

Verizon, VCSI Contract Extensions Ratified

CWA members at Verizon in the Northeast and Mid-Atlantic regions and at Verizon Connected Solutions voted to ratify a three-year extension of their current contracts, which were set to expire in August 2023.

The extensions provide for additional wage increases, enhanced retirement benefits and a work at home agreement. The agreement, which extends the contracts through August 1, 2026, will deliver an 18.2% compounded wage increase over the additional four years and covers more than 30,000 Verizon workers.

Effective Sunday, July 31, 2022, an additional 1.25% wage increase went into effect in addition to the 2.75% increase that was implemented on June 19, 2022. There will also be a \$750 signing bonus which will be paid out by the end of August 2022.

The extended agreement provides for modest increases in health care plans while it improves retiree health benefit options. The agreement also provides a pathway to secure the 5G work and includes the hiring of an additional 900 technicians as well as another 225 hired into the sales and service area. Call volume percentages will be increased and represented employees will soon be performing some click to chat work.



The "Work at Home" agreement will allow members in participating organizations the ability to continue to work at home with retreat rights back to their normal work location during the first 9 months

after ratification. A \$50 dollar a month stipend will also be paid out to offset expenses for those utilizing their own internet provider. Those utilizing a Verizon provided hotspot due to unavailability of an internet provider in their area will continue to be allowed to utilize that provision until other broadband facilities become available.

The Company will provide associates with a one-time reimbursement of up to \$300 toward the purchase of an office desk and/or chair, reimbursable after the associate provides proof of purchase.

"This is a solid contract for Verizon workers that will improve wages and raise the living standards of our members across the region," said Ed Mooney, Vice President for CWA District 2-13.

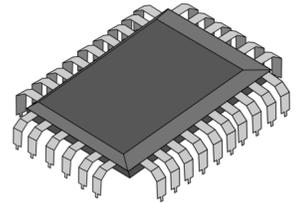
CWA President Shelton Joins President Biden to Urge Passage of the CHIPS Act

Last month, CWA President Chris Shelton joined President Joe Biden for a roundtable on the importance of passing the CHIPS Act to promote domestic production of semiconductors and create good jobs in the United States.

CWA represents workers at Onsemi, a semiconductor manufacturer in Mountain Top, Pa., which is currently the only union-represented final assembly semiconductor manufacturing workforce in the United States.

"The CHIPS Act is a key component of both creating good jobs here in the U.S. and strengthening our ability to compete with China," Shelton said. "Passage of this bill is going to drive a huge amount of investment in semiconductor manufacturing across the country. It will result directly in tens of thousands of jobs to help grow a key component of our manufacturing sector."

The CHIPS Act will result in tens of thousands of new manufacturing jobs in the United States and contains provisions that prevent companies that received money under the Act from using those funds to invest in overseas semiconductor production. It is a key part of the Biden Administration's plans for rebuilding America's manufacturing sector to create good jobs and strengthen the supply chain for critical components like semiconductors.



"Passing the CHIPS Act is an important first step toward creating good, union jobs in a competitive U.S. semiconductor manufacturing sector," said Carl Kennebrew, President of CWA's IUE-CWA Industrial Division. "Semiconductors are essential for everything from appliances to cars to medical imaging devices to fighter jets. We are ready to build on the expertise of our members and help secure the supply chain for these critical components."

Have You Scheduled Your Floating Holiday?

It seems that almost every year CWA Local 2108 hears from members who haven't scheduled their Floating Holiday prior to October 1st of the calendar year and then Verizon denies that employee the ability to schedule after that date, causing them to lose it altogether. It is the Union's position that if an employee has not scheduled it by October 1st, it is the company's responsibility to notify the employee to schedule it at that time.



With that being said, CWA Local 2108 strongly suggests that all of our members working under the Verizon agreement schedule their Floating Holiday prior to October 1, 2021. This way you cannot be denied the ability to schedule your holiday. Keep in mind that you can still be required to work on your Floating Holiday. In that case you will receive holiday pay treatment just as if you worked any other negotiated holiday.

To receive CWA action alerts via text message, Text CWAAction to 69866

Since moving to Maryland nearly thirty-five years ago, the three things I've been most impressed with are the quality of the schools, medical care and political candidates that we have to choose from here.



Now that all the votes have been counted from our July Primary Election, we know that Tom Perez, the Democratic candidate for Governor who was endorsed by CWA and the AFL-CIO, came in second place to Wes Moore. I'm both sad and disappointed that Tom Perez didn't win the election, as I truly looked forward to seeing his vision for Maryland unfold. In June, CWA President Chris Shelton introduced Perez at our CWA Legislative Conference by saying that Marylanders had the opportunity to elect the most pro-union governor in the country. While that is not to be, the good news is that (in typical Maryland fashion) Wes Moore is a great candidate, too.

I won't have the opportunity to meet Wes Moore until next weekend, but since he won the Primary Election I have spent my spare time reading to learn more about him. Moore was born in Takoma Park, Maryland. His father died before Wes' fourth birthday, and two years later his mother took him and his two sisters to live with her parents in the Bronx. As a teenager his grades declined and he became involved in petty crime, so his mother enrolled him in Valley Forge Military Academy and College. He graduated Phi Theta Kappa from Valley Forge with an associate degree, went on to graduate from Johns Hopkins University with honors, then earned a master's degree from Wolfson College, Oxford as a Rhodes scholar. Moore served in the Army until 2006, including overseas deployment for the War in Afghanistan, attaining the rank of captain.



As you know, before endorsing a candidate CWA, the AFL-CIO and other unions research the candidate's voting records and positions on issues that affect labor. After learning about Wes Moore's formative years, I decided to read what he has to say about unions and working families. The Moore website states that "Unions are good for our economy and have an equalizing power in the labor market." "It is more vital now than ever before that we support and protect Maryland's working families and their unions" due to a widening income gap and decreasing wellbeing that workers are facing.

The website continues by explaining that Wes comes from a strong union family and believes that strong unions are essential to building a thriving and equitable economy in Maryland. When he was CEO of one of the nation's largest anti-poverty nonprofits, their policy work centered around advocating for paid leave expansion, increased wages for front-

line workers in the care sector, reforming the unemployment insurance systems and ending wage theft and forced arbitration clauses for workers.

Wes' running mate, former Montgomery County Delegate Aruna Miller, has also been a champion for labor throughout her career. As a Delegate in the General Assembly, Aruna supported legislation to provide workers flexible, paid leave for their own or their family member's illness, prohibiting subminimum wages for disabled workers, expanding collective bargaining, increasing the minimum wage, and many other important labor issues.

Wes and Aruna are committed to protecting and expanding the right of workers to join unions and bargain collectively; this way expanding work, wages, and wealth for every family in Maryland, with a commitment to equity. They promise to always work in true partnership with Maryland's workers and unions to achieve these goals.

Between now and the General Election on November 8th I will continue to share information about the candidates, as well as any new endorsements made by CWA or the AFL-CIO. I hope you will take that information into consideration when you cast your ballot.

In Solidarity,

Marilyn

Thinking About Retirement?

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

Retirement Preparedness

Thursday, August 4, 2022 at 6:30 PM - Please join this meeting from your computer, tablet or smartphone.

Retirement - What to Expect

Thursday, August 18, 2022 at 6:30 PM - Please join this meeting from your computer, tablet or smartphone.

Reservations are required and to RSVP you may call Nettworth at **(800)-859-2212**, or register online at [Nettworth.net](https://www.nettworth.net).



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!

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, 2022 at 11:00am. We look forward to seeing you then!!

Calvin C Foster Jr
President- RMC 2108



Avoid Heat Related Illnesses Know the Signs!!

As we roll into the "dog days" of summer, we need to guard against two types of safety issues that commonly affect technician's: overexposure to the sun and heat illness.

Overexposure to the sun's rays can lead to sunburn, premature aging of the skin, immune cell disruption, skin cancer, cataracts and other eye problems. Sunburn can occur at any time of the day but chances increase between the hours of 10am and 3pm.

Technicians can take basic precautionary measures to help prevent sunburn like increasing their intake of non-alcoholic/non-carbonated beverages, wearing light colored, loose fitting clothing, utilizing shade if possible and wearing a hat and sunglasses. Use of a sunscreen with an SPF rating of at least 15 is also recommended.

Heat-related disorders or illnesses that may be caused by work in hot environments include heat rash, heat cramps, heat exhaustion, and heat stroke.

Heat Rash

Heat rash, commonly referred to as "prickly heat," may develop when one's sweat is not easily removed from the skin's surface by evaporation. Sweat ducts become blocked and sweat glands inflamed, resulting in a skin rash. Heat rash, an extremely uncomfortable condition, can be prevented by taking periodic breaks and through proper personal hygiene.

Heat Cramps

Heat cramps are painful, intermittent muscle spasms that occur during or following hard physical work under hot conditions. The muscle spasms are the result of an excessive loss of salt in sweat without adequate replacement. Spasms may develop even though there may be adequate water replacement. Those muscles used in performing the work are usually affected. Heat cramps may occur during or after work. An effective method of prevention is drinking salted liquids or eating salted food. Workers with heart problems or on a low sodium diet should notify their employer or supervisor of their medical condition. In addition, employees with such medical conditions should consult a physician.

Heat Exhaustion

Heat exhaustion is caused by the loss of body fluids through sweating, the loss of salt, or both. This condition is characterized by profuse sweating, giddiness, weakness or fatigue, headaches, nausea, rapid weak pulse, fainting, and, in more serious cases, by vomiting and loss of consciousness. Workers suffering from heat exhaustion will have cool, moist skin and a pale, flushed complexion with a normal or slightly higher than normal temperature. A person suffering heat exhaustion should rest in a cool location and drink plenty of liquids. Mild cases may result in spontaneous recovery with such treatment. Severe cases may require medical care for several days. Workers with heart problems or on a low sodium diet should inform their employer or supervisor of their medical condition. Also, such employees should consult a physician before working in hot environments.

Heat Stroke

Heat stroke is the most serious illness associated with work in hot environments. Heat stroke occurs when the body's heat regulation mechanisms break down. The characteristics of heat stroke are a high body temperature (105 degrees Fahrenheit (F) or more), little or no sweating, and hot, dry, flushed skin. In addition, workers suffering heat stroke may become delirious, confused, convulsive, or comatose. Heat stroke can often be fatal.

If it is felt that a worker is suffering from heat stroke, immediate medical treatment is necessary. Immediate steps should be taken to lower the victim's body temperature. This can be done by moving the individual to



a cool area, soaking the worker's clothes with water, and fanning the body. If possible, the individual should be put into or immersed in ice and wrapped in cold, wet sheets. Following treatment at the workplace, the victim should be taken to a hospital or similar medical facility. Since severe heat stroke may result in brain damage, early recognition and treatment are essential.

2023 Union Plus Scholarship Program Accepting Applications Now

Since 1991, the Union Plus Scholarship Program has awarded more than \$5.2 million to students of working families who want to begin or continue their post-secondary education. Over 3,600 families have benefited from our commitment to higher education.

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 31st of the scholarship year..

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, 2023**. 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 2020. Students may re-apply each year.

Award date:

The Scholarship Committee will determine recipients of scholarship awards by May 31 each year.

Isaiah's Award

Isaiah's Award was created to honor the exceptional life of Isaiah C., a beloved child, fostered and adopted by a current, long-time employee of Union Plus. Isaiah was a smart, talented, spiritual, generous and kind young man. It is our wish that his gentle spirit live on, in part, through this namesake scholarship.

Applicants for Isaiah's Award must have a special connection to the foster care system, and will be asked in their application to describe their personal, employment, volunteer experiences, or career goals related to the foster care system.

To apply, go to:

<https://www.unionplus.org/benefits/money/union-plus-scholarships>

Personals

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

Larry Cernogorsky, a retired member who passed away on June 30, 2022.

Congratulations to Recent Retirees:

Randall Robinson
Michael Wartman
Traci Crawford



Seanell Shelton
Renee Holton
James Dozier

Local 2108 Calendar

AUGUST 2022

- 3 Chief Stewards Meeting- Cancelled
Local Office, Beltsville, MD
- 7-10 CWA Human Rights Conference
Phoenix, AZ
- 10 RMC 2108 Meeting - Cancelled
Local Office, Beltsville, MD
- 10 Membership Meeting - 6:00pm
Local Office, Beltsville, MD

SEPTEMBER 2022

- 5 Labor Day
Local Office Closed



- 11 911 Remembrance Day
- 14 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 14 Membership Meeting - 6:00pm

What's in Your Union Made Picnic Basket?



look for these products for your next picnic

HOTDOGS:

- » Ball Park
- » Boar's Head
- » Foster Farms
- » Hebrew National
- » Hofmann
- » Hormel
- » Oscar Mayer

SAUSAGES:

- » Gianelli
- » Kroger brand

BREAD AND ROLLS:

- » Wonder Bread
- » Alfred Nichols Bakery
- » Stroehmann
- » Arnold
- » Francisco

CONDIMENTS:

- » French's mustard
- » Gulden's mustard
- » Heinz ketchup
- » Jack Daniel's barbeque sauce
- » Vlasic pickles and relish

SNACKS:

- » Munchos
- » Funyuns
- » Rold Gold
- » Frito-Lay
- » Doritos
- » Chex
- » Mikesells Potato Chips
- » Mission Tortilla Strips

SODAS AND JUICE:

- » A&W Root Beer
- » Canada Dry Ginger Ale
- » Coca-Cola Products
- » Kool-Aid Sticks
- » Ocean Spray Cranberry Juice

BEER:

- » Miller
- » Coors
- » Anheuser-Busch
- » Black Eye Ale
- » Black Hawk Stout
- » Blue Heron Pale Ale
- » Budweiser

The Union Label and Service Trades Department, AFL-CIO does its best to verify the products listed are union-made. Some products may be made in both union and non-union facilities, please check the packaging for the union label where available. For these products and more, check the ULSTD website at www.unionlabel.org.



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, 2022 - 6:00pm
RMC 2108 Meeting - Wednesday, August 10, 2022 - Cancelled



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