

THE PRO ACT = WORKER POWER



When workers organize, mobilize, and strike together we can build power and win the wages, benefits, and working conditions we need and deserve. But that can be extremely difficult when our current laws keep the balance of power tilted in favor of CEOs and the super-rich. Unions are critical to increasing wages and addressing income inequality, but special interest-funded attacks on labor laws have eroded union membership. Today, union members earn over 13 percent more than those with similar education, occupation, and experience in a nonunion workplace. However, toothless labor laws have been exploited by unscrupulous employers, and this has slashed union membership from 33 percent in 1956 to just 10 percent in 2018.

The problem is, when CEOs and the 1% hold so much power, our economy and laws stay rigged in favor of the wealthy. They get richer while our wages stay stagnant and our working conditions get worse. **We need big change.**

The Protecting the Right to Organize (PRO) Act (H.R. 2474) is historic legislation that will put power in the hands of workers and reverse decades of legislation meant to crush unions. The bill will completely change labor law as we know it and shift power away from CEOs to workers.

The Protecting the Right to Organize (PRO) Act (H.R. 2474), will fix our broken laws by:

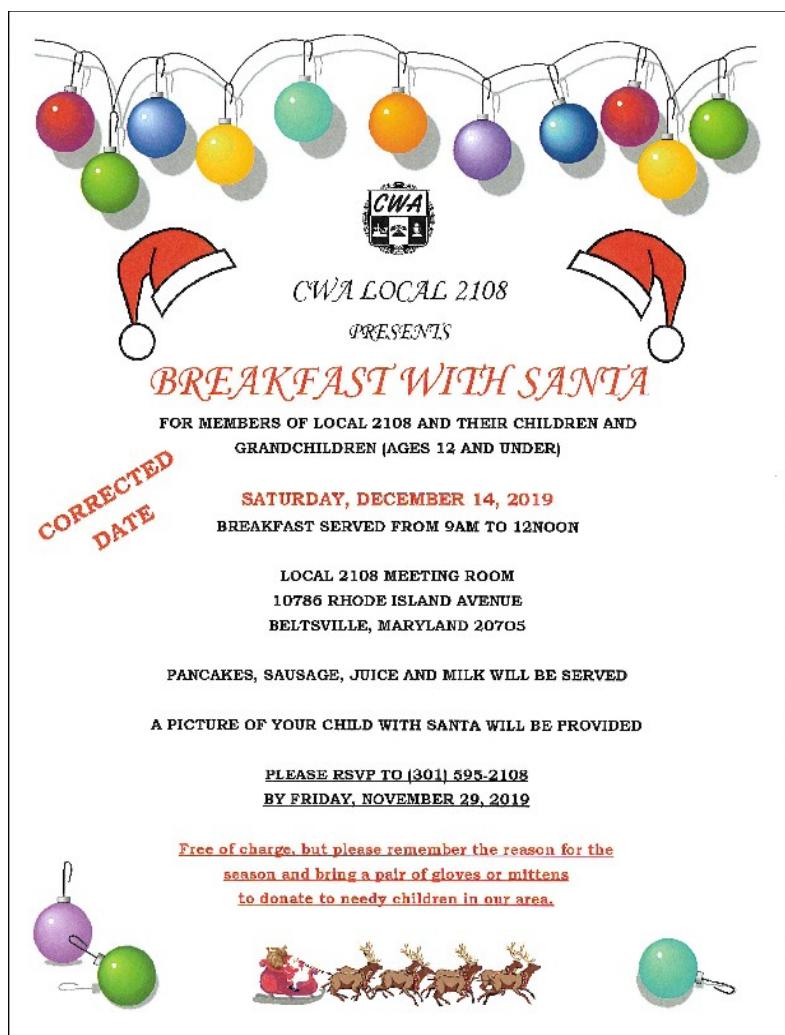
- Making companies recognize contractors as part of the collective bargaining process so they can no longer continue to whittle down our membership by subcontracting.
- Forcing an employer to reach a first contract in a timely manner with a newly organized group of workers. No more dragging out first contracts.
- Reversing so-called Right to Work, regardless of state laws.
- Prohibiting employers from forcing employees to attend anti-union meetings.
- Permitting secondary picketing, strikes, and boycotts, allowing workers to stand in solidarity with others seeking to improve their wages and working conditions.

- Toughening penalties for employers who illegally fire or retaliate against workers for protected union activities.
- Prohibiting employers from hiring scabs or discriminating against workers during a strike or lockout.

The House of Representatives may vote on the PRO Act soon, so we must push our Members of Congress to do the right thing and support this bill. CWA Local 2108 is asking every member to go online and sign the petition to tell Congress to put the power in the hands of workers.

[Follow this link on the internet to add your name to the petition!!](https://cwa-union.org/national-issues/legislation-and-politics/pro-act)

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The National Labor Relations Act (NLRA) establishes a federally protected right of working people to join together in collective action to improve their working conditions through collective bargaining and other means. After the passage of the Wagner Act of 1935, (the originally enacted version of the NLRA), the U.S. experienced decades of economic growth (which paralleled growth in union membership) that persisted until the 1970s. But since the 1970s, declining unionization has fueled rising inequality and stalled economic progress for the American middle class. The American economy is now marked by extreme inequality...the highest in U.S. history. CEO compensation has grown 940% since 1978, while typical worker compensation has risen only 12% during that time. From 1979 to 2016, the wages of the top 1% grew nearly 150%, whereas the wages of the bottom 90% combined grew just 21.3%.



This inequality and wage stagnation has left fewer and fewer U.S. workers able to achieve middle class status, which has increasingly caused workers to demand change. Today, nearly half of all nonunion workers say they would vote for a union if given the opportunity, a 50% increase from a 1995 survey. A recent Gallup survey found that 64% of Americans now have a favorable view of unions, and I attribute that to the highly visible and successful strikes in the past several years by CWA members at Verizon, teachers in many states and nurses, to name a few. Our messages from the picket lines demanding fairness in the workplace and a fair share of the profits we create has resonated across the country. We were heard.

So why isn't union density increasing? The current National Labor Relations Board (NLRB) has advanced an anti-union, anti-worker corporate agenda that has undermined workers' ability to form unions and engage in collective bargaining. The agency has systematically rolled back worker protections and betrayed its statutory obligation to administer and enforce the NLRA, and has faithfully acted on a top-10 corporate-interest wish list published by the Chamber of Commerce in early 2017. Not only has the NLRB taken action on **10 out of 10** items on this list, they have gone beyond the Chamber's policy requests and advanced additional measures that undermine workers' rights.

Who is the NLRB? By statute the Board has five members (with a minimum of three members required for a quorum) who serve five-year terms. The current Board is composed of four members: three Trump appointees--Chairman John Ring (a former management lawyer), William Emanuel (another former management lawyer), and Marvin Kaplan (a former Republican Hill staffer)--and one holdover Democratic appointee, Lauren McFerran (a former Democratic Hill staffer and union-side labor lawyer) whose term ends this month. This Board has repeatedly reversed long-standing board precedent, weakening workers' rights and giving more power to employers. In the two years that Republicans have held the majority on the board, they have overturned NLRB precedent in more than a dozen cases, and they have ratcheted up prosecution of unions while easing the rules for employers. **Every rule proposed by this Board weakens workers' rights to organize and engage in collective bargaining.** If you're not terrified by that last sentence, perhaps you should read it again.

Despite a 30% increase in full-time employees in the private sector in the past 10 years, President Trump has proposed reducing the NLRB budget, the number of full-time employees and the agency's capacity, actions which will starve the agency of resources needed to serve workers.

It is imperative that our legislators take action on legislative reform to restore and strengthen workers' rights to organize and collectively bargain. The PRO Act (see front page) will help by streamlining the process when workers form a union, bolstering their chances of success at negotiating a first agreement, and holding employers accountable when they violate workers' rights. The PRO Act addresses some of the damage inflicted by Trump's Board, and restores a meaningful right to strike. We need appointees to the NLRB who are not at odds with the agency's statutory mission to protect and promote collective bargaining, and not at odds with workers' desire for more of a collective voice in the workplace. Elections have consequences. Remember that one of the responsibilities of our next president will be to appoint replacements for the National Labor Relations Board. Do you want those replacements to be on the side of you and the rest of the working class in America, or on the side of the Chamber of Commerce???

In Solidarity,

Winter Safety Tips

In case you hadn't noticed, winter is settling in and one of the more serious hazards we have to deal with on a daily basis is **ICE!!** With that in mind, here are some tips from the University of Wisconsin Occupational Health Website to help you navigate the treacherous parking lots and sidewalks.

Choose Appropriate Clothing

During bad weather, avoid boots or shoes with smooth soles and heels, such as plastic and leather soles. Instead, wear shoes or boots that provide traction on snow and ice; boots made of non-slip rubber or neoprene with grooved soles are best. Wear a heavy, bulky coat that will cushion you if you should fall. Keep warm, but make sure you can hear what's going on around you.

Walk Carefully Over Ice

In cold temperatures, approach with caution and assume that all wet, dark areas on pavements are slippery and icy. Dew or water vapor can freeze on cold surfaces, forming an extra-thin, nearly invisible layer of ice that can look like a wet spot on the pavement. Walk in designated walkways as much as possible. Taking shortcuts over snow piles and other frozen areas can be hazardous. If you must walk in the street, walk against the flow of traffic, as close to the curb as you can. Point your feet out slightly like a penguin! Spreading your feet out slightly while walking on ice increases your center of gravity. Bend slightly and walk flat-footed with your center of gravity directly over the feet as much as possible. Keep your hands out of your pockets. Hands in your pockets while walking decreases your center of gravity and balance. You can help break your fall with your hands free if you do start to slip. Watch where you are stepping and GO S-L-O-W-L-Y !! This will help your reaction time to changes in traction. Use special care when entering and exiting vehicles; use the vehicle for support. Take short steps or shuffle for stability.

Indoor Safety

Walking over slippery floors can be just as dangerous as walking over ice! Keep these tips in mind if you are entering a building: Remove as much snow and water from your boots as you can. Water from melting ice on the floor can lead to slippery conditions.

If You Should Fall

Try to avoid landing on your knees, wrists, or spine. Try to fall on a fleshy part of your body, such as your side. Wearing thick clothing can help prevent injury to the bony parts of your body. Try to relax your muscles if you fall. You'll injure yourself less if you are relaxed.

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 2020-2021 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 2020-2021 school year is April 30, 2020.

To apply online, go to:

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

CWA & Verizon Negotiate Transfer Agreement For CSSC Associates

Last month, Verizon approached CWA with a proposal to allow Consultants in the CSSC the ability to initiate a permanent transfer to designated locations within the Verizon footprint. These locations included CSSC's in the Mid- Atlantic region and locations in New York and Massachusetts.

Verizon indicated to CWA that they believed that this opportunity could help CWA represented employees to achieve quality of work life while continuing to support the Consumer CSSC group. This one-time voluntary canvass was open for seven days last month. Employees who were on a leave of absence, on vacation or who had a medical restriction for up to one year from the time the canvassing period closed, will have 7 days to submit a transfer request upon returning to full duty. Relocation expenses will not be paid to those who transfer under this agreement.

In addition, all scheduled vacations were honored for those who transferred and employees also maintained their current tour if it was available at the receiving location. Employees on the Regional Attendance Plan were not precluded from applying for a transfer under this agreement.

RMC 2108 Retirees Corner

It's hard to believe that this year is already coming to an end. As retirees with the CWA, there were many challenges we addressed over that past 12 months and there were also many things we can look back on and be grateful for as well. With the political environment gearing up for the big showdown, I'm sure next year won't be any different.

I hope you can find the time to celebrate with us at our holiday luncheon on December 11, 2019 at 11:00am. We ask that you bring an unwrapped toy and canned goods so we can make the holiday season a bit more joyous for those less fortunate than us!!

Come and enjoy!!

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



Personals

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

Stephen Keels, brother of Joyce Cooper who passed away on October 26, 2019.

James Bewley, a retired member who passed away October 30, 2019.

Danny Arthur, a retired member who passed away on November 10, 2019.

Congratulations to Recent Retirees:



Scott Brannan
Rochelle Frye



Children's Hospital 50/50 Raffle Tickets Available Now

CWA Local 2108's annual Children's Hospital 50/50 raffle tickets are now available from your Chief Steward or at the Local office. When you purchase your tickets, your contributions ensure that specialized care is possible for thousands of children in the metro area who otherwise may not receive it. It also reinforces that as a member of CWA Local 2108, you are demonstrating your long standing commitment to the communities where you live and work.

Donations are \$1.00 per ticket and you do not need to be present to win. So when you are approached by your Steward to help support this worthy cause, remember every ticket sold is a winner because of the help it provides. This year's drawing will be held at the Membership meeting on December 11, 2019 in Beltsville, Maryland.

The Maisano Labor Scholarship Program

This scholarship award is being presented as a tribute to Vince and Patricia Maisano, the second CWA District 13 International Vice President and the former Secretary-Treasurer of CWA Local 13000. Both of these individuals retired in April of 2005. Vince and Pat both placed a high priority on education.

All CWA District 2-13 members, their spouses, children and grandchildren (including dependents of laid-off, retired or deceased CWA District 2-13 members) who are or were members in good standing at the time of separation from the Union may apply. 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. Prior winners may not apply.

One (1) scholarship, to be paid at the rate of \$1,000.00, will be awarded to an eligible applicant from the District 2-13 Potomac Region.

Applications will be accepted during the months of December through March. Final deadline is March 31st of the year in which the scholarship will be awarded.

The winners will be chosen by lottery drawing. To apply for the scholarship, follow the link below:

<https://district2-13.cwa-union.org/pages/scholarship-d213>

Union Made for the Holidays

SET THE TABLE

HOMER LAUGHLIN CHINA (GMP)
 FIESTAWARE (GMP)
 ANCHOR HOCKING (GMP)
 LIBBEY GLASSWARE (USW AND GMP)
 CLAUS KNIVES (USW)
 PYREX (USW)
 CORNING WARE (USW)
 BENNINGTON POTTERS (UNITE HERE)

TURKEY & HAM

BUTTERBALL (UFCW)
 FOSTER FARMS (UFCW)
 APPLETON FARMS HAM (UFCW)
 BLACK FOREST HAM (UFCW)
 BUTTERBALL HAM (UFCW)
 COOK'S HAM (UFCW)
 ARMLAND OLD FASHIONED PIT HAM (UFCW)
 FARMLAND ORIGINAL PIT HAM (UFCW)
 HORMEL HONEY ROASTED HAM (UFCW)
 TYSOON HAM (UFCW)

STUFFING

MANISCHEWITZ (UFCW)
 STROEHMANN BAKERY PRODUCTS (BCTGM)

CRANBERRIES

OCEAN SPRAY (IAMAWE)
 DOLE (IBT)

VEGETABLES

ANDY BOY (UFW)
 MURANKA (UFW)
 EUROFRESH (UFCW)
 BIRDS EYE (UFCW)
 MANN'S (UFCW)
 SUNRIPE PRODUCE (UFCW)

POTATOES

DOLE FRESH POTATOES (IBT)
 MANN'S FRESH CULINARY CUTS SWEET POTATO (UFCW)
 BETTY CROCKER SPECIALTY POTATOES (BCTGM)

BREAD

PILLSBURY ROLLS (BCTGM)
 STROEHMANN BAKERY PRODUCTS (BCTGM)
 AUNT MILLIE'S BREAD PRODUCTS (UFCW)

PIE & PIE FILLING

ENTENMANN'S (BCTGM)
 MARIE CALLENDER'S (UFCW)
 PILLSBURY PIE CRUST (BCTGM)
 SARA LEE (BCTGM)
 BANQUET FRUIT PIES (UFCW)
 KROGER BRAND PUMPKIN PUREE (UFCW)
 FOOD CLUB CANNED PUMPKIN (UFCW)
 DEL MONTE FRESH APPLES (IBT)

WINE & BEER

ALMADEN	ANHEUSER-BUSCH
BARTLES & JAYMES	BUDWEISER
BLACK BOX	LANDSHARK LAGER
C.K. MONDAVI	LEINENKUGEL
CARLO ROSSI	MICHELOB
CHARLES KRUG	MILLER LITE
CHATEAU STE. MICHELLE	MILWAUKEE'S BEST
COLUMBIA CREST	NATURAL ICE & LIGHT
CORBETT CANYON	O'DOUL'S
DUBONNET	SHOCK TOP
FAIRBANKS	
FRANZIA	
GALLO ESTATE WINES	
ROBERT MONDAVI	
ST. SUPERY	
TURNING LEAF	



Local 2108 Calendar

DECEMBER 2019

- 4 Chief Stewards Meeting - 9:30am
Local Office, Beltsville, MD
- 11 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 11 Membership Meeting - 6:00pm
Children's Hospital 50/50 Drawing
Local Office, Beltsville, MD
- 14 Breakfast With Santa - 9am - Noon
Local Office, Beltsville, MD
- 25 Christmas
Local Office Closed



JANUARY 2020

- 1 New Year's Day
Local Office Closed
- 8 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 8 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 21 Dr. Martin Luther King's Birthday

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, December 11, 2019, 6:00pm
 RMC 2108 Meeting - Wednesday, December 11, 2019, 11:00am



10782 Rhode Island Avenue, Beltsville, MD 20705

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Marilyn Lwin - President

Johnny Brown - Secretary-Treasurer

Latasha Carpenter - Vice President

Matt Klingman - Vice President

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