

CWA Endorses Re-Election of President Biden and Vice President Harris



Last month, CWA endorsed the re-election of President Biden and Vice President Harris, who have been true allies of CWA and the labor movement in the White House.

In a video statement announcing CWA's endorsement, CWA President Chris Shelton said, "Our union enthusiastically supports President Biden's re-election. Here's why: when it is time to make decisions that affect working people, he doesn't ask CEOs how they feel, he doesn't ask Wall Street investors what they think, he talks to workers. Joe Biden respects who we are, what we think, and is absolutely committed to doing everything he can to support the labor movement. And we're going to do everything we can to support him."

In their endorsement resolution, CWA's Executive Board said, "Because of his unquestionable commitment to empowering working people, CWA wholeheartedly endorses Joe Biden for re-election as President of the United States." The resolution also noted that President Biden has been a true partner for CWA and the labor movement in the White House. It highlighted the Biden-Harris administration's

accomplishments, including an over \$40 billion investment in job-creating broadband infrastructure projects, which included the first ever labor standards on any federal broadband funding; badly needed support at the height of the pandemic to prevent layoffs of public sector workers, Flight Attendants, and passenger service agents; strengthening Buy American laws; and investing in American-made computer chips and renewable energy.

On Saturday, CWAers, along with thousands of union members from across the country, participated in the Labor for Biden-Harris 2024 Rally in Philadelphia to show their support and endorsement for President Biden's re-election. CWA Local 13000 member Bill Scott, who spoke at the event, highlighted how President Biden's leadership on expanding broadband access and strengthening labor protections has made a "huge difference" for him and fellow CWAers. "I am honored to join my extended union family in endorsing our president, Joe Biden. President Biden is the most labor-friendly president of my lifetime, period. He has shown up for working people in so many ways... That is why I look forward to seeing you all over the next year and a half while we do the required work to re-elect our friend, our advocate, and our leader, President Joe Biden,

so he can finish the job," said Scott. CWA District 2-13 Vice President Ed Mooney also attended the event.

CWA's Legislative and Political Action Teams, made up of thousands of CWA activists around the country, will be fully engaged with CWA members, retirees, and working families across the country to discuss what's at stake in the election and the importance of re-electing President Biden, Vice President Harris, and members of Congress who support our work to rebuild power for working people. We must ensure that we continue to build on the progress we have made and get the job done.



The Pregnant Workers Fairness Act Set to Help Millions of Women



On June 27, 2023, the Pregnant Workers Fairness Act (PWFA) went into effect. The new law requires employers to provide reasonable accommodations to workers for known limitations related to pregnancy, childbirth or related medical conditions.

"No postpartum worker will lose her job at a critical time in her growing family's finances for needing time to recover from childbirth," Dina Bakst, co-founder and co-president of Better Balance, an organization dedicated to advancing justice for working families in the U.S. said.

"No longer will women nationwide face the impossible choice between maintaining a healthy pregnancy and their economic security," she added.

Signed by President Joe Biden at the end of 2022, this new federal law will, according to experts, close an existing loophole that has left pregnant and postpartum workers without the legally protected ability to request accommodations.

"The gap that exists means too many women were forced to choose between keeping themselves and their pregnancy healthy or making a paycheck [to] support their families," Laura Narefsky, counsel at The National Women's Law Center, one of the organizations that has been working for close to a decade on pushing through this legislation, said.

While the Pregnancy Discrimination Act of 1978 prohibited employers from discriminating against workers on the basis of pregnancy,

childbirth, or related medical conditions, experts like Narefsky say that it never created a "robust affirmative right to create accommodations to keep working."

"The problem came when a pregnant worker needed a reasonable accommodation for her pregnancy. Without this law, it required workers to prove that others have gotten similar accommodations; the burden of proof was too large," Elizabeth Gedmark, vice president at Better Balance, explained.

Examples of reasonable accommodations under PWFA include time off to recover from childbirth, pregnancy loss and postpartum depression; additional breaks to drink water, eat, or use the bathroom; flexible scheduling to attend prenatal or postnatal appointments; light duty or help with manual labor; a transfer away from dangerous chemicals; the ability to work remotely; and new equipment like a stool to sit on or a maternity uniform.

Avoid Heat Related Illnesses...Know the Signs!!

As we roll into the "dog days" of summer, we need to guard against two types of safety issues that commonly affect technician's: overexposure to the sun and heat illness.

Overexposure to the sun's rays can lead to sunburn, premature aging of the skin, immune cell disruption, skin cancer, cataracts and other eye problems.

Sunburn can occur at any time of the day but chances increase between the hours of 10am and 3pm.

Technicians can take basic precautionary measures to help prevent sunburn like increasing their intake of non-alcoholic/non-carbonated beverages, wearing light colored, loose fitting clothing, utilizing shade if possible and wearing a hat and sunglasses. Use of a sunscreen with an SPF rating of at least 15 is also recommended.

Heat-related disorders or illnesses that may be caused by work in hot environments include heat rash, heat cramps, heat exhaustion, and heat stroke.

Heat Rash

Heat rash, commonly referred to as "prickly heat," may develop when one's sweat is not easily removed from the skin's surface by evaporation. Sweat ducts become blocked and sweat glands inflamed, resulting in a skin rash. Heat rash, an extremely uncomfortable condition, can be prevented by taking periodic breaks and through proper personal hygiene.

Heat Cramps

Heat cramps are painful, intermittent muscle spasms that occur during or following hard physical work under hot conditions. The muscle spasms are the result of an excessive loss of salt in sweat without adequate replacement. Spasms may develop even though there may be adequate water replacement. Those muscles used in performing the work are usually affected. Heat cramps may occur during or after work. An effective method of prevention is drinking salted liquids or eating salted food. Workers with heart problems or on a low sodium diet should notify their employer or supervisor of their medical condition. In addition, employees with such medical conditions should consult a physician.

Heat Exhaustion

Heat exhaustion is caused by the loss of body fluids through sweating, the loss of salt, or both. This condition is characterized by profuse sweating, giddiness, weakness or fatigue, headaches, nausea, rapid weak pulse, fainting, and, in more serious cases, by vomiting and loss of consciousness. Workers suffering from heat exhaustion will have cool, moist skin and a pale, flushed complexion with a normal or slightly higher than normal temperature. A person suffering heat exhaustion should rest in a cool location and drink plenty of liquids. Mild cases may result in spontaneous recovery with such treatment. Severe cases may require medical care for several days. Workers with heart problems or on a low sodium diet should inform their employer or supervisor of their medical condition. Also, such employees should consult a physician before working in hot environments.

Heat Stroke

Heat stroke is the most serious illness associated with work in hot environments. Heat stroke occurs when the body's heat regulation mechanisms break down. The characteristics of heat stroke are a high body temperature (105 degrees Fahrenheit (F) or more), little or no sweating, and hot, dry, flushed skin. In addition, workers suffering heat stroke may become delirious, confused, convulsive, or comatose. Heat stroke can often be fatal.



If it is felt that a worker is suffering from heat stroke, immediate medical treatment is necessary. Immediate steps should be taken to lower the victim's body temperature. This can be done by moving the individual to a cool area, soaking the worker's clothes with water, and fanning the body. If possible, the individual should be put into or immersed in ice and wrapped in cold, wet sheets. Following treatment at the workplace, the victim should be taken to a hospital or similar medical facility. Since severe heat stroke may result in brain damage, early recognition and treatment are essential.

Recognizing the need to bring further awareness to this life-threatening illness, two Maryland lawmakers have introduced a federal bill that would require colleges and universities to create emergency plans for when a student athlete experiences symptoms of heat-related illnesses such as heat stroke and heat exhaustion.

The legislation is named after Jordan McNair, a 19-year-old University of Maryland football player who collapsed during practice in 2018 and died from heat stroke symptoms days later. The bill is entitled "Jordan McNair Student Athlete Heat Fatality Prevention Act" in his honor.

U.S. Senator Ben Cardin (D-Md.) has filed the bill for the Senate to consider, while U.S. Representative Kweisi Mfume (D-7th) will carry it in the House.

"Awareness of the warning signs, coupled with strong and consistent emergency procedures are important for keeping our student-athletes healthy, especially in extreme temperatures," Cardin said in a written statement. "I thank the McNair family for channeling the pain of their loss into a mission to help coaches, student athletes, and parents identify symptoms of heatstroke and heat-related illnesses."

The Jordan McNair Foundation was established in June 2018 by CWA Local 2108 member Tonya Wilson & Martin "Marty" McNair following the death of their beloved son.

Contract Negotiations Begin at Frontier Communications in West Virginia and Virginia

Negotiations opened last month between CWA and Frontier Communications on a new contract covering approximately 1,400 CWA-represented employees in West Virginia and Ashburn, Va.

The negotiations come at a critical time for the company, which emerged from bankruptcy in April 2021. West Virginia is slated to receive \$950 million from the bipartisan federal infrastructure bill to invest in expanding broadband internet access to locations across the state.

An estimated 29 percent of West Virginia households and businesses lack high-speed internet, and fewer than 20 percent of locations are served by reliable, future-proof fiber connections.

"It's time for Frontier executives to step up for their employees and for all West Virginians," said Brandon Simmons, a Frontier cable splicing technician and president of CWA Local 2105. "That means using their experienced union workforce to build fiber connections to as many homes and businesses as possible instead of bringing in temporary workers and subcontractors who often do not have adequate training and put the public in harm's way. It means providing benefits and compensation that reflect our contributions to the company."

Frontier members in West Virginia and Ashburn, Va., went on strike for three weeks in 2018 in order to reach an agreement that ensured that they would be able to provide quality service and keep good jobs in their communities.

"Five years after our strike, we have the same priorities at Frontier in West Virginia and Virginia," said Ed Mooney, Vice President of CWA District 2-13. "Our message is simple: we want a contract that supports quality jobs so we can deliver quality service."

As the Canadian wildfires continue to burn out of control, those working outside may be subjected to unusually poor air quality for many months to come. Air quality is an important factor for the well-being of workers who spend most of their time outdoors. Poor air quality can have negative impacts on the respiratory, cardiovascular, and nervous systems of outdoor workers, as well as increase the risk of developing chronic diseases such as asthma, bronchitis, and lung cancer.



Some of the common sources of air pollution that affect outdoor workers are vehicle emissions, industrial emissions, dust, smoke, and ozone. Outdoor workers should be aware of the air quality index (AQI) in their area and take appropriate measures to protect themselves from exposure to harmful pollutants. You can easily find up to minute AQI on most weather apps.

Some of the recommended actions are wearing a mask or respirator, avoiding strenuous activities during peak pollution hours, staying hydrated, and seeking medical attention if you experience symptoms such as coughing, wheezing, chest pain, or difficulty breathing.

CWA Local 2108 is advising all outdoor workers to follow the safety guidelines and regulations to prevent or minimize these risks. If you begin to experience any of these bad air quality health related issues, contact your supervisor to request an accommodation that could help such as more frequent/lengthier breaks to get inside, temporary work inside (cvt's etc.), as soon as possible. See a doctor if you have any serious or persistent symptoms that might be related to poor air quality. Don't ignore your health and hope that it will get better on its own.

Union-Made Hot Dogs and More

FOURTH OF JULY

UNION-MADE SHOPPING GUIDE

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| <p>HOT DOGS</p> <p>BALL PARK (UFCW, IBT) BUTTERBALL (UFCW, IBT) FARMER JOHN (IBT) HEBREW NATIONAL (UFCW, IBT) HORMEL (IBT) OSCAR MAYER (UFCW, IBT)</p> <p>BUNS</p> <p>ARNOLD (BCTGM) BALL PARK (BCTGM) SCHWEBEL'S (BCTGM)</p> <p>CONDIMENTS</p> <p>FRENCH'S MUSTARD (UFCW) GULDEN'S MUSTARD (UFCW) GREY POUPON (UFCW) HEINZ KETCHUP (IBT, UFCW) VLASIC RELISH (IBT, UFCW)</p> | <p>SOFT DRINKS</p> <p>COCA-COLA (UAW) 7 UP (BCTGM) A&W (BCTGM) DR. PEPPER (BCTGM, UAW)</p> <p>ICE CREAM</p> <p>GOOD HUMOR (IBT) PRAIRIE FARMS (IBT)</p> <p>SNACKS</p> <p>CHEEZ-IT (BCTGM) FRITOS (BCTGM) MISSION TORTILLA CHIPS (IBT) RITZ (BCTGM) RUFFLES (BCTGM) SUN CHIPS (BCTGM, IBT) TRISCUIT (BCTGM) WHEAT THINS (BCTGM, IBT)</p> |
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Be an Ethical Consumer

Personals

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

Retired member, **Easton Baden**, who passed away June 15, 2023.

Welcome to Local 2108

New Members



Tony Meeks
 David Saleem
 Garry Martin
 Briante Boyd



Congratulations to Recent Retiree:



Floyd Davis



Thinking About Retirement?

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

Timing Social Security Benefits

Thursday, July 13, 2023 at 6:30 PM - Please join this meeting from your computer, tablet or smartphone.

Market Update and Q&A

Thursday, July 27, 2023 at 6:30 PM - Please join this meeting from your computer, tablet or smartphone.

Reservations are required and to RSVP you may call Networth at (800)-859-2212, or register online at :

<http://www.networth.net/event/marylanddcvirginia>



RMC 2108 Retirees Corner

On behalf of the RMC 2108 chapter, I would like to wish everyone a safe and happy 4th of July holiday!! We should recognize the significance of this day when looking at all that's going on in the world and be thankful of all our freedoms.

CWA will hold its 79th Convention in St. Louis Mo on July 10-12, 2023. Because of this and our August RMC planned recess, our RMC meetings in July and August are cancelled. Our next meeting will be on, September 13, 2023 at 11:00am. Enjoy the summer days and everyone be safe and healthy. See you in September!!

Calvin C Foster Jr
 President- RMC 2108



Are you "WEARING RED" on Thursdays?

2024 Union Plus Scholarship Program Accepting Applications Now

Since 1991, the Union Plus Scholarship Program has awarded more than \$5.4 million to students of working families who want to begin or continue their post-secondary education. Over 3,800 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, 2024.

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, 2024**. 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 2024. Students may re-apply each year.

Award date:


The Scholarship Committee will determine recipients of scholarship awards by May 31st each year. During the first week of June 2024 award recipients will be notified by postal mail, and all applicants will be sent email notification.

To apply, go to:

www.unionplus.org/benefits/education/union-plus-scholarships

Local 2108 Calendar

JULY 2023

- 4 **Independence Day**
Local Office Closed

- 10-12 **CWA 79th Convention**
St. Louis, MO
- 12 **RMC 2108 Meeting - Cancelled**
Local Office, Beltsville, MD
- 12 **Membership Meeting - Cancelled**
Local Office, Beltsville, MD

AUGUST 2023

- 2 **Chief Stewards Meeting - 9:30am**
Local Office, Beltsville, MD
- 9 **RMC 2108 Meeting - Cancelled**
Local Office, Beltsville, MD
- 9 **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 12, 2023 - 6:00pm - Cancelled
RMC 2108 Meeting - Wednesday, July 12, 2023 - 11:00am - Cancelled



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