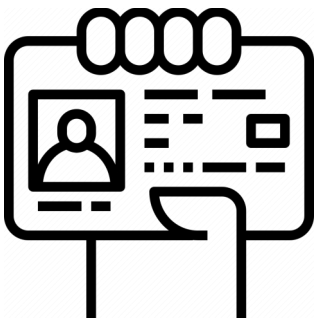


## Verizon Modifies Annual Driver's License Checks

Last month, Verizon sent notice to CWA that it will transition from A-Check to SAMBA for driver's license checks. The Company currently uses A-Check as a vendor to perform driver's license checks for employees who are DOT (10,000 to 25,999 lbs vehicles) and CDL (over 26,000 lbs vehicles) drivers as required by applicable legal requirements. It will transition these checks to a new vendor named SAMBA who will provide the Company with notice of changes to a driver's status whenever such changes occur. DOT and CDL drivers will be required to register within the SAMBA platform to initiate these checks. The move to SAMBA will not alter existing requirements relating to having a valid driver's license.



The company will continue to perform DOT and CDL drivers license checks annually but SAMBA offers more immediate reporting and their process is more efficient for Verizon than the current process utilized to ensure compliance with driving requirements. For example, if a Verizon employee's driver's license status changes from valid to invalid, such as suspended or expired, Verizon will be made aware of that change in a more timely fashion which will

provide the employee the opportunity to correct the issue before it results in driving without a valid license which could lead to discipline.

Once SAMBA is utilized, Verizon will no longer require CDL and DOT drivers to complete the certification that they are currently required to complete annually. The use of SAMBA will not modify the existing requirements for employees to notify Verizon if they are not qualified to drive.

## Spouse/Domestic Partner Verification Process Underway at Verizon

If you are not already aware, Verizon has sent out re-certification notices for "Spouse/Domestic Partner" eligibility requirements to confirm that plan guidelines are being adhered to.

CWA Local 2108 is advising all affected members to follow the re-certification instructions and complete by April 12, 2024. The required documentation must be received by **April 12, 2024** or your spouse's/domestic partner's coverage will be cancelled effective **May 9, 2024**.

If you have any questions, contact the Verizon Benefits Center at 855.349.4437. Representatives are available Monday – Friday, 9 AM – 5 PM Eastern time.



## Former CWA Local 2108 President Dennis Serrette Passes Away at the Age of 83



Dennis L. Serrette, a passionate advocate for civil rights, labor rights, and social justice, passed on March 7, 2024 at the age of 83. Dennis was President of CWA Local 2108 from 1997-1999.

Dennis had been a union activist since 1964, and was a founding member of the Communication Workers of America Black Caucus in 1971. In 1972 he became one of nineteen founding members of the Coalition of Black Trade Unionists, which advocated for the rights of minority workers. Serrette was recognized by the CWA for his contributions to the CBTU in 2001. Between 1971 and 1972, while serving as Vice President of CWA Local 1101, he participated in a seven month strike against the New York Telephone Company.

In 1984 Serrette ran for President of the United States on the New Alliance Party ticket. At the time, Serrette was working as a switchman for the New York Telephone Company. His running mate was teacher Nancy Ross. Serrette's campaign platform called for a national health plan, limiting the use of nuclear weapons, fair housing, full employment for all, and affirmative action.



Dennis is survived by his beloved wife, Cathy Hollenberg Serrette, his ten children, twenty-five grandchildren, and numerous great-grandchildren, as well as a vast network of family, friends, colleagues, and admirers who were touched by his extraordinary life.

Are you "WEARING RED" on Thursdays?

"If you don't do politics, politics will do you!!" It's a statement that we have heard a million times and one that also has very real consequences, especially in the Labor Union realm. Pro-business legislation aimed at limiting our means to organize or even operate can have devastating effects on our ability to represent workers and negotiate contracts. A prime example is "Right To Work" laws that have been implemented in over half of the states. Free-loaders in these states are not required to join the Union or pay equivalent dues but share in all the spoils of our solidarity. They get every raise, all health care provisions, contractual representation the same as members, all without paying a dime in dues or an ounce of sweat fighting for the cause.



But if you are like me, nails across the chalkboard are a welcomed annoyance rather than diving into the deep-end of the cesspool of politics.

What I have learned over the years is there is no such thing as the "perfect politician". There are so many issues that are important to us individually that we tend to lose sight of the bigger picture. Abortion issues, gun control rights, immigration,

education curriculum and human rights dominate the news daily. These are emotional issues that carry a lot of weight and have caused a number of union members to vote for candidates that may share their same ideals on a particular issue, but shares a negative view on our ability to exist as a Union.

I personally, vote for candidates that fight for my ability to maintain a respectable standard of living. One who supports my decision to join a Union, one who believes in the collective bargaining process.

Over the next few months, CWA Local 2108 will be conducting candidate interviews alongside the MD State and DC AFL-CIO to endorse candidates who share our Labor values in the upcoming election. In cases where the prior voting records of the candidates are available, close scrutiny is given to their votes that impacts workers. In those instances where there is no voting record, recommendations are based on interviews and position papers.

This educational process is not intended to tell you who to vote for. It is to inform you on the candidate's position on Labor issues and to try to seek your support. Your vote is a sacred and privileged right. It is incumbent of you to exercise that right. I am asking you to exercise that right and consider supporting labor endorsed candidates. By supporting a labor endorsed candidate, you are voting for your continued right to maintain a standard of living that you have grown to expect. But at the end of the day, if your convictions steer you toward another candidate, you have participated in the process and voiced your opinion and I will respect that.

In Solidarity,



To receive CWA action alerts via text message, Text CWAAction to 49484

# CWA Launches Human Rights Weekly Radio Show

The CWA Human Rights Department has launched a new radio show, "Our Power," a justice-filled hour of talk, solidarity, and worker power.

The first show included a discussion of a recent town hall hosted by CWA Local 3902's Civil Rights and Equity Committee, which explored how the labor movement can make a difference in the justice system, information on the John Lewis Voting Rights Act, and a preview of the upcoming CWA Human Rights Conference, which will be held in Houston in August.

The show airs every Thursday from 10 a.m.-11 a.m. ET on station KYOK. Listeners from across the country can tune in at <https://kyokradio.org/>.



## CWA HUMAN RIGHTS WEEKLY RADIO SHOW

A JUSTICE FILLED HOUR OF TALK, SOLIDARITY, & WORKER POWER!

EVERY THURSDAY MORNING AT 11AM ET / 8AM PT  
TUNE IN AT [KYOKRADIO.ORG](https://kyokradio.org)



## The CWA Joseph A. 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.



Sixteen partial college scholarships of \$4,000 each are being offered for the 2024-2025 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. Applicants must be high school graduates or at least high school students who will graduate during the year in which they apply. Undergraduate and graduate students returning to schooling may also apply.

Applications are accepted during the months of November through April. **Final deadline for the 2023-2024 school year is April 30, 2024.**

To apply online, go to:

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

## Verizon Transfers Pension Assets To Prudential and RGA

Last month, Verizon notified CWA of their intent to move a portion of managing the pension plans to Prudential and RGA for the purpose of making monthly pension payments. Prudential and RGA each agree to pay monthly pension payments to covered retirees, survivors and alternate payees. The Plans will no longer have this responsibility to individuals covered by the pension transfer.

The pension transfer affects most Verizon retirees, their surviving beneficiaries and alternate payees whose benefits are paid from the Verizon Management Pension Plan and/or Verizon Pension Plan for Associates, and who commenced monthly pension benefits before January 1, 2023. In addition, the pension transfer covers most former employees for whom a Pensioner Death Benefit may be due upon the participant's death. The following Plan participants are not included in the pension transfer:

- Active employees.
- Former employees who have not yet started receiving pension benefits or who had commenced pension benefits on or after January 1, 2023.
- Participants receiving Disability Pension benefits who will be under age 65 on March 6, 2024.
- Annuitants from the former GTE Southwest Plan for Hourly-Paid Employees.
- Annuitants with a portion of their benefit covered by a prior insurance contract.
- Participants with one portion of their benefit in pay status and another portion under the same Plan that is not yet being paid.

Individuals may have participated in more than one Verizon pension plan. If the benefit in one Plan is in pay status and the benefit is deferred in a separate Plan, the benefit in pay status is covered under the Prudential and RGA group annuity contracts, as applicable, while the deferred benefit remains an obligation of that separate plan.

Starting July 1, 2024, Prudential will take over payment administration from the Plans without disruption to pension payments. There is no action you need to take to continue receiving your monthly pension payment. The pension transfer happens automatically – and you will continue to receive your monthly benefit by check or direct deposit without interruption during the transition.

## RMC 2108 Retirees Corner

The spring season has made an appearance but without many sunny days so far. Along with the wet, frigid weather, the 2024 election season has also arrived mimicking the same gloomy forecast. We hope that all will improve with time.



The best thing to remember is check the weather report before going out and check the information you are receiving on election news before voting. Misinformation is everywhere and you will need to fact check what you hear and what you read. Voting with true information as your guide will give you a clear path to electing people that can respond to the challenges that are needed to guide our country in the future.

CWA will publish information about endorsements and we will be sharing this information at our RMC meetings. Please make plans to attend and stay informed and to talk with some old friends.

Our next meeting will be held on April 10, 2024 at 11:00am. See you then !!

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

## Personals

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

Former CWA Local 2108 President **Dennis Serrette** who passed away on March 7, 2024.

Retiree **Sheila King** who passed away on March 10, 2024.

## Congratulations to Recent Retirees:



David Rohmiller  
Sonya Glenn



## CWA Health Care Benefit Coordinators Can Handle Your Verizon Benefit Issues

The current HCBC assignments for Verizon employees are as follows:

**Tom Ballek**, Retiree HCBC for Medical, Dental and Enrollment Issues  
866-248-4449 - [Thomas.L.Ballek@verizon.com](mailto:Thomas.L.Ballek@verizon.com)

**Ines Millard**, Actives' Medical, Dental, Vision Disability and Enrollment  
888-571-7218 - [Ines.I.Millard@verizon.com](mailto:Ines.I.Millard@verizon.com)

**Jodi Grant**, Actives' Medical, Dental, Vision, Disability and Enrollment  
888-324-4969 - [Jodi.I.Grant@core.verizon.com](mailto:Jodi.I.Grant@core.verizon.com)

The HCBC's can handle issues from any active or retired Mid-Atlantic CWA (MD, DC, VA, NJ, PA, WV, DE) represented members, regardless of their home state.



## Thinking About Retirement?

You may want to check out these important workshops presented by **Nettworth Financial** Group to see if the reality of retirement is on your horizon!!

### Retirement - Cash Flow Planning Workshop

Thursday, April 11, 2024 at 6:30 PM - Ruth's Chris Steak House  
Tysons Corner, 8521 Leesburg Pike, Vienna, VA 22182

### Retirement - Cash Flow Planning Workshop

Thursday, April 18, 2024 @ 6:30PM - Ruth's Chris Steak House  
Pikesville 1777 Reisterstown Road, Pikesville, Maryland 21208

### Markets in Motion Online Workshop

Thursday, April 23, 2024 @ 6:30PM - Via Zoom

**Reservations are required** and to RSVP you may call Nettworth at (800)-859-2212, or register online at :

<http://www.nettworth.net/event/marylanddcvirginia>

NettWorth is also advising members who are considering retirement to schedule an appointment to evaluate your company supplied pension calculations. Over the past 20 years, Nettworth has uncovered numerous calculation discrepancies and their Independent Pension Analysis can help verify accuracy.

# Renew ACP and Keep Families Connected

# Local 2108 Calendar

The Affordable Connectivity Program (ACP) currently helps nearly 23 million households access high speed broadband, providing \$30 per month to qualifying families for affordable internet access. This means more families online, and more jobs for CWA members.

But funding is running out. Unless Congress acts NOW to renew ACP, the program will end by April 2024.

Losing ACP would hurt CWA's efforts to create new jobs. The Bipartisan Infrastructure Law is funding millions of dollars of broadband infrastructure, and CWA has advocated for those funds to create good jobs for CWA members. Losing ACP would put this program at risk by making it less appealing for ISPs to take public funds and build new networks in rural areas.

**TELL CONGRESS TO SUPPORT THE BIPARTISAN ACP EXTENSION ACT, SUPPORT GOOD JOBS, AND KEEP FAMILIES CONNECTED!**

**CWA.ORG/RENEWACP**



**APRIL 2024**

- 1 April Fool's Day
- 10 RMC 2108 Meeting - 11:00am  
Local Office, Beltsville, MD
- 10 Membership Meeting - 6:00pm  
Local Office, Beltsville, MD
- 15 Tax Day



**MAY 2024**

- 5 Cinco de Mayo
- 8 RMC 2108 Meeting - 11:00am  
Local Office, Beltsville, MD
- 8 Membership Meeting - 6:00pm  
Local Office, Beltsville, MD
- 12 Mother's Day
- 27 Memorial Day  
Local Office Closed



**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 10, 2024 - 6:00pm  
RMC 2108 Meeting - Wednesday, April 10, 2024 - 11:00am



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 Johnny Brown - President  
 Amory Proctor - Executive Vice President  
 Tamera Nelson - Secretary-Treasurer  
 LaTasha Carpenter - Vice President  
 Local Office: (301) 595-2108 :: Local Fax: (301) 595-2412  
 Web Address: www.cwalocal2108.org  
 10782 Rhode Island Avenue, Beltsville, MD 20705

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COMMUNICATIONS WORKERS OF AMERICA  
LOCAL 2108  
10782 Rhode Island Avenue  
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