

CWA & Verizon Negotiate Enhanced Domestic Partner Eligibility Provisions

Last month, CWA and Verizon negotiated enhancements for members participating in the Verizon Managed Care Network and Medical Expense Plan in the Mid-Atlantic to allow qualifying same or opposite sex domestic partners and qualifying children of their domestic partner as eligible dependents under the plans, subject to satisfying established dependent eligibility requirements.

Under the terms of this agreement, the company will offer associates the opportunity to enroll their eligible domestic partner and children of their domestic partner effective January 1, 2020. Additionally, under this agreement only the qualifying same or opposite sex domestic partner and qualifying children of their domestic partner who were enrolled as an employee's dependent while the employee was active are eligible for coverage in retirement. Retirees cannot add coverage for a new, same or opposite sex domestic partner or qualifying children of the domestic partner.

Prior to adding a Domestic Partner to coverage, you should ensure the following qualifications are met:

- Neither of you are married to anyone else.
- Neither of you are engaged in another domestic partner relationship.
- Both of you are at least 18 years of age and mentally competent to enter into a marriage contract.
- You are not related by blood to the degree of closeness that would prohibit legal marriage in the state in which you reside.
- You live, and have lived together, in the same principal residence for at least six months and intend to do so indefinitely.

Adoption Assistance Update

In December, Verizon reached out to CWA to propose changes in the Adoption Assistance Program to implement changes in order to assist employees who incur expenses for surrogacy. In an effort to facilitate those changes, Verizon is expanding the Adoption Reimbursement program for Mid-Atlantic associates by making certain non-medical expenses tied to the surrogacy process eligible for reimbursement under the program.

The program provides for the potential reimbursement of non-medical expenses only. The non-medical expenses must be payable by the employee under the terms of the surrogacy contract and detailed documentation of the nature of the expense and the employee's payment must be provided.

Examples of non-medical expenses which are eligible for reimbursement include but are not limited to the following:

- Surrogate agency administrative fees associated with the costs of locating and interviewing a surrogate.
- Surrogacy agency administrative fees for managing the surrogacy.
- Legal fees for reviewing and negotiating a surrogacy contract and

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- You are emotionally committed to one another, and jointly responsible for each other's common well-being.
- You are jointly responsible for each other's financial obligations.

If you add a Domestic Partner or Child of Domestic Partner to coverage, you will also be asked to provide the following documentation to substantiate eligibility:

Domestic Partner:

- Required Document Type: Proof of Domestic Partnership and Joint Ownership.
- Examples of Documents: Verizon Domestic Partner Statement and Proof of Joint Ownership (i.e., bank statement, utility bill, mortgage statement, lease, etc.).

Domestic Partner Child if DP is Enrolled:

- Required Document Type: Proof of Parenthood (Domestic Partner).
- If DP enrolled, Long-Form Birth Certificate showing DP as parent.

Domestic Partner Child if DP Not Enrolled:

- Required Document Type: Proof of Parenthood and Domestic Partnership with Joint Ownership.
- Long-Form Birth Certificate showing eligible DP as parent and Domestic Partner Required Documents.

Children's Hospital 50/50 Winner



At the December 11, 2019 membership meeting, CWA Local 2108 held its annual 50/50 Children's Hospital raffle. This year's lucky winner was Demarco Boone, a technician at the Kirby Road Garage. With \$1355.00 collected in ticket sales, Demarco won \$677.50 to help out with some last minute Christmas shopping. The remaining \$677.50 will go to the National Children's Hospital Foundation.

I read an article this week that compared Donald Trump as a businessman to Donald Trump as President of the United States, and found it quite interesting. I'll share a few examples:



While he proclaims to be a hugely successful businessman, Trump filed Chapter 11 bankruptcies for his companies six times, plus suffered many more business failures. His business losses from 1985-1994 totaled \$1.17 billion dollars, causing most banks and financial institutions to stop providing financing, with the notable exception of Deutsche Bank of Germany, who loaned Trump more than \$2 billion. (That is the same Deutsche Bank that was fined \$630 million in 2017 by American and British banking regulators because of \$10 billion in suspicious trades being laundered out of Russia.) Who knows what would be uncovered if he released his tax returns for the past 10 years! In the past two months Trump University settled two class action lawsuits and a civil lawsuit by paying out \$25 million after being accused of cheating thousands of Americans out of millions of dollars with the "sham" university. Since November, Trump was also fined \$2 million for defrauding eight charities. I have to ask, what kind of person defrauds a charity, let alone eight of them?????

When Trump built his Taj Mahal in Atlantic City, he failed to pay \$69.5 million dollars he owed to 253 subcontractors, mom and pop shops who performed work like installing walls, plumbing and lighting, according to an audit in casino commission records. One of those companies, Atlantic Plate Glass, was offered less than one third of what their signed contract with Trump said they would be paid. When Trump breached these contracts, their choice was to fight him and be tied up in court forever by his high-priced attorneys or accept pennies on the dollar that was owed to them. Many companies went out of business because of Trump's refusal to honor his contracts, or at the very least lost substantial sums of money. When asked about his Atlantic City dealings by the New York Times, Trump bragged, "The money I took out of there was incredible." Sadly, the same can't be said for those who worked for him.

While demonizing immigrants and promises of cracking down on "illegal" border crossings played a key role in Trump's presidential campaign and was used to justify separating families and locking children in cages after he was elected, he has used for decades (and continues to use to this day) undocumented immigrants to provide cheap labor at his winery, golf clubs and other businesses.

As president, Trump claimed his tariffs would result in more manufacturing jobs, but the Federal Reserve concluded that they not only led to job losses in the manufacturing sector, but also to higher prices for producers and consumers. While campaigning, Trump promised to eliminate the federal debt in 8 years, but the government's budget deficit has ballooned to almost \$1 trillion in 2019, an almost 50% increase since he took office.

Two years ago Trump's tax bill was passed by Republicans in Congress. Considered the "signature legislative accomplishment" of his first term, Trump campaigned hard for it, promising it would boost paychecks for working people and would be "rocket fuel" for the economy. In reality, more than 60% of tax savings went to people in the top 20% of the income ladder, according to the nonpartisan Tax Policy Center. The tax bill slashed corporate tax rates by 40%, a move that Treasury Secretary Steven Mnuchin said would pay for itself in economic growth. Instead, the deficit has exploded, hitting \$984 billion this year. After these tax cuts, our economy grew 2.9% last year...exactly the same as in 2015.

Trump tries to sell himself as being on the side of working people, but in the past three years, considerably fewer OSHA workplace inspections have been conducted than in any three-year period during the Obama or Bush administrations. In addition, OSHA now has fewer inspectors on staff to hold companies responsible for health and safety standards than at any time in the past 40 years. It's no surprise that workplace fatalities and catastrophes have increased in that same time period. Social programs enacted to protect the lower and middle class such as Medicare, Social Security and affordable health care are under constant attack, and put our futures in jeopardy if they are weakened or done away with.

I know that many of our members are Republicans, as are many members of my own family. I don't think we should all work to ensure that Donald Trump is not re-elected in November because he is a Republican. I think we should all work hard to ensure he is not re-elected because it is imperative that we elect a president and congress who respect the work we do and will focus on increasing the power of working people to join a union and bargain strong contracts, contracts that let them share in the profits they work hard to create; Legislators who will work on our behalf, not against us. We need a president and congress who will protect our futures by making Social Security, Medicare and affordable health care viable for not only our futures, but also for the futures of our children and grandchildren. We need a president who is not going to brag that "The money I took out of there was incredible" as he leaves office.

In Solidarity,

Marilyn

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other surrogacy related legal fees.

- Travel fees associated with Surrogacy in the United States.

Examples of ineligible surrogacy expenses include but are not limited to:

- Any medical expenses and any expense which is either not lawful or not payable under the terms of the surrogacy contract. Expenses paid directly to the surrogate mother are never reimbursable. The fee charges by the surrogate mother for acting as a surrogate which is charged to you under the surrogacy contract.
- Medical expenses for services associated with the surrogate mother or to egg and sperm donors.
- Any expenses related to international surrogacy.
- Expenses associated with a surrogacy outside the United States or expenses associated with a surrogate who does not reside in the United States.
- Verizon employees, their spouse/domestic partners, or their children under the age of 26 who are acting as a surrogate.
- Medical expenses of a newborn child.
- Expenses incurred pursuant to a surrogacy contract which is not fully completed. For example, you enter into a surrogacy contract and incur expenses but are unable to agree upon an appropriate surrogate and discontinue the surrogacy process.

Employees must provide an affidavit that the surrogate agreement is legal/valid, along with copies of itemized bills or receipts for eligible expenses that include the employees name and date of service. The receipts must show that the expensed have been paid.

Get Your Unused Vacation on the Books!!

As you are aware, recent negotiations have modified how unused vacation days from calendar year 2019 may be scheduled and utilized by March 31, 2020. Any and all requests for specific dates to be used in 2020 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 2019 Vacation, paid or unpaid Excused Work Days not selected and not taken by March 31, 2020 shall be forfeited and not eligible for selection or "in lieu of" payment after March 31, 2020.**

CWA Local 2108 is advising all members who have unused vacation from 2019 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 .

Did you know as a member of Local 2108, you have the chance to receive a \$5,000 scholarship for you or an immediate family member?

For more than 40 years, the law firm of Ashcraft & Gerel, LLP has been offering union members and their families throughout the Washington, D.C. area the opportunity to alleviate the stressors that come with paying for the high cost of education.

Each year, the law firm awards a one-time grant of \$5,000 to an eligible student for education expenses. That student could be you or an immediate family member!

If you, your spouse or child plan to pursue education or training full-time, we encourage you to apply. Please remember, all applicants must be enrolled for their post-high school education or training by Fall of 2020 to be eligible for this year's award.

A committee of union volunteers screens the applications, and an independent party selects a finalist. No one at Ashcraft & Gerel, LLP participates in the selection process. This is an equal opportunity program, conducted without regard to race, gender, religion, age or disability.

To obtain your application, please contact CWA Local 2108 on 301-595-2108. Deadline to apply is March 6, 2020.

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>

Emergency Military Leave Agreement Extended at Verizon

Following the events of September 11, 2001, CWA and Verizon negotiated additional enhancements to the "Emergency Military Leave" (EML) agreement in the collective bargaining contract.

These additional provisions are renegotiated each year and provide significant enhancements to pay treatment, benefits and return to work provisions for employees who are activated or enlist in the armed services.

While all aspects of the EML have been extended, requirements for eligibility have been modified to include employees with at least 6 months of on the job service. Prior agreements required at least 1 year of net credited service to be eligible.

Personals

Congratulations to:

Tony Meeks on the birth of his grandson, **Kobe Jahlil Shuford** on December 12, 2019.

Welcome to Local 2108

New Members

Tonie Price
LaTanya Johnson

Congratulations to Recent Retirees:



Jesse L Walker, Jr
Lawrence Chapulla
Kathy Love
Greg Fuller

Dana Reamy
John Kline
Lawrence Hinkle
Deborah Hoza



Thinking About Retirement?

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

Tuesday, January 7, 2020 at 4:30 PM - Verizon Work Center, 935 V Street NE, Washington, DC 20018.

Social Security Workshop

Saturday, January 11, 2020 at 10:00AM - CWA Local 2108, 10786 Rhode Island Ave, Beltsville. MD

Retirement Benefits Workshop

Thursday, January 16, 2020 at 6:30PM - Ruth's Chris, 1777 Reisterstown Rd, Pikesville, MD

Wednesday, January 29, 2019 at 6:30PM - Elks Lodge, 2210 Old Washington Rd, Waldorf, MD

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.**

RMC 2108 Retirees Corner

As we welcome in 2020, one of the challenges some of us will have will be remembering to adjust to writing the year without a "19" in it. We will also face the challenge of electing who will lead our country for the next four years this year. As we work toward Election Day, RMC 2108 will keep all of our members informed about issues that affect retirees in order to make an informed decision on who to vote for.

Also, as we roll into 2020, I would like to recognize our newly elected executive board, Barbara Oliver- Secretary, Janice Crowe- Treasurer, Jenny Sylvester-Vice President and Calvin Foster- President. Please join us at our next luncheon meeting on January 08, 2020 at 11:00am.

See you there!!

Calvin C Foster Jr
President- RMC 2108



RMC 2108

2019 Breakfast With Santa

Local 2108 Calendar



This years "Breakfast With Santa" was once again a smashing success. Special thanks goes out to the following for all their efforts: Marilyn Irwin, Amory Proctor, Jenny Sylvester, Aiden & Brycen Miller, Everett Price and Yasir Varona.

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
- 20 Dr. Martin Luther King's Birthday

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
Children's Hospital 50/50 Drawing
Local Office, Beltsville, MD
- 14 Valentines Day



- 17 President's Day
Local Office Closed

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, January 8, 2020, 6:00pm RMC 2108 Meeting - Wednesday, January 8, 2020, - 11:00am



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Matt Klingman - Vice President

LaTasha Carpenter - Vice President

Johnny Brown - Secretary-Treasurer

Amory Proctor - Executive Vice President

Marilyn Irwin - President

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