

Verizon Stock Grant Vests on 1/31/20

Two years ago, Verizon advised CWA that due to the additional savings the corporation was receiving from tax reform they were going to provide all employees, 50 shares of restricted stock.

Under the conditions of this stock grant, all employees who were actively at work on February 1, 2018 were eligible for the program. Employees that were on a Company approved leave of absence on February 1, 2018, such as a short-term disability leave, would be eligible for the grant if they returned to work prior to January 31, 2020. Eligible full-time employees received 50 restricted stock units (RSUs) and eligible part-time employees received 25 RSUs. A restricted stock unit is a hypothetical share of Verizon common stock. The award you are receiving has vested over a 2-year period, with 50% of the number of units vesting last year on 1/31/2019 and the remaining 50% of the units vesting on 1/31/2020. If you satisfy the vesting requirement for the award, you will receive a cash payment equal to the value of the vested RSUs on the applicable vesting dates. The RSU's grant date was February 1, 2018.

The actual value of your payout depends upon the closing price of Verizon's common stock on each of the vesting dates, 1/31/19 and 1/31/20, subject to any tax withholding obligations and legally required deductions. **Vested RSUs will be paid by check through local payroll as soon as administratively practicable following the applicable vesting date.**

If you should happen to leave the payroll prior to the vesting date, the reason you separate from Verizon determines how your RSUs are treated. If you voluntarily resign (and are not retirement eligible) before

the applicable vesting dates your award will be cancelled immediately and you will forfeit any unvested RSUs. If you are terminated for cause at any time before the award is paid, you will forfeit any unpaid RSUs (vested or unvested). Under other circumstances when you separate, you will not forfeit the unvested RSUs. For example, if you retire when you are retirement-eligible, are involuntarily terminated without cause, separate from service under a Company provided severance plan (or, if you are an associate, you leave pursuant to a surplus declaration), or you separate from service

due to death or disability on or before January 31, 2020, your then unvested RSUs will vest and be payable on the regularly scheduled payment date. If you die, any payment you would have become eligible to receive will be made to your estate.

Any payment received under the award will not be taken into account as compensation in the determination of benefits under any pension, savings, life insurance, severance or other benefit plan maintained by Verizon and it will not be included in wages for computations of overtime. Furthermore, payouts from this award may not be rolled into an existing 401(k) plan.



NABET-CWA Workers Win NLRB Settlement

Last month, NABET-CWA Local 11 (New York) and Local 31 (Washington, D.C.), negotiated one of the largest back pay settlements in the 84-year history of the National Labor Relations Board (NLRB), requiring CNN America, Inc. to pay a total of \$76 million to hundreds of broadcast technicians who were fired when CNN terminated its subcontract with union-represented employees at Team Video Services (TVS). The settlement provides substantial justice to workers who have been waiting more than 15 years to be made whole for the losses that they suffered as a result of CNN's unlawful conduct.

CNN's ability to avoid taking responsibility for its unlawful behavior for over 15 years shows just how far U.S. labor laws that are supposed to protect workers have become rigged in favor of corporations. While CNN did everything possible to avoid complying with the law, many of the affected workers struggled to make ends meet with minimum wage jobs or were forced to uproot their families in order to find work. Several of the workers have died while waiting for justice from the company.

NABET-CWA planned to picket the CNN-hosted Democratic Presidential Debate with our full support and help from the District 7 locals in Iowa. CNN was motivated to reach a settlement because every Democratic presidential candidate who qualified for the debate pledged to honor the picket line. Had CNN not settled, there would have been no debate.

This is what can happen when we build our political power and use that power to support pro-worker candidates. But justice shouldn't rely on extraordinary efforts. This year we must dedicate ourselves like never before to electing candidates at every level who are committed to updating our labor laws so that they strengthen worker power, not corporations.

Verizon Changes Leave Administrator

On February 1, 2020, Verizon is changing the FMLA and Leave administrator to Sedgwick. Sedgwick already administers Verizon's disability claims.

Here's what will happen:

For open claims filed through January 31, 2020:

- Effective February 1, submit paperwork to Sedgwick; prior to this, all members should follow current process.
- Claims will be automatically transferred to Sedgwick.
- Sedgwick will send you a letter outlining any actions you might need to take.

For new claims beginning February 1, 2020:

- Requirements for initiating a FMLA claim remain the same, beginning with a call-out to your supervisor or absence administrator.
- **The current fax number will be offline effective February 1, 2020.** Use the new fax number for supporting documents: (859) 264-4384.
- Information about Sedgwick will be posted on About You on February 1 from the Corporate Web.
- New forms will come from Sedgwick upon claim initiation and will be barcoded to provide faster claim review. All prior FMLA forms should be discarded.

I'm writing to ask every CWA member and retiree to participate in CWA's National Day of Action on Tuesday, February 4 by calling your members of Congress to ask them to support the Protecting the Right to Organize (PRO) Act (H.R. 2474/S. 1306).

For decades, corporations have been relentless in their efforts to bust unions, suppress workers' bargaining power and aggressively fight workers' efforts to unionize, while successfully lobbying to weaken labor laws. This has resulted in an economy which is rigged against working people, with wages stagnated for workers while the income of CEOs and the wealthiest 1% has skyrocketed. We have an historic opportunity to reverse all of that the first week in February when the House of Representatives votes on the PRO Act.

The PRO Act will help CWA members win the wages, benefits and working conditions we deserve and make it easier for other workers to join unions. The PRO Act will:

- Make it easier for workers to form unions
- Protect workers who go on strike by banning permanent replacement of strikers
- Deal a blow to "right-to-work" laws
- Make it easier for workers to win their first contract

As union members, it is important that we learn about the PRO Act and engage with our elected representatives to encourage them to support this legislation. It is considered so critical that CWA will not endorse any candidate--whether Republican or Democratic--who does not support this bill. Please join me on February 4 as we flood Congress with phone calls in support of the PRO Act. Imagine if every CWA member and retiree takes five minutes on that day to make this call! Our unity as has always given us our strength in the workplace and on the picket line. Let's make our unity our strength on the phones on February 4!

THE PRO ACT
IS ON THE VERGE OF
A HISTORIC VOTE!

DAY OF ACTION
FEB 4TH



CALL CONGRESS TODAY:
1-877-426-8013

TELL THE PERSON WHO ANSWERS THE PHONE:
 "I'm calling to ask my representative to vote yes on the **PRO Act (H.R. 2474/S.1306)** to grow and protect worker power."

Our members of Congress will vote on **Protecting the Right to Organize (PRO) Act (H.R. 2474 /S.1306)** in the coming days! CWA members pushed to make this vote happen. Corporate lobbyists are working hard to stop this bill from passing because they know it would take power from their hands and give it to union members and all workers!

THE PRO ACT IS A BIPARTISAN BILL THAT WILL:

- Help **strengthen** protections for workers forming a union
- **Protect** strikes and other protest activities
- **Eliminate obstacles** for workers to get a first contract



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>

RMC 2108 Retirees Corner

At the January RMC 2108 membership meeting, CWA Local 2108 President Marilyn Irwin swore in the new RMC 2108 Executive Board. We look forward to working with our retirees throughout the year on issues that affect seniors and to assist the Local in maintaining a decent standard of living for all union represented workers.



Our next meeting is scheduled for February 12, 2020 at 11am. Please make plans to join us as we discuss the unpredictable political environment and how it could affect Social Security and changes to Medicare.

See You There!!

Calvin C Foster Jr
President- RMC 2108



Pictured above, RMC Officers: Barbara Oliver - RMC Secretary, Janice Crowe - RMC Treasurer, Jenny Sylvester - RMC Vice President, Marilyn Irwin - CWA Local 2108 President and Calvin Foster - RMC President.

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

Retirement Preparedness Score Workshop

Thursday, February 6, 2020 at 6:30 PM - Ruth's Chris, 1110 Town Center Boulevard, Odenton, MD

Tuesday, February 11, 2020 at 6:30 PM - Ruth's Chris, 106 Crown Park Avenue, Gaithersburg, MD

Retirement: What to Expect

Saturday, February 8, 2020 at 10:00 AM - CWA Local 2100, 12436 Eastern Avenue, Middle River, MD

Retirement Benefits Workshop

Tuesday, February 18, 2020 at 6:30 PM - Dave & Buster's, 11958 U Fair Oaks Mall, Fairfax, VA 22033

Thursday, February 20, 2020 @ 6:30 PM - Dave & Buster's, 1851 Ritchie Station Court, Capitol Heights, MD 20743

Reservations are required and to RSVP you may call Networth at (800)-859-2212, or register online at Networth.net. **Space is limited and the workshops are limited to CWA members 55 and older with 20+ years of net credited service and their spouse only.**

Right To Work Bill Reintroduced in MD

It should come as no surprise, that corporate backed lobbyists have once again slithered their way back into Maryland politics. "Right To Work" legislation (**HB 163- Labor and Employment - Labor Organizations - Right to Work**) has been introduced and is scheduled to be brought to the Maryland House Economics Matters Committee on February 4, 2020.

For those of you who may not be familiar with such legislation, "Right To Work" (RTW) is the name for a policy designed to take away rights from working people. RTW laws are not used to protect workers from

being forced to join a union or contribute to a political cause they do not support. Under federal law, no one can be compelled to join a union as a condition of employment, and workers cannot be forced to pay dues used for political purposes. RTW legislation instead entitles employees to the benefits of a union contract without paying any of the cost. This has the effect of weakening workers' ability to bargain collectively, thus limiting

the effectiveness of unions in negotiating higher wages and benefits for their members.

Wages are 3.1 percent lower in so-called "right to work" states, for union and nonunion workers alike—after correctly accounting for differences in cost of living, demographics, and labor market characteristics. In addition to the effect on wages, workers in non-RTW states are 2.4 times as likely to be in a union or be protected by a union contract than in RTW states. Meanwhile, workers in RTW states are less likely to have employer-sponsored health insurance or pension coverage.

CWA Local 2108 will be assisting the MD State & DC AFL-CIO to once again turn back this union busting piece of legislation. Hopefully, like all its predecessor bills, it will die a fast death in committee.



Personals

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

Annette Eisaman, a retired member who passed away on November 23, 2019.

Catherine Gibbard, mother of CWA Local 2107 retiree **Bonnie Gollup**, who passed away on December 15, 2019.

Melissa Gabriel, sister of **Sherwyn Gabriel** who passed away on December 25, 2019.

Teresa Wilcox, mother of retired member **Amy Minor** who passed away on December 26, 2019.

Nettie Barton, mother of retired member **Icy Barton** who passed away on January 4, 2020.

Leonard Anderson "Clay", brother of retired member **Jackie McCormick** who passed away on January 5, 2020.

Lois McElroy, mother of retired member **Scot McElroy** who passed away on January 18, 2020.

Congratulations to Recent Retirees:

| | | |
|---------------------|-------------------|----------------|
| Michael E Moore | Katherine Stanley | Jack Price |
| Anthony Warren, Sr. | Margaret Atkins | Joseph Burge |
| Haywood Thrower | Marina Callahan | Dawn Henss |
| Jacqueline Gatewood | Dale Straw | Annette Panto |
| Joanna Snyder | Joan Lee | Cheryl Gushee |
| Deborah J Williams | Gail Cooper | Timothy Dreer |
| Tina Lorek | Lisa A Adams | Kenneth Meier |
| Gregory Dodd | Katrina Blackwell | Ronald D Payne |
| Teresa Bowell | Angela Aldridge | Sandra Wirts |
| Lazarus Thomas | Perry Henderson | Daria Brown |
| Lisa Hamilton | Sandra Burch | Barry Hill |
| Jerry Murrow, Jr. | Linda Gibbons | |

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>

Origins Started in Baltimore: Little Known Facts: The First Black Labor Union



Labor Day is a highly anticipated holiday across the nation, and a time where many working families take a day to relax and reflect. The holiday, established in 1887, was to honor the American Labor Movement. Unions and labor organizing is a hallmark of the American landscape, and African-American unions began to flourish in the 1800s.

In 1869, the all-white National Labor Union (NLU) realized that its efforts to protect the rights of workers should be applied to all regardless of race. The group invited a handful of black ship workers from Baltimore to attend its national conference that year, with Isaac Myers and others among that group. Myers, a native of Baltimore and a ship caulker by trade, created the Colored Caulkers Trade Union Society.


Under his leadership, other black ship workers began to organize which caught the attention of the NLU. During the NLU's conference, Myers was named the president of the Colored National Labor Union (CNLU) and was effective in negotiating fair wages and other benefits for members. He was succeeded in 1872 as President by Frederick Douglass.

Following his departure from the CNLU Myer's continued working and contributing to the labor movement. He became increasingly involved in the Republican Party during the 1870s. He worked as both a customs service agent and as a postal service agent under President Ulysses S. Grant's abolitionist Postmaster General John Creswell. He was the first known African American postal inspector, serving from 1870 until 1879, after which he returned to operate a coal yard in Baltimore.¹ Myer's also organized and became President of the Maryland Colored State Industrial Fair Association, the Colored Business Men's Association of Baltimore, the Colored Building and Loan Association, and the Aged Ministers Home of the A.M.E. Church. The Frederick Douglass - Isaac Myers Maritime Park in Baltimore is named after Myers. Isaac Myers died in 1891 at the age of 56.

Although A. Philip Randolph's Brotherhood of Sleeping Car Porters is known as the first black union to be recognized by a national body in 1925, many point to Myers' union as the true first black union.

Local 2108 Calendar

FEBRUARY 2020

- 5 Chief Stewards Meeting - 9:30am
Local Office, Beltsville, MD
- 12 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 12 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 14 Valentines Day

- 17 President's Day
Local Office Closed

MARCH 2020

- 8 Daylight Savings Time Ends
Set clocks ahead 1 hour!!
- 11 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 11 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 17 St. Patrick's Day


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, February 12, 2020, 6:00pm
RMC 2108 Meeting - Wednesday, February 12, 2020, - 11:00am



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Local Office: (301) 595-2108 :: Local Fax: (301) 595-2412
Matt Klingman - Vice President
LaTasha Carpenter - Vice President
Johnny Brown - Secretary-Treasurer
Amy Proctor - Executive Vice President
Marlyn Irwin - President

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