rules and a safe work environment. We must research the views of political candidates before Election Day, and only vote for those who support workers and our rights. We must retire those legislators who are paid puppets for the 1%, and don't have our best interests at heart. Only then will we start to see economic justice in our great country, will equate to growth of the Middle Class again.

In Solidarity,

Marilyn

Verizon To Roll Out "My FiOS" App

If you recall, the CWA Bargaining Committee met with Verizon Labor Relations back in September 2017 to discuss a program Verizon was looking to introduce to "promote a better customer experience" after a technician gets dispatched on an installation or repair.

The "My FiOS" app would notify the customer once the technician was dispatched to a customer's location and would automatically send the customer the technician's name, the picture that is associated with that technician's Verizon I.D., the current GPS location of the technician and it would allow two way dialogue between the customer and the DRC until the technician's arrival. Verizon indicated that a number of service providers like Safelite and Comcast currently employ this technology to improve customer relations.

CWA's main concerns revolved around the technicians' personal safety and the potential to utilize that technician's name and likeness in a manner that could jeopardize personal data. We pointed out that searches through the internet have become so sophisticated, that with just a name and photo, anyone could acquire personal information anonymously of that technician. And even though they had fallen prey to one of the largest hacking attacks in history, Verizon didn't see that as a potential problem nor did they feel that providing a customer with the technician's current location at the time of dispatch an issue either.

Since those initial discussions began, Verizon has taken the position that impasse was reached. They are now in the process of updating I.D. badges for technicians to roll out this program. CWA has notified our attorneys about their intentions to roll out this program to seek a recommended course of action. In the meantime, Verizon has notified CWA that they will be trialing the "My FiOS" app at the 5 N. Frederick Garage in Gaithersburg in Local 2108's jurisdiction as well as numerous other locations in the Mid-Atlantic Region.

Better Off Safe Than Sorry

I was once told that to a deer, every hunter is a tree stump, but to a turkey, every tree stump is a hunter. I don't remember if my Uncle Jeff or my good friend Gary Waters said it, as they are both avid sportsmen who might make that comparison. When I am at work I try to think like the turkey. I evaluate my surroundings for potential threats and I like to go a couple steps above the Verizon job pre-survey. When I first enter a customer's home I look behind the front door to see if there is a weapon stashed there. I ask how many people are home and if there are any pets. I look around for additional exterior doors in case of emergency. Are there locks on the bedroom doors? There could be multiple families living in the same house or trust issues inside of the family unit. I ask the customer questions regarding not only their service but make a little small talk about the weather and other random things to see what mental state they appear to be in. I take note of the general condition of the house, especially inside. If there are back sized-dents in the drywall there may have been physical violence at some point, or maybe just some kids horse playing... how many people did the customer say live here again?

In my career I have been told "You aren't leaving until my trouble is fixed". Well this is probably just a phrase that the customer is using to express frustration, however from an unbalanced customer it could be a threat. Always provide yourself an exit strategy. When clearing trouble tickets I generally leave my tools in the truck. In the rare event that I deem it unsafe for me to remain in the home, I could explain to the customer, "Of course I will be happy to fix your issue, I just need to go and get my tools to complete the repair." Then I could get in the truck, drive away, and immediately call my supervisor to advise them of the unsafe situation and what happened.

The same concept applies to working on Verizon equipment in the field. In addition to making sure there is no foreign voltage, the pole is safe to climb etc. take a look at what else is going on. Are there any stray animals in the area? What about people? Is it regular pedestrian traffic or is someone watching you and waiting for an opportunity? I remember years ago one of my coworkers told me a story of being held up while he was on a ladder working mid-span. The kid was just watching him until he went up the ladder and then came over and demanded that he throw down his wallet or he was gonna get messed up.

Now my intent is not to make this all gloom and doom. Most of our customers are good people who just want their phone, internet or cable installed or repaired. I have done thousands of jobs throughout the years without incident. That does not lull me into a false sense of security, however, I will always channel my inner turkey.

The Beirne Foundation Scholarship Program

The CWA Joe Beirne Foundation was established in October 1974 by the Communications Workers of America Executive Board to honor the name and memory of the founding President of CWA, who served for more than 30 years. In his capacity as the first CWA President, Joe Beirne took great pride in the roles he played in the fields of education and learning and other areas of social concern.

Fifteen partial college scholarships of \$4,000 each are being offered for the 2018-2019 school year. Winners, selected in a lottery drawing, also will receive second-year scholarships of the same amount contingent upon satisfactory academic accomplishment. Part-time students, less than 12 credits, will receive half of the scholarship monies.

Eligible for the awards are CWA members and their spouses, children and grandchildren, including those of retired or deceased members.

Applications are accepted during the months of November through April. **Final deadline for the 2018-2019 school year is April 30, 2018.**

To apply online, go to:

<http://www.cwa-union.org/pages/beirne>

Personals

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

Shante Goldsberry, sister of **Jesse Shedrick** who passed away on March 8, 2018.

Retired member, **Joseph Raley** who died on March 15, 2018.

John "Bubba" Lancaster, an active member who died on March 23, 2018.

Welcome to Local 2108

New Members

Ken "Moose" Singleton

Nicholas Kernats
Sherita Singleton

Laurence Cary/Tony Miller

Marcell Blackman
Stephen Roush
Kirby Grant



Rob Willis

Benjamin Holt, Jr.
Michael Zajdel

Transferred Members

Laurence Cary/Tony Miller

Jessie Crites

Congratulations to Recent Retirees:



Matt Worsham
Harry Renninger
Ronald D Finney
Jeffrey Harris
Greg Mitchell



Thinking About Retirement?

You may want to check out one of the listed workshops presented by **Nettworth Financial** Group for a retirement check-up and a free meal!!

Social Security

Saturday, April 14th @ 10 am – CWA Local 2108, 10786 Rhode Island Avenue, Beltsville, MD

Tuesday, April 24th @ 6:30 pm – The Chop House, 1915 Towne Center Blvd, Annapolis, MD

Thursday, April 26th @ 6:30 pm – Ruth's Chris, 106 Crown Park Avenue, Gaithersburg, MD

Reservations are required and to RSVP you may call Nettworth at (877)-534-2860, or register online at Nettworth.net. In addition if you have a co-worker who may be interested, please do not hesitate to bring them along and let us know how many will join you at the workshop. *Please no guests under the age of 30.*

Are you "WEARING RED" on Thursdays?

Workers Memorial Day - April 28, 2018

Local 2108 Calendar



On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew the fight for safe jobs. This year we will come together to defend hard-won victories by working people from attacks by right-wing Republicans and business groups. We will commit to fighting until all workers have safe jobs and the freedom to form unions to seek a better future.

The Occupational Safety and Health Act and Mine Safety and Health Act promise workers the right to a safe job. Unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer,

saved hundreds of thousands of lives and prevented millions of workplace injuries and illnesses.

But our work is not done. Each year, thousands of workers are killed and millions more suffer injury or illness because of their jobs. Workplace fatalities are on the rise again.

After years of struggle we won new rules to protect workers from deadly silica dust and beryllium, a stronger coal dust standard for miners and stronger anti-retaliation protections for workers who report job injuries.

All of these hard-won gains are now threatened. The Trump administration has launched an all-out assault on regulations. The president has ordered that for every new protection, two existing safeguards must be removed. President Trump and Republicans in Congress have overturned worker safety rules issued by the Obama administration. Protections against beryllium and coal dust have been targeted for weakening. Agency budgets and enforcement programs are on the chopping block. The safety and health of workers and the public are in danger.

We must fight back. We cannot and will not let them turn back the clock and destroy the progress we have made to make jobs safer and save lives.

APRIL 2018

- 1 Easter
 HAPPY EASTER
- 4 Chief Stewards Meeting - 9:00am
Local Office, Beltsville, MD
- 11 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 11 Membership Meeting - 6:00pm
Local Office, Beltsville, MD

MAY 2018

- 9 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 9 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 13 Mother's Day
 Mother's Day
- 28 Memorial Day
Local Office Closed
 THANK YOU!

WEINGARTEN RIGHTS

If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request my union representative, officer or steward to be present at this meeting. Without union representation, I choose not to participate in this discussion.

MARK YOUR CALENDAR: Membership Meeting - Wednesday, April 11, 2018, 6:00pm RMC 2108 Meeting - Wednesday, April 11, 2018, 11:00am



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Amory Proctor - Executive Vice President

Marilyn Irwin - President

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