

## Mandatory Vaccines Suspended - Vaccine Status Still Required by January 4, 2022

Last month it was reported out that Verizon had notified CWA and IBEW of its intent to mandate the COVID-19 vaccine for the unionized workforce unless an individual has an approved exemption. The Company cited safety of employees and customers and the need to comply with federal, state, local and customer requirements as its reason.

There were numerous lawsuits filed by a host of states (Alabama, Arizona, Florida, Georgia, Idaho, Indiana, Kansas, Kentucky, Mississippi, Montana, Oklahoma, South Carolina, Utah, Texas, and West Virginia), and litigation is pending in federal district courts in Arizona, Florida, Indiana, Kentucky, Louisiana, Missouri, Texas, and Washington DC.

In November, a three-judge panel from the US Court of Appeals for the Fifth Circuit granted a temporary stay against the rule. Then in a complete 180 turn, a federal appeals court on December 18, 2021 reinstated the Biden administration's vaccine mandate for large companies, dissolving the stay that had suspended the mandate.

The decision is the latest skirmish in a continuing battle that will likely soon be decided by the Supreme Court.



In a 2-1 ruling, a panel of the U.S. Appeals Court for the Sixth Circuit ruled that the Biden administration could enforce the policy using the Labor Department's Occupational Safety and Health Administration (OSHA).

"Recognizing that the 'old normal' is not going to return, employers and employees have sought new models for a workplace that will protect the safety and health of employees who earn their living there," wrote Judge Jane Branstetter Stranch. "The costs of delaying implementation of the mandate are comparatively high," Stranch wrote in her ruling. "Fundamentally, the mandate is an important step in curtailing the transmission of a deadly virus."

**As a result of the temporary off/on injunctions, Verizon has suspended the requirement for current employees to be vaccinated until further notice but is requiring all employees to submit their vaccination status by January 4, 2022.**

**Verizon has advised the CWA District office that if our members don't submit the Vaccine status form by January 4, 2022, that they can/will be placed on an unpaid Leave of Absence.**

Verizon advised CWA that it is continuing to collect employee vaccination status in order to prepare for future compliance if/when the federal vaccination requirement saga has been given a final determination, in

anticipation of potential local vaccination requirements and to facilitate compliance with on-site vaccination policies of our customers and other third parties.

**Action required: Verify your vaccination status by January 4, 2022.**

Verizon will be providing all employees with a Vaccine Verification Form where you will be asked to verify your vaccination status and provide proof of vaccination.

- If you need to apply for a legally-recognized accommodation based on medical or religious reasons, you can do so through the same form.
- Additionally, if you indicate that you are partially vaccinated as of January 4, Verizon may contact you to discuss your timing to be fully vaccinated.

For purposes of this collection, individuals are considered fully vaccinated two weeks after they receive the final dose of a COVID-19 vaccine currently approved or authorized for emergency use by the U.S. Food and Drug Administration or a COVID-19 vaccine that has been listed for emergency use by the World Health Organization (e.g., AstraZeneca/Oxford).

Acceptable documentation for proof of vaccination includes the following with the required information such as your name, vaccine administered, date(s) of administration, and the healthcare professional(s) or clinic(s) administering the vaccine(s):

- A digital copy of the COVID-19 vaccination card
- Record of immunization from a healthcare provider or pharmacy
- Public or state immunization information system

CWA Local 2108 will continue to provide updates as the become available.

## Verizon Updates Mask Requirements

On December 9, 2021 Verizon published updated mask policies for employees working outside the home.

### **Face Coverings Required:**

- **All employees:** Verizon will require that all employees wear a face covering while indoors at a Verizon worksite or customer facility and unable to maintain 6 feet distance or whenever requested by a client/customer.
- **Those not fully vaccinated:** For those not fully vaccinated you must wear a face covering at all times while indoors at a Verizon worksite or customer facility, except you may briefly remove your face covering to eat or drink if distanced from others.
- **Jurisdiction-Specific Requirements:** Certain jurisdictions require masks in additional circumstances. Currently, in Maryland, masks must be worn at all times while indoors in the City of Baltimore, Charles County, Prince Georges County (excluding technical sites and Garage Work Centers) and Montgomery County (excluding technical sites and Garage Work Centers).

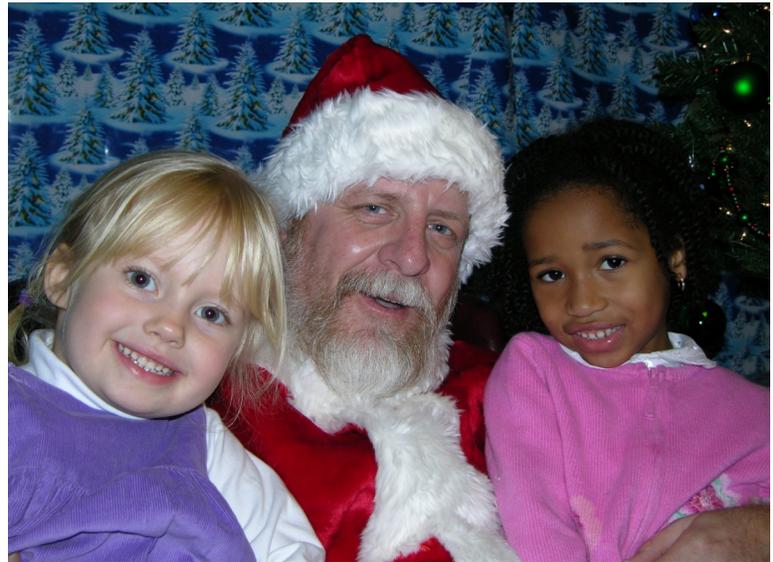


I reminisced this December about Breakfasts with Santa passed.....I loved watching the giggling children and grandchildren of Local 2108 whisper what they wanted for Christmas into Santa's ear. The joy they exuded as they made holiday crafts, dug into their goody bags and even ate their pancakes made all the shopping, decorating and cooking worthwhile! This year was the second Breakfast with Santa that we had to cancel due to Covid, and I hope it is the last. I so look forward to this pandemic getting under control and allowing us getting back to some semblance of "normal".....



As we turn our calendars to 2022, on behalf of Amory, Johnny, LaTasha and Tamera, I want to share a wish for the members and retirees of Local 2108: May the new year fill your home with joy, your heart with love and your life with laughter. And may your right hand always be stretched out in friendship, never in want.

In Solidarity,  
*Marilyn*



## CWA Applauds the Confirmation of Jessica Rosenworcel as FCC Chair

The Senate's confirmation of Jessica Rosenworcel, President Biden's nominee for chair of the Federal Communications Commission (FCC), is welcome news as we work to ensure greater access to telecommunications services for all Americans. As a lawyer, advocate and former commissioner and Acting Chair of the FCC, Rosenworcel is an experienced leader with a proven track record of prioritizing the needs and concerns of the people who are most affected by the FCC's decisions, teachers and students, health care workers and patients, first responders and small businesses, and tens of thousands of telecom and media workers, including CWA members. It is also historic, Rosenworcel will be the first woman to serve as permanent chair of the FCC.

Since her appointment as Acting Chair in January 2021, Rosenworcel has moved quickly and effectively to help consumers during the pandemic and close the digital divide. Under her leadership, the FCC, following direction from Congress, launched the \$3.2 billion Emergency Broadband Benefit Program to provide internet access to low income households during the COVID-19 pandemic. In addition, during her tenure Rosenworcel shepherded the Emergency Connectivity Fund, addressing one of the most pressing issues impacting students throughout the pandemic. Rosenworcel has also demonstrated her ability to find common ground with her colleagues to enact important policy at the FCC. Her leadership, expertise and tireless advocacy on behalf of workers and consumers will be invaluable as the Administration continues to collaborate with states, localities and broadband providers to expand high-speed internet coverage to underserved areas.

CWA is also urging the Senate to move quickly to confirm Gigi Sohn for the remaining open seat at the FCC. Sohn has spent her career advocating for affordable internet access. She was a key ally for CWA members as we fought to protect jobs during the T-Mobile/Sprint merger, and she supports CWA's effort to hold broadband service providers accountable through state regulatory oversight. She has broad bipartisan support, and demonstrated her expertise during her confirmation hearing last week. Her voice is needed on the FCC as it tackles major issues in the years ahead.

## 2021 Verizon Corporate Profit Sharing Award May Be Deferred Into Savings Plan

You have the opportunity to defer the entire amount of your CPS award (minus appropriate taxes and deductions and any overtime adjustment you may receive) into your Verizon Savings Plan account.

To defer payment of the CPS award, you must be actively contributing to the associate savings plan at the time the award is paid and meet all other eligibility criteria.

If you elect this option, the CPS award will be deferred into the associate savings plan on a before-tax basis, and the applicable company match-contribution of the CPS deferral will be made to your account.

Your paystub will show an increase in the year-to-date "Basic Savings - Before Tax" contributions to include the first 6% of your deferred CPS award, and the remaining portion will be added to the year-to-date "Supplemental Savings - Before Tax" contributions total.

If you choose to defer your award, you will not receive your payment in your paycheck; however, your pay stub will reflect the deferral processing.

If you choose to defer your CPS award, you must make your election between **January 4, 2022 and February 4, 2022**. To make your election on the NetBenefits web site, go to <http://netbenefits.com/Verizon>, then enter your Username and password. Under the Quick Links drop down box for your plan, choose Contribution Amount. Scroll down to Profit Sharing and choose the Profit Sharing Election link.



You may also call the Verizon Savings Plan Service Center at 888-457-9333 from 8:30 a.m. through Midnight Eastern time, Monday - Friday (except when the New York Stock Exchange is closed). Please note that the deferral period ends at **5:00 p.m. ET on February 4, 2022**.

No action is required if you choose NOT to defer your CPS award. The CPS award is a lump sum payment and will be paid to eligible employees on March 4, 2022 in a separate paycheck/direct deposit.

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 Benefits Webinar

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

### Investment Basics Webinar

**Thursday, January 27, 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](http://Nettworth.net).

## Enhanced Military Leave Agreement Updated

Following the events of September 11, 2001, CWA and Verizon have taken steps to support those employees who are activated or who enlist in the armed services.



While all the provisions of the current Enhanced Military Leave of Absence Agreement remain unchanged, it has been updated so that eligible employees will receive the benefits irrespective of the nature of the military orders they have. In addition, eligible employees will receive the benefits irrespective of their length of service at the Company, meaning such

benefits will be available at the commencement of their employment with the Company.

The scope of this enhanced agreement also provides protections for employees for pay treatment, benefits, service credit, disability issues, the ability to apply for an EISP if offered, and return to work protections when the EML is activated by Verizon.

This updated agreement goes into effect January 1, 2022 and expires on August 5, 2023.

## 2022 Union Plus Scholarship Program

Since 1991, the Union Plus Scholarship Program has awarded more than \$5 million to students of working families who want to begin or continue their post-secondary education. Over 3,500 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 31, 2022.

### 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, 2022**. 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 2022. Students may re-apply each year.

### Award date:

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

### 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:*

**Nancy Pinkard**, sister of retired member **Arnita Pinkard** who passed away on December 15, 2021.

### Congratulations to:

**Tony Meeks** on the birth of his grandson **Cairo Anu Shuford**, who was born on December 8, 2021.

## 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 31<sup>st</sup> 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://cwad2-13.org/vincent-and-patricia-maisano-labor-scholarship>

## RMC 2108 Retirees Corner

Happy New Year from the RMC Executive Board!!

We all hope that all our members are continuing to stay healthy and are following the CDC safety recommendations. While we hoped that 2021 would have ushered back in-person meetings for our RMC chapter, RMC meetings for the foreseeable future will continue to be held via Zoom due to the Covid-19 pandemic.



In an effort to keep in touch and disseminate available information a virtual meeting will be held on January 12, 2022 at 11:00am. **We will send you a link and meeting number and pass code the day prior to the meeting.**

If you have any questions or login issues, please call Janice Crowe on (410) 533-5370 or Jenny Sylvester on 301-873-9645.

Let's make 2022 a great year!!

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

# Helping Kentucky Union Families in Need

As most of you are aware, a rare, late-season tornado outbreak affected portions of the Southern and Midwestern United States from the evening of December 10 to the early morning of December 11, 2021. Many communities in Western Kentucky were completely devastated. The confirmed death toll from Friday's devastating tornado outbreak continues to rise. Kentucky Governor Andy Beshear announced at least 76 people were killed in his state, which he said suffered "the worst tornado event" in its history.

The governor said that it may take weeks before the final death toll will be known. The severe weather and tornadoes affected seven other states, killing at least 13 additional people. At least eight people were killed in a candle factory in Mayfield, where more than 100 workers were inside when a tornado struck.

Kentucky's United Way network is proud to work with the Kentucky State AFL-CIO and all of organized labor to support services for union families and all of those impacted by the devastating tornado event of December 10 and 11, 2021.

At this time, monetary donations are needed to support immediate needs and long-term recovery for impacted communities.

100% of donated funds received by UWKY will go directly to recovery efforts. Please consider rounding up your gift to cover the cost of credit card processing fees when donating.

Donations to the United Way recovery fund up to \$300 for individuals or \$600 for couples are tax deductible in 2021 even if you don't itemize your taxes. Contact your tax advisor for more details.

To give via credit card or by bank account. Go to: [United Way of Kentucky \(uwky.org\)](http://United Way of Kentucky (uwky.org))

If you prefer to make a gift by check, please send it to:

**United Way of Kentucky, P.O. Box 4653, Louisville, KY 40204 - with the memo line "Union Disaster Relief".**



# Local 2108 Calendar

## JANUARY 2022

- 1 New Year's Day
- HAPPY NEW YEAR
- 12 RMC 2108 Meeting - 11:00am - Via Zoom
- 12 Membership Meeting - 6:00pm
- Local Office, Beltsville, MD
- 17 Martin Luther King's Birthday

## FEBRUARY 2022

- 2 Chief Stewards Meeting-9:30am Via Zoom
- Local Office, Beltsville, MD
- 9 RMC 2108 Meeting - 11:00am - Via Zoom
- 9 Membership Meeting - 6:00pm
- Local Office, Beltsville, MD
- 14 Valentine's Day
- 21 Presidents' 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 12, 2022 - 6:00pm RMC 2108 Meeting - Wednesday, January 12, 2022 - 11:00am - Via Zoom

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Marilyn Irwin - President  
Amory Proctor - Executive Vice President  
Johnny Brown - Secretary-Treasurer  
LaTasha Carpenter - Vice President  
Tamera Nelson - Vice President

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**CWA** (Communications Workers of America) and **ILC** (International Labor Communications Association) logos.

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