

CWA Negotiates 3 Year Extension to Verizon Contract

CWA is pleased to announce that we have reached a tentative agreement with Verizon to extend the current collective bargaining agreement. The current contract is set to expire August 5, 2023. The tentative agreement, subject to ratification by the membership, will extend the contract to August 1, 2026.

Duration of Contract Extension: The three-year extension agreement will continue the terms of the current contract (as extended in 2018) in full, unless otherwise noted, until 11:59 p.m., August 1, 2026.

1. Wages and Other Compensation

The Extension Agreement provides wage increases in 2022 and 2023 over and above what is already in the current agreement, plus annual raises during the 3-year extension. As a result, the base wage will increase by a total of 18.26% from 2022 through 2026 (compounded). A ratification bonus of \$750 and yearly Corporate Profit Sharing payments of at least \$700 will add to wage gains.



A. General Wage Increase – The additional increase in 2022 and 2023, as well as the new increases are listed below. All are applied to all steps in the basic wage schedules on the dates indicated.

- 2022: First Sunday following ratification – 1.25% (in addition to 2.75% effective June 19, 2022)
- June 18, 2023: 1% (in addition to 3% already effective June 18, 2023)
- 2024: First Sunday following the second anniversary of ratification 3%
- 2025: First Sunday following the third anniversary of ratification- 3%
- July 26, 2026: 3%
- Compounded increase: 18.26%

B. Cost of Living Adjustment - A cost-of-living adjustment, effective on the first Sunday following the third anniversary of ratification, will be made to base wage rates. The adjustment is as follows: The change in CPI during the period April 2024 through April 2025, minus 3.75%, divided by two, not to exceed 2%. Example: Change in CPI equals 4.25% over the one-year period. $4.25\% - 3.75\% = 0.5\%$ divided by 2 = 0.25% additional increase in wages.

C. Ratification Bonus- \$750, payable within 30 days after ratification.

D. Corporate Profit Sharing - The Company will award Corporate Profit Sharing distributions in each year of the extension, with a minimum distribution of \$700 each year.

2. Pensions and Retirement Security

- The Lump Sum Cash Out provisions will be continued and the calculation for the PBGC will remain in effect for the term of this agreement.
- Pension bands will be increased 1.5% on June 29 of 2023, 2024, and 2025.
- The Stock Together program will remain in effect during the term of the Extension Agreement.



3. Health Care

The Extension Agreement provides for modest changes in cost shar-

ing under the health care plans.

A. Contributions- The Extension Agreement provides for no increase in monthly premium contribution in 2024 and a modest increase in 2025. The chart below reflects the 2023 contribution amounts established by the current contract, along with 2024 through 2026 contribution amounts included in the Extension Agreement. The following monthly amounts assume non-smoker and completion of the Health Risk Assessment*. Deductions will be pre-tax and divided over four paychecks each month.

	MCN & MEP (Monthly)		EPO, HMOs, and Other Plans (Monthly) <small>(contributions will be no greater than the following)</small>	
	Employee	Employee + Family	Employee	Employee + Family
2023	\$142	\$284	\$213	\$426
2024	\$142	\$284	\$213	\$426
2025	\$150	\$300	\$225	\$450
2026	\$150	\$300	\$225	\$450

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Important Maryland Election Dates

The Gubernatorial Primary Election Day is **July 19, 2022**; and the Gubernatorial General Election Day is **November 8, 2022**.

To vote by mail, you must request a mail-in ballot from the State Board of Elections or your local board. Your request for a mail-in ballot for the Gubernatorial Primary Election must be received by **July 12, 2022**; and by **November 1, 2022** for the Gubernatorial General Election.

Mail-in ballots must be postmarked or placed in a designated ballot drop box by **8 pm on July 19, 2022** for the Gubernatorial Primary Election and by 8 pm on **November 8, 2022** for the Gubernatorial General Election.

Early voting will be held for 8 days and begin on **Thursday, July 7, 2022 through Thursday, July 14, 2022 from 7 am until 8 pm** for the Gubernatorial Primary Election; and begins on **Thursday, October 27, 2022 through Thursday, November 3, 2022 from 7 am until 8 pm** for the Gubernatorial General Election. You can vote early at any early voting center in the county you live in.

To vote in person, Marylanders can vote during early voting or on election day at their assigned polling place.

CWA Endorsed!!
Vote for.....
Tom Perez
MD Governor
2022!!



“Broadband should be like water---an essential public utility that's affordable and accessible to everyone.” -Tom Perez

Many of you remember Tom Perez as the man who, as U.S. Secretary of Labor under President Obama, was so bothered as he passed our picket lines at the Chesapeake Complex day after day while driving his kids to high school that he decided he had to try to help. He heard that Verizon had cancelled the health insurance of the 40,000 strikers on May 1st, and knew how difficult the situation was for our members as the strike continued. He reached out to Verizon CEO Lowell McAdam, CWA President Chris Shelton and the IBEW President and offered a private meeting in his office to explore if the then broken-down negotiations could be revived. His goal was to get both sides talking again, in hopes that a mutually agreeable contract could be reached. The rest is history..... Verizon and the Unions met in Perez' office for nearly two weeks and negotiated a contract that both sides could live with; a contract that was overwhelmingly ratified by the membership, followed by two contract extensions in 2018 and now in 2022. As long and as painful as that forty-nine-day strike was, everyone knows it would have been a whole lot longer, and much more painful had Tom Perez not voluntarily stepped in to encourage both sides to talk until an acceptable compromise could be reached.

For many CWA members, hearing this story is all they need to know to give Tom Perez their vote for Governor of Maryland. But there is so much more to Tom Perez....

His father died of a heart attack when Tom was twelve. His best friend's dad, a Teamster, then became a surrogate father to Tom, introducing him to the power of labor unions. Tom worked on a trash truck during the summers while he got his Ivy League education. (He earned a joint degree from Harvard Law School and JFK School of Government.)

When Tom moved to Maryland in 1988 he got a job as a Legal Aid attorney, and he has held many important positions since then. As a member and chair of the Montgomery County Council, Tom advocated for immigration rights. He helped steer Maryland through the Great Recession as our state labor secretary, and advocated for workers by pushing for a “living wage law” and instituting new regulations which protected workers from being misclassified as independent contractors, which had deprived them of benefits like unemployment insurance. Tom was President Obama's chief civil rights enforcer at the Department of Justice from 2009-2013. As such he led the division that sued Arizona's Maricopa County Sheriff Joe Arpaio over violating the civil rights of Hispanics and launched a record number of investigations into police departments across the country. While U.S. labor secretary, Perez pushed through a new overtime rule that nearly doubled the threshold of workers required to be paid overtime, extending extra pay to an estimated 4 million workers, and drawing praise from labor unions. (A federal judge blocked the rule before it took effect under the Trump administration.)

It is this lifetime of public service and always looking out for workers that has earned Tom Perez the endorsement for Governor from CWA, the AFL-CIO, the Washington Post and Baltimore Sun, and hundreds of others. He is regarded as the most qualified for the position, with the experience, competence and ability to hit the ground running on day one.

Between now and July 19th, we have the ability to show our union

strength and solidarity in a very important way. Because there are so many Democrats on the Primary ballot for Governor, it is anticipated that 170,000 votes will be needed to win the nomination. In Maryland, there are roughly 200,000 Democratic union members who belong to unions that have endorsed Perez. If we all stand together and vote for Tom Perez for Governor, Maryland will have the most pro-union Governor in the country. I want to see a Maryland with Tom Perez as its Governor! Please vote on/before July 19th, and when you do, I hope you will join my and your union brothers and sisters in voting for Tom Perez!

In Solidarity,

Marilyn

CWA Proudly Endorses Tom Hucker for Montgomery County Council At-Large

As the District 5 County Councilmember since 2014, Tom has proudly represented hardworking families of Takoma Park, Silver Spring, White Oak, and East County. His entire career has focused on making government more responsive and effective—first as a community organizer and environmental advocate and then as founder of Progressive Maryland. Tom's devotion to public service prompted him to seek office first as a state legislator and now a Montgomery County Councilmember.



In 2022, Tom is running as an AT-Large Delegate, so he will be on the ballot for all of Montgomery County, not just District 5.

In 1999, Tom founded Progressive Maryland, one of the state's largest grassroots advocacy groups, uniting thousands of individual members with many community, labor, civil rights, and faith-based groups to improve the lives of working families. After winning several successful campaigns with Progressive Maryland, Tom was elected to serve as State Delegate from District 20 in 2006 and re-elected in 2010. In 2014, Tom was elected to represent District 5 on the Montgomery County Council.

Since 2006, Tom has authored and passed over 50 major bills, including historic living wage laws, employee discrimination protections, environmental reforms, and more.

Tom has been a true friend to CWA and all working people. He has joined our picket lines and rallies as we fought for fair contracts. If you live in Montgomery County, we encourage you to vote for Tom Hucker.

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!!

Navigating a Surplus

Tuesday, July 14, 2022 at 6:30 PM - Please join this meeting from your computer, tablet or smartphone.

Retirement Benefits

Thursday, July 26, 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](https://www.nettworth.net).

B. Deductibles and Out of Pocket Maximums - The chart below reflects 2023 amounts established by the current agreement, along with 2024 through 2026 amounts included in the Extension Agreement.

	MCN		MEP	
	In Network	Out of Network	In Network	Out of Network
ANNUAL DEDUCTIBLE (Deductibles apply to Out-of-Pocket Maximum.)				
Individual	2023: \$275	2023: \$925	2023: \$700	2023: \$925
	2024: \$275	2024: \$925	2024: \$700	2024: \$925
	2025: \$300	2025: \$950	2025: \$725	2025: \$950
	2026: \$325	2026: \$975	2026: \$750	2026: \$975
Family	2.5 times the individual rate			
OUT-OF-POCKET MAXIMUM				
Individual	2023: \$1,550	2023: \$2,350	2023: \$1,650	2023: \$2,550
	2024: \$1,550	2024: \$2,350	2024: \$1,650	2024: \$2,550
	2025: \$1,600	2025: \$2,400	2025: \$1,700	2025: \$2,600
	2026: \$1,650	2026: \$2,450	2026: \$1,750	2026: \$2,650
Family	2.5 times the individual rate			

C. Copays - Copays in the MCN and MEP health care plans will remain unchanged through the extension, except for Specialist Office Visits in 2026 and Emergency Room Visits in 2025 and 2026.

- Telemedicine (LiveHealth Online Only) copay will remain \$10.
- Specialist Office Visits copay:
 - 2023: \$30
 - 2024: \$30
 - 2025: \$30
 - 2026: \$35
- Emergency Room Visits (waived if admitted):
 - 2023: \$150
 - 2024: \$150
 - 2025: \$155
 - 2026: \$160
- Urgent Care copays will remain \$25.

D. HMO and EPO Plan Changes- Copay maximums in HMO and EPO plans will remain unchanged through the extension, except as follows:

- Specialist Office Visits: \$35 in 2026
- Emergency Room Visits: \$155 in 2025 and \$160 in 2026

4. Retiree Health Benefits

A. Effective January 1, 2024, the annual benefit for retirees with a NCS Date on or after August 3, 2008, is increased from \$480 for each year of completed NCS (max. 30 years) to \$576 for each year of completed NCS (max. 25 years).

B. For 2024 and each subsequent plan year, an eligible pre-Medicare Retiree with a NCS Date on or after August 3, 2008, who opts out of Company sponsored medical plan options and obtains non-Company sponsored medical coverage, will have a Health Reimbursement Account (HRA) established by the Company credited in an annual amount of \$576 for each year of completed NCS (max. 25 years). The HRA is subject to the rules and guidance of IRS Notice 2002-45 and agreement between the Company and Union on other terms.

5. Union Jobs

Quality union jobs will be added over the term of the Extension Agreement.

- a. 900 technicians will be hired in the Mid-Atlantic footprint, with a minimum of 550 in CWA District 2-13 area.
- b. 225 will be hired into positions in the Sales and Services and Tech Support Centers.

6. Additional Work

a. The Extension Agreement provides for a majority of the professional installation and maintenance dispatches of 5G Work in the Mid-Atlantic footprint to be performed by bargaining unit associates.



Personals

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

Don Foster, retiree of CWA Local 2108, who passed away on May 21, 2022.

Cecil Jerome Deas, retiree of CWA Local 2108, who passed away on May 30, 2022.

Congratulations to:

“Chief” **Larry Gibson**, on the birth of his grandson **Falcon Edward Renton Washington**, born April 23, 2022.

b. 5G Sales and Service and Tech Support will be assigned to Sales and Service and Tech Support Centers. Additionally, the Company and Union will form a 5G Home Committee to review the level of work being done and to explore ways to increase the amount of work performed by bargaining unit associates.

c. Call volume percentages will be increase in Sales and Service to 69% by July 1, 2023, and 70% by July 1, 2024.

d. Call volume percentages will be increase in Tech Support to 56% by July 1, 2023, and 57% by July 1, 2024.

e. No later than January 1, 2024, for consumer calls on hold, the Company will give the customer the option to directly initiate a digital chat and 100% of such chats will be handled by bargaining unit employees in the Mid-Atlantic and New York/New England footprint. Employees may be assigned to handle both calls and chats but will not be assigned to do so simultaneously.

f. The Company and Union will form a committee to explore ways to have associates in the sales and service and tech support centers perform additional online platform work, including Click-to-Chat and others that may evolve.

7. Work-at-Home

The Extension Agreement includes a Work-At-Home Memorandum of Agreement (available in its entirety at), which will become effective only when agreed upon by all CWA (Districts 1 and 2-13) and IBEW (Locals 827 and 2213 and T-6 Council). To review the complete Work at Home Agreement, please visit our Facebook page or visit this website link. (<https://cwa.org/ma-wah>)



CWA Local 2108’s Election Committee will be mailing out ratification ballots on Tuesday, July 12th to all members in good standing. They will retrieve the ballots from the post office on Thursday, July 28th and count them. CWA will announce the results of the ratification vote on July 29, 2022.

RMC 2108 Retirees Corner

Happy summer days!! Just a reminder that our monthly RMC meeting will be held at the CWA Local 2108 office on July 13, 2022 at 11:00am. Masks are still optional. This will be a luncheon meeting and a dessert donation would be greatly appreciated.

As usual, the August RMC meeting will be canceled so you can make summer plans accordingly. Stay safe!!

Calvin C Foster Jr
President- RMC 2108



CWA Endorses Brooke Lierman for Maryland Comptroller

As an elected chief financial officer for the state of Maryland, our Comptroller must be a leader who embraces creative ideas and has the courage to put those ideas into action, from big ideas on wealth-building policies to the little details that make it easier for families and businesses to pay taxes and access state programs and benefits. Brooke Lierman will be that candidate and CWA is proud to endorse her bid for Comptroller of Maryland.



As Maryland's Comptroller, she will modernize the way Maryland does business to ensure the Comptroller office is working on our behalf in the most effective way possible. That means investing in infrastructure and making sure everyone from small business owners to students to seniors have access to broadband internet. It means using data to make our state systems smarter and easier so that basic services like filing your taxes are as easy as paying for your cell phone bill. She will streamline the state procurement and payment systems so businesses want to do business with the State. As one of only three statewide, independently-elected officials, she will provide strong independent oversight of our state's financial resources and be an advocate for families, communities, and small businesses. The resources of the Comptroller's office will be used to lift up and support all those who are trying to build a good life in Maryland, and ensure that the state is prepared to safeguard our communities against climate change and other risks for years to come.

Brooke will be an independent watchdog for the effectiveness of tax incentive programs and the recently enacted whistleblower program. She will also bring parties together to explore options for modernizing the state's income tax code to ensure we have policies that support our families, seniors, and small businesses.

As Comptroller, Brooke will focus on ensuring that Maryland has a thriving economy with strong job growth. She knows that good economic policy involves thoughtfulness and nuance. A flourishing economy must include strong main street businesses and scalable and growing startups. Maryland should be a state where entrepreneurs can create, grow, and keep their businesses.

Local 2108 Calendar

JULY 2022

- 4 **Independence Day**
Local Office Closed
- 
- 12 **Verizon Contract Extension Ballots Mailed**
- 13 **RMC 2108 Meeting - 11:00am**
Local Office, Beltsville, MD
- 13 **Membership Meeting - 6:00pm**
Local Office, Beltsville, MD
- 28 **Verizon Contract Extension Ballots Counted**

AUGUST 2022

- 3 **Chief Stewards Meeting - Cancelled**
Local Office, Beltsville, MD
- 7-10 **CWA Human Rights Conference**
Phoenix, AZ
- 10 **RMC 2108 Meeting - Cancelled**
Local Office, Beltsville, MD
- 10 **Membership Meeting - 6:00pm**
Local Office, Beltsville, MD

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, July 13, 2022 - 6:00pm
RMC 2108 Meeting - Wednesday, July 13, 2022 - 11:00am



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