



## New CWA Local 2108 Executive Board Sworn In

CWA District 2-13 Vice President, Ed Mooney was the special guest via Zoom on January 13, 2021 to administer the "Oath of Office" to Local 2108's new Executive Board. Pictured from left to right, Vice President - Tamera Nelson, Executive Vice President-Amory Proctor, President-Marilyn Irwin, Secretary/Treasurer-Johnny Brown, Vice President-LaTasha Carpenter and appearing live on camera was District 2-13 Vice President-Ed Mooney (center).

The new term of office for the Executive Board began on January 1, 2021 and will continue through December 31, 2023.



## CWA & Verizon Extend Covid-19 Agreements

### CORONAVIRUS

CWA and Verizon have reached an agreement to extend an earlier COVID-19 agreement which will protect our members, while at the same time maintaining our network and providing service to our customers. The following agreements have been extended:

**COVID-19 Work at Home Agreement:** This agreement has been extended through April 30, 2021 for all eligible employees working from home. In addition, an associate may withdraw from work-at-home. If an associate does so, he/she will only be eligible to subsequently re-elect work-from-home at the Company's discretion. The Company will honor an associate's notice to withdraw from work at-home as soon as practical (generally within 14 days but no more than 30 days). The Union and the company also agreed to specify that in the event that "face to face" feedback is required, such feedback will take place electronically.

**COVID-19 Home Garaging - Renewal** - This agreement has been extended through February 28, 2021 for all eligible employees who are home garaging.



## CWA & Avaya Extend Labor Agreement

CWA and Avaya recently negotiated a two year extension to the collective bargaining agreement that was set to expire on June 19, 2021 and was ratified early last month .

All provisions of the existing contract will remain in effect until June 24, 2023 with the exception of the following changes:

- Effective upon ratification there will be no layoffs through March 31, 2021.
- Effective October 3, 2021 and again on October 2, 2022, wage schedule will be increased by 2% on the maximum rates and 2% on the minimum rates.
- Union orientation for new members can be conducted via a web-based application utilizing a company computer.
- Electronic dues authorization will be accepted by the company.
- The Medical Plan will be amended to reflect the following changes:

Medical	Effective 2022		Effective 2023	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible	\$425 Ind/ \$850 Family	\$1,400 Ind/ \$2,800 Family	\$500 Ind/ \$1,000 Family	\$1,500 Ind/ \$3,000 Family
Copays				
PCP	\$20 PCP	40% coinsurance*	\$25 PCP	40% coinsurance*
Spec	\$30 Specialist	40% coinsurance*	\$35 Specialist	40% coinsurance*
ER	5% coinsurance*	40% coinsurance*	5% coinsurance*	40% coinsurance*
Hosp**	5% coinsurance*	40% coinsurance*	5% coinsurance*	40% coinsurance*
Annual out-of-pocket maximum	\$2,250 Ind/ \$4,500 Family	\$5,625 Ind/ \$11,250 Family	\$2,500 Ind/ \$5,000 Family	\$6,250 Ind/ \$12,500 Family
Rx	No change	Not Covered	No Change	Not Covered

- For current retirees and those who retired as of November 30, 2020 the company will provide the following medical coverage funding:
  - A) For calendar years 2021, 2022, 2023, the HRA's for non-Medicare eligible represented retirees will be funded as follows:
    - 1) \$2200 Company contribution for retiree only.
    - 2) \$4000 Company contribution for retiree and spouse/ domestic partner.
  - B) For calendar years 2021, 2022, 2023, the HRA's Medicare eligible represented retirees will be funded as follows:
    - 1) \$ 2200 Company contribution for retiree only.
    - 2) \$ 4000 Company contribution for retiree and spouse/ domestic partner.
- Effective December 1, 2020 future retiree(s) will have no premiums for sixty (60) days beyond the end of the month they retire to bridge enrolling at the exchange.
- For retirees who retire on or after December 1, 2020 the company will provide the following medical coverage funding:
  - A) For calendar years 2021, 2022, 2023, the HRA's for non-Medicare eligible retirees will be funded as follows:
    - 1) \$ 4300 Company contribution for retiree only.
    - 2) \$ 8250 Company contribution for retiree and spouse/ domestic partner.
  - B) For calendar years 2021, 2022, 2023, the HRA's for Medicare eligible represented retirees will be funded as follows:
    - 1) \$ 2300 Company contribution for retiree only.
    - 2) \$ 4100 Company contribution for retiree and spouse/ domestic partner.

**"Unions did, in fact, build the middle class. And here's what that did: That built the United States of America as we know it." - Joseph R. Biden**

Within **minutes** of Joe Biden taking the oath of office and becoming the 46th president of the United States, he took action to prove that the quote above was not just lip service to the unions who helped elect him. Shortly after noon on January 20th Biden had an email sent to Peter Robb, the extremist, union-busting General Counsel (GC) for the National Labor Relations Board (NLRB), requesting his resignation by 5pm that day. When Robb refused to resign, Biden followed through and fired him that evening.

The NLRB was created to enforce federal laws that guarantee workers the right to form a union and bargain collectively. Yet Robb is vehemently anti-union; during his tenure he tried to limit employees' free speech, give managers more leeway to engage in wage theft, and hobble unions' ability to collect dues. During the summer of 2020 the GC's Division of Advice issued memos that sided with employers in two cases where workers were discharged after **raising coronavirus-related safety complaints**.

Robb was a management-sided attorney his entire career; you might remember him as an attorney who helped Ronald Reagan bust the Professional Air Traffic Controllers Organization (PATCO) when they went on strike in 1981. He spent his time as GC silencing workers and giving even more control to corporate executives than they already had. He chose not to hire new staffers after losing a quarter of his staff to attrition over the past four years. This hampered investigations and enforcement of the law. Union advocates saw Robb's mission as one to destroy the agency as we currently know it.

AFL-CIO President Richard Trumka called Robb's removal "the first step towards giving workers a fair shot again." CWA President Chris Shelton issued the following statement: "Robb's firing is the critical first step toward restoring an NLRB that understands that the purpose of the National Labor Relations Act is to encourage collective bargaining and prevent the abuse of corporate power. Next steps include appointing a new General Counsel and NLRB members, and enacting legislation like the PRO Act to update our outdated labor laws. We are looking forward to working with President Biden as he continues to implement policies that empower and support working people."

NLRB lawyer Alice Stock was elevated to the Acting GC role the day after Robb's firing. Stock was previously the agency's Deputy General Counsel, the second-most powerful role in the GC's office. Not coincidentally, she was a career management lawyer who was personally plucked out of private practice by Robb to serve as Associate GC in 2018, and was promoted to the right-hand job within a year. While Robb absorbed all of the media flack for his role in yanking the agency off its statutory axel, the top-two positions in the agency were essentially one and the same. Knowing that Stock was nothing more than Robb the Sequel, what did President Biden do on his second day in office? He fired Alice Stock almost immediately after her internal elevation to the Acting GC role.

While Trump didn't value the Occupational Safety and Health Administration (OSHA) enough to name a full-time director for the past four



years, Biden has picked James Frederick, a career Steelworkers official to fill that opening. Biden chose Marty Walsh to replace Alexander Acosta as Secretary of Labor. The Department of Labor (DOL), led by the Secretary of Labor is responsible for improving working conditions, and protecting us on the job by enforcing health and safety, wage and hour and pension regulations. Once confirmed, Walsh will become the first union member to become Secretary of Labor in nearly half a century. As head of the Federation of Building Trades Unions in Boston, he was a labor leader for decades before being elected as Boston's mayor. He is expected to help advance Biden's promises to help unions expand by supporting increased spending on infrastructure to upgrade roads and bridges, which will strengthen the economy and create good-paying jobs.

Labor, and labor laws, matter. It is refreshing to see us being treated as a priority and as having value by our new president. After reviewing the pro-worker actions President Biden has taken during his first week in office, I can hardly wait to see what will happen during the next three years and 51 weeks!

In Solidarity,

*Marilyn*

## 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 2021-2022 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 2021-2022 school year is April 30, 2021.**

**To apply online, go to:**

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

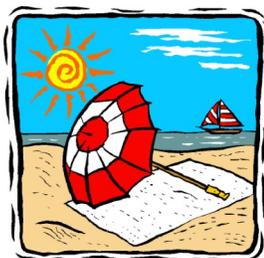
## February Membership Meeting Cancelled Due to Pandemic

Due to the overwhelming number of cases of Coronavirus, a motion was adopted at the December, 2020 membership meeting to cancel the January, February and March, 2021 membership meetings. The RMC meetings will continue to be conducted via Zoom.

We look forward to seeing everyone at our next regularly scheduled membership meeting on April 14, 2021 at 6pm.

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

As you are aware, recent negotiations have modified how unused vacation days from calendar year 2020 may be scheduled and utilized by March 31, 2021. Any and all requests for specific dates to be used in 2021 will be considered on a **first come, first served basis** and approval will be based on the contractual 18% and 12% ratios set forth in the "Vacation Scheduling Percentages" Letter of Understanding. **Any 2020 Vacation, paid or unpaid Excused Work Days not selected and not taken by March 31, 2021 shall be forfeited and not eligible for selection or "in lieu of" payment after March 31, 2021.**



CWA Local 2108 is advising all members who have unused vacation from 2020 to be aware of potential scheduling conflicts with vacation scheduling percentages. With a "use it or lose it" policy in effect, there may be a mad dash to get unused vacation scheduled as we move closer to March 31st .

## CWA Local 2108 Holds Referendum Vote At Special January 2021 Meeting

Pursuant to Article XIII, Section 3 of the CWA Constitution, Local 2108 held a referendum vote on January 19, 2021 to conduct a referendum vote.

Verizon had transferred Mary Jenkins, Secretary/Treasurer of CWA Local 2100 from Hunt Valley, Baltimore to the Chesapeake Complex in Silver Spring. CWA Local 2100 requested a jurisdictional waiver so she may maintain her membership in Local 2100 in order for her to complete her current term in office ending on 12/31/2023.

The CWA Constitution requires that both Local 2108 (as the "waiving" local) and Local 2100 (as the "expanding" local) vote on this matter. Members in attendance at this special meeting voted unanimously to waive jurisdiction. CWA Local 2100 had already voted at their membership meeting to retain membership. Mary Jenkins, per the CWA Constitution, will be able to finish her term in office at CWA Local 2100.

## RMC 2108 Retirees Corner

The future of politics in the U S has changed. I believe most Americans are ready to see some constructive legislation coming from Capitol Hill in the next four years that will undo some the damage that from the previous administration. Overcoming the Covid-19-virus will be the first priority. This is the necessary key to our success on all other problems we confront.



As retirees maintaining our health during these times must be the most important thing that we can achieve. We all should register for the vaccine as soon as possible and use safe practices when around others.

RMC 2108 will continue to use virtual meetings until we can safely have in person meetings, 2021 will continue to be a challenge. We hope that you will continue to join us to stay informed on retiree issues and keep us connected.

Our next Zoom meeting will be on February 10, 2021 at 11:00am. There will be an e-mail notification the day before with access information. If you have any questions about log in issues please call Janice Crowe on 410-533-5370. Stay safe!!

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

## Personals

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

**Barbara Hall**, a retired member who passed away on December 2, 2020.

**James Dudley**, husband of **Everlyn Carter** who passed away on December 20, 2020.

**Esther Mae Donald Atkinson**, grandmother of **Tony Meeks** who passed away on January 9, 2021.

**Daniel D. Dutton**, grandfather of **Shakia Carter** who passed away on January 14, 2021.

## Congratulations to:

**Donte Christian** on the birth of his granddaughter, **Amara Christian Dell** on December 12, 2020.

## Welcome to Local 2108

### New Members

#### Kendra Whitaker Hughes



Gregory Spear  
Colbert Carter  
Alexandra Farley  
Porshua Manning  
Joy Crick

Laundean Seabrooks  
Essence Carter  
Michael DiAngelo  
Jannea Walker



## Congratulations to Recent Retiree:



Ralph Picarella



# 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 Score Webinar

**Tuesday, February 9, 2021 at 6:30 PM** - Please join this meeting from your computer, tablet or smartphone.

To join by phone - Dial In: **(267) 831-0333 or (301) 715-8592**  
**Webinar ID - 949 9053 2528 Password: 134679**

### Retirement Benefits Webinar

**Thursday, February 25, 2021 at 6:30 PM** - Please join this meeting from your computer, tablet or smartphone.

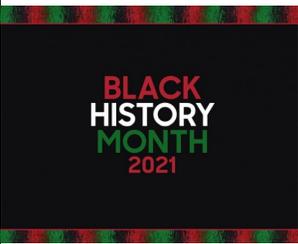
To join by phone - Dial In: **(267) 831-0333 or (301) 715-8592.**  
**Webinar ID - 949 9110 5870 Password: 134679**

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

**Are you "WEARING RED" on Thursdays?**

# CWA Celebrates "Black History Month"

## Origins of Black History Month



The story of Black History Month begins in 1915, half a century after the Thirteenth Amendment abolished slavery in the United States.

That September, the Harvard-trained historian Carter G. Woodson and the prominent minister Jesse E. Moorland founded the Association for the Study of Negro Life and History (ASNLH), an organization dedicated to researching and promoting achievements by Black Americans and other people of African descent.

Known today as the Association for the Study of African American Life and History (ASALH), the group sponsored a national Negro History week in 1926, choosing the second week of February to coincide with the birthdays of Abraham Lincoln and Frederick Douglass. The event inspired schools and communities nationwide to organize local celebrations, establish history clubs and host performances and lectures.

In the decades that followed, mayors of cities across the country began issuing yearly proclamations recognizing Negro History Week. By the late 1960s, thanks in part to the civil rights movement and a growing awareness of Black identity, Negro History Week had evolved into Black History Month on many college campuses.

President Gerald Ford officially recognized Black History Month in 1976, calling upon the public to "seize the opportunity to honor the too-often neglected accomplishments of black Americans in every area of endeavor throughout our history."

Since 1976, every American president has designated February as Black History Month and endorsed a specific theme.

The Black History Month 2021 theme, "Black Family: Representation, Identity and Diversity" explores the African diaspora, and the spread of Black families across the United States.

# Local 2108 Calendar

### FEBRUARY 2021

- 3 Chief Stewards Meeting - **Cancelled**  
Local Office, Beltsville, MD
- 10 RMC 2108 Meeting - 11:00am - **Via Zoom**
- 10 Membership Meeting - **Cancelled**  
Local Office, Beltsville, MD
- 14 Valentine's Day  
*Happy Valentine's Day*
- 15 Presidents' Day  
Local Office Closed

### MARCH 2021

- 2-5 CWA New Officer's Training - **Via Zoom**
- 10 RMC 2108 Meeting - 11:00am - **Via Zoom**
- 10 Membership Meeting - **Cancelled**  
Local Office, Beltsville, MD
- 14 Daylight Saving's Time Begins  
Set Clocks Forward 1 Hour
- 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 10, 2021 - 6:00pm - Cancelled  
RMC 2108 Meeting - Wednesday, February 10, 2021 - 11:00am - Via Zoom



10782 Rhode Island Avenue, Beltsville, MD 20705

Web Address: [www.cwalocal2108.org](http://www.cwalocal2108.org)

Local Office: (301) 595-2108 :: Local Fax: (301) 595-2412

Tamera Nelson - Vice President

LaTasha Carpenter - Vice President

Johnny Brown - Secretary-Treasurer

Amory Proctor - Executive Vice President

Marilyn Irwin - President

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