

2017 Union Plus Scholarship Program Accepting Applications Now



Since 1991, the Union Plus Scholarship Program has awarded more than \$4 million to students of working families who want to begin or continue their post-secondary education. Over 2,700 families have benefited from our commitment to higher education. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation, supported in part by contributions from the provider of the Union Plus Credit Card. (You do not need to be a Union Plus Credit Card holder to apply for this scholarship.)

Eligibility

Current and retired members of participating unions, their spouses and their dependent children (as defined by IRS regulations). At least one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one year membership minimum must be satisfied by May 31, 2017.

Evaluation criteria:

This is a competitive scholarship. Applicants are evaluated according to academic ability, social awareness, financial need and appreciation of labor. A GPA of 3.0 or higher is recommended.

The required essays can account for up to half your total score.

Scholarship applicants are judged by a committee of impartial post-secondary educators.

Application Timeline:

Applications are available starting in mid-June, and a complete application must be received on or before 12:00 p.m. (Eastern Time) on **January 31, 2017**. Applications received after this deadline will not be considered.

Scholarship Award Amounts:

Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the Fall of 2017. Students may re-apply each year.

Award date:

The Scholarship Committee will determine recipients of scholarship awards by May 31 each year. During the first week of June award recipients will be individually notified by mail, and all applicants will be sent an email with notification that the [award list has been posted online](#). Please note that due to the volume of applications we cannot provide any information on the status of an application before award announcements are made.

To apply, go to: <https://www.unionplus.org/college-education-financing/union-plus-scholarship>



More SCABS Who Helped Prolong The Strike of 2016

- | | |
|---------------------------|-----------------|
| Beverly Prendergast (Kay) | Allyn Lane |
| Bettina Smith | Charmaine Smith |
| Jeffrey Wade | Keith Wolfolk |
| Lisa Scott | Juan Jackson |
| Raynod Dye | Laurie Sevilla |
| Jihad Gordon | Lisa Adams |
| Tenika Bryant | Chris Frazier |
| LeeVon Tatem | Carol Murphy |

Correction From Last Month's Newsletter

We sincerely APOLOGIZE to the following members who honored our picket lines, but had their names added to our "SCAB LIST" in error. These members should be afforded the same respect and appreciation we have given to our other Brothers and Sisters who stood with our battle against Verigreedy Veri-zon.



- Josephine Livezey
Daungjai Van Sant
Michelle Simmons
Katasha Keitt
Candice Barrett
Arnetta Brown Johnson
Catherine Davis



I recently came across one of the full-page ads Verizon bought in the Washington Post...You know, the ones they spent nearly \$100,000 per ad on in an attempt to break our spirit and turn the public against us. I kept it as a reminder of just how low Verizon will go in their quest for greed and unfettered control.



This particular ad was dated April 12th, the day before our strike was slated to begin. The top half of the full-page ad contained only five words: **WHAT'S THERE TO STRIKE ABOUT?**

Verizon used the bottom half of the page to provide their answer to the question. They patted themselves on the back, explaining that for almost ten months they had put fair offers on the bargaining table that continued to provide excellent jobs for their CWA and IBEW represented employees. They took credit for providing outstanding compensation (while claiming that our average wage and benefits package was \$130,000 annually), high-quality healthcare benefits, exceptional retirement benefits and "numerous perks". Omitted from the ad was the fact that Verizon was demanding that every one of those benefits be severely diminished or done-away-with altogether in order for an agreement to be reached. It must have slipped Lowell McAdam's and Little Marc gReed's minds to mention that little tidbit in their propaganda. They went as far as to state that "Union leaders need to move out of the past and recognize that it is no longer the Ma Bell era of princess phones and phone booths.....and that they need to strike a deal." As you know, we went on strike the next morning.

While I don't have \$100,000 to buy a full-page Washington Post ad to answer that five word question for our Verigreedy employer (and if I did, I would certainly find a better way to spend it than to disparage our members), I think it's a good idea for us to take stock and remind ourselves of what we accomplished with our 49-day strike. Below are just a few examples:

As of April 12th, Verizon was demanding that we accept a 3-year contract, with raises of 2.5%, 2% and 2%, no Corporate Profit Sharing payments in 2017 or 2019 and no Ratification Bonus. **Because of our strike, we got a 4-year contract with raises of 3%,2.5%,2.5% and 2.5%, CPS payments in 2017, 2018 and 2019, and a \$1250.00**

Ratification Bonus.

As of April 12th, Verizon was demanding that pension accrual be frozen at 30 years. **Because of our strike, all years you work are credited toward your pension accrual.**

As of April 12th, Verizon was demanding that Accident Disability Benefits begin on the 8th consecutive day, with Incidental Absence Days required to be used during the first 8 days, and including a reduction in the number of days at full pay. **Because of our strike, this demand was withdrawn.**

As of April 12th, Verizon insisted on closing 13 Call Centers in Mid-Atlantic. Employees at many locations could be involuntarily transferred, without regard to distance, if they wanted to keep their jobs. **Because of our strike, Verizon withdrew the proposal to close centers and involuntarily transfer these members, only closed 1 work location which required 1 member to transfer to another location in the same town, and agreed to hire an additional 850 call center workers in Mid-Atlantic.**

As of April 12th, Verizon demanded that Job Security Provisions be eliminated for those who currently were covered by them, unless the Union agreed to the company's transfer, assignment and Special EISP proposals. **Because of our strike, this demand was withdrawn.**

As of April 12th, Verizon demanded that they be allowed to involuntarily assign techs to work in any state in the Mid-Atlantic and Northeast footprints for up to 60 days per year. Out-of-state techs could be sent into any state for up to 120 days per year. **Because of our strike, this demand was withdrawn.**

As of April 12th, Verizon demanded that Advance Notice of Evaluative Observations be eliminated, that 2 business days be allowed for feedback, and that observations could be conducted at any time, including overtime. **Because of our strike, this demand was withdrawn.**

This is just a sampling, not an all-inclusive list, of **WHAT THERE WAS TO STRIKE ABOUT.** I hope I cleared up any confusion and answered Lowell and the other Verizon 1%ers' question for them. Best. Strike. Ever.

In Solidarity,

Marilyn

RMC 2108 Retirees Corner

The RMC Executive Board hopes that all of our members are enjoying the summer weather we are having . Please stay healthy and avoid over-exposure to the sun and heat, as a visit to the emergency room would definitely put a damper on the summertime fun!

Over exposure to the never-ending political news should also be avoided!! The election is only a few months away and we will be inundated with many facts and opinions to help us shape our decision on the Presidential candidate to vote for. The choice should always center around the future of our country and continued prosperity for the next generation. Of course, this choice should include access to health care, education, jobs and a safe environment to live in.

The next few months should give all of us the information we need to make our final choice for the President of the United States of America .

We will not have a RMC meeting in August as voted on by our members at the last meeting. The next RMC meeting will be held on September 14, 2016 at 11:00am. We look forward to seeing you then.



Personals

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

Darius Cheek, husband of **Candice Barrett**, who died on March 24, 2016.

Thomas Scurry, father-in-law of **Karyn Waters-Woods** who died on June 19, 2016.

Kimberly Hardy McMillian, sister of **Gayle Rodgers** who died on July 9, 2016.

Welcome to Local 2108

New Members



Mike Foster

Ronald Ventura
Warner T Brown, IV
Albert King

Kendra Whitaker Hughes

Denise McCants
Lawrence Delemar

Congratulations to Recent Retiree:

Ted Kokoski

Calvin C Foster Jr
President- RMC 2108

Get a Jump On Your Retirement Planning

Thursday, August 11, 6:30pm at:
Nantucket's Reef
9755 Traville Gateway Dr
Rockville, MD 20850

Saturday, August 13, 12:00pm at:
CWA Local 2108
10782 Rhode Island Ave
Beltsville, MD 20705

Considering retiring or just want to get a start on retirement planning? Nettworth Financial Group will be hosting two retirement seminars free of charge for CWA Local 2108 members. It's an opportunity to learn about your specific retirement benefits. They will discuss the changes in the pension plan and the savings plan and discuss the effect of the Pension Protection Act. You'll learn about the choices you'll face and important information to consider when making those decisions. Reservations are required by calling 877-534-2860 x301.

Here are Some Hot Tips When Working in the Heat

CWA members who are exposed to extreme heat or work in hot environments may be at risk of heat stress. Exposure to extreme heat can result in occupational illnesses and injuries. Heat stress can result in heat stroke, heat exhaustion, heat cramps, or heat rashes. Heat can also increase the risk of injuries in workers as it may result in sweaty palms, fogged-up safety glasses, and dizziness. Burns may also occur as a result of accidental contact with hot surfaces or steam.

Workers at greater risk of heat stress include those who are 65 years of age or older, are overweight, have heart disease or high blood pressure, or take medications that may be affected by extreme heat.

Prevention of heat stress in workers is important. Our employers should provide training to workers so they understand what heat stress is, how it affects their health and safety, and how it can be prevented. Some of the preventative measures you can take to protect yourself are:

- Practice heat safety measures when you are physically active in hot weather. This is especially important for technicians working outdoors or in attics. Avoid strenuous activity in hot, humid weather or during the hottest part of the day (between 10 a.m. and 4 p.m.). Use caution during your physical activity in the heat if you have health risks.
- Drink plenty of water before, during, and after you are active. This is very important when it's hot out and when you do intense exercise. Fluids such as rehydration drinks, juices, or water help replace lost fluids, especially if you sweat a lot.
- Drink rehydration drinks, which are absorbed as quickly as water but also replace sugar, sodium, and other nutrients. Eat fruits and vegetables to replace nutrients.
- Check your urine. Urine should be clear to pale yellow, and there should be a large amount if you are drinking adequately. You should urinate every 2 to 4 hours during an activity when you are staying properly hydrated. If your urine output decreases, drink more fluids.
- Try not spend much time in the sun. Wear lightweight, light-colored, loose-fitting clothing in hot weather, so your skin can cool through evaporation. Wear a wide-brimmed hat or use an umbrella for shade.
- Stay cool as much as possible. Take frequent breaks in the shade, by a fan, or in air-conditioning. Cool your skin by spraying water over your body.
- If you have to stand for any length of time in a hot environment, flex your leg muscles often. This prevents blood from pooling in your lower legs, which can lead to fainting. To prevent swelling (heat edema), wear support hose to stimulate circulation while standing for long periods of time.

Illness	Symptoms	First Aid*
Heat stroke	<ul style="list-style-type: none"> • Confusion • Fainting • Seizures • Excessive sweating or red, hot, dry skin • Very high body temperature 	<ul style="list-style-type: none"> • Call 911 -While waiting for help: • Place worker in shady, cool area • Loosen clothing, remove outer clothing • Fan air on worker; cold packs in armpits • Wet worker with cool water; apply ice packs, cool compresses, or ice if available • Provide fluids (preferably water) as soon as possible • Stay with worker until help arrives
Heat exhaustion	<ul style="list-style-type: none"> • Cool, moist skin • Heavy sweating • Headache • Nausea or vomiting • Dizziness • Light headedness • Weakness • Thirst • Irritability • Fast heart beat 	<ul style="list-style-type: none"> • Have worker sit or lie down in a cool, shady area • Give worker plenty of water or other cool beverages to drink • Cool worker with cold compresses/ice packs • Take to clinic or emergency room for medical evaluation or treatment if signs or symptoms worsen or do not improve within 60 minutes. • Do not return to work that day
Heat cramps	<ul style="list-style-type: none"> • Muscle spasms • Pain • Usually in abdomen, arms, or legs 	<ul style="list-style-type: none"> • Have worker rest in shady, cool area • Worker should drink water or other cool beverages • Wait a few hours before allowing worker to return to strenuous work • Have worker seek medical attention if cramps don't go away
Heat rash	<ul style="list-style-type: none"> • Clusters of red bumps on skin • Often appears on neck, upper chest, folds of skin 	<ul style="list-style-type: none"> • Try to work in a cooler, less humid environment when possible • Keep the affected area dry

* Remember, if you are not a medical professional, use this information as a guide only to help workers in need.

CWA Praises Nomination of Hillary Clinton for President

Following is a statement by Chris Shelton, president of the Communications Workers of America, on the nomination of Secretary Hillary Clinton for President of the United States.

The nomination of Secretary Hillary Clinton for President of the United States is a historic step forward for our nation, and the Communications Workers of America is proud to work with her as together we build an America that works for working families.

Hillary Clinton is smart, thoughtful and experienced. She brings decades of commitment on behalf of working families, and for economic and social justice for all.

She doesn't just talk, she delivers. Her record of public service shows a leader who stands up for workers' bargaining and organizing rights, for family and medical leave and other programs that help working families.

Secretary Clinton has pledged to 'do everything in my power to defend American jobs and American workers. Any trade deal must meet three tests to earn my support: It must create good American jobs, raise wages, and advance our national security. I do not believe that the Trans-Pacific Partnership meets this high standard. That's why I oppose the TPP — and that means before and after the election.'



CWA has a large number of members and retirees in all the battleground states, and activists will be mobilizing and engaging to elect Hillary Clinton the next President of the United States.



Local 2108 Calendar

AUGUST 2016

- 3 Chief Stewards Meeting - 9:30am
Local Office, Beltsville, MD
- 10 RMC 2108 Meeting - **CANCELLED**
Local Office, Beltsville, MD
- 10 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 21-24 CWA Human Rights Conference
Atlanta, Georgia

SEPTEMBER 2016

- 5 Labor Day
Local Office Closed



- 12-16 CWA/USW Safety Conference
Pittsburgh, PA
- 14 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 14 Membership Meeting - 6:00pm
Local Office, Beltsville, MD

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, August 10, 2016, 6:00pm - Wednesday, August 10, 2016, 11:00am - Cancelled



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 Jenny Sylvester - Vice President
 LaTasha Carpenter - Vice President
 Johnny Brown - Secretary-Treasurer
 Amory Proctor - Executive Vice President
 Marilyn Irwin - President

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