

Local 2108 Hits the Streets to Support “Working People’s Day of Action”

On February 24, CWA members and allies united with thousands of working people across the country to demand an end to an economy that’s rigged in favor of the wealthiest and most powerful.

Why did we take to the streets? Because, the Supreme Court is hearing arguments in the *Mark Janus v. American Federation of State, County, and Municipal Employees, Council 31* (AFSCME) case. Non-union public school teachers in California brought the case.

Mark Janus, a child support specialist who chose not to join the union, said “fair-share” fees levied on non-members, amounting to 78 percent of full union dues, are a violation of his First Amendment rights. A Supreme Court decision in his favor, which is expected, would be a huge setback for public sector unions, which depend on these funds.



This case is the culmination of decades of attacks on working people by corporate CEOs, the wealthiest 1%, and the politicians who do their bidding to rig the economy in their favor. It’s meant to destroy the ability of people who work in the public sector, including more than 100,000 CWA members, to join together in unions to negotiate better wages, benefits, and protections that improve working conditions and set standards for everyone.

The potential effects of a negative decision will be felt at every level of CWA and the labor movement as a whole, would overturn about 40 years of established labor law, and possibly put severe strains on the



finances of public-sector unions across the country. A decision in Janus’ favor would also give workers far less incentive to join unions, in essence expanding “right-to-work” laws from the current 28 states to the entire country.

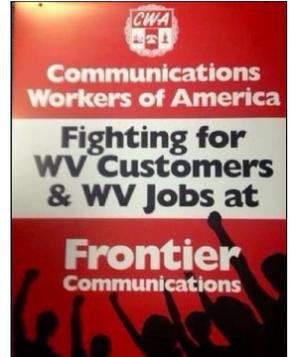
"Today is a day of action, but we need

to make it the first day of action, not the last day of action," said CWA President Chris Shelton, firing up the crowd at a rally in Washington, D.C. "We need today to make sure that the Supreme Court understands that this is going to be a war – and we are not going to lose that war."

Strike Called by CWA as Contract for 1400 Frontier Workers Expires

After 10 months of failed negotiations, CWA members who work for Frontier Communications in West Virginia and in Ashburn, Va. went on strike at 12:01 AM on March 4, 2018. When Frontier purchased the properties from Verizon in 2010, they promised to keep good jobs in WV and to invest in upgrading their network. Instead, nearly 500 jobs have been lost and service quality has greatly suffered since the sale.

To date, the Union and the Company have not reached a tentative agreement on any issues. Critically important to the CWA bargaining agenda is affordable health-care, the reduction of contractors, securing bargaining unit work and job security protections.



While the majority of the bargaining unit has employment security under the current contract, there are more than 200 members who do not. These are members who transferred or hired in after ratification of the current agreement and those who accreted in from the Legacy Bargaining Units. The Union Bargaining Committee has demanded the continuation of employment security for those who currently have it and the expansion of employment security for those who do not.

Similar to Verizon negotiations, CWA members at Frontier have focused on maintaining quality, affordable healthcare. While the Union has shown willingness to make modest changes to the healthcare plan and participated with the Company in an extensive review of the plan utilizing third party consultants, the Company Bargaining Committee has still not responded to the Union’s June 2017 healthcare proposal. It wasn’t until February 28, 2018 that the Company finally presented a package offer which, among other issues, includes for the first time since bargaining began, their healthcare plan. The Union Bargaining Committee impressed upon the Company, the urgency of addressing the specifics of this mutually important issue prior to expiration to no avail.

Another CWA priority still on the table is the reduction of contractors and securing bargaining unit work. The Union has demanded the elimination of all contractors, as well as the renewal of all agreements that limit the movement of work outside the bargaining unit and provide exclusivity over certain work. The Company has proposed to eliminate these protections, including the Outside Plant Copper Cable Splicing Letter of Understanding, Broadband Network Employment Security Provisions, and the WV State-Based Call Center Work Routing Letter of Understanding. The Union Bargaining Committee remains determined to protect this work.

CWA Local 2108 is seeking volunteers to assist our brothers and sisters in Martinsburg, WV to help with mobile picketing. Anyone interested should contact the Local at **301-595-2108** for additional details.

If any of you suffer from low blood pressure and are looking for a way to raise your pressure without using medications, I have the perfect solution for you: Go to Annapolis and attend hearings before the Economic Matters Committee of the Maryland House of Delegates on a day when Bills which would help the working people of our state are being heard!



I spent an entire afternoon in February with fellow Officers Amory Proctor and Matt Klingman, listening to paid lobbyists (all of whom I'm convinced have no soul) as they tried to convince our state legislators to turn their backs on the working people of our great state. I'm proud to report that while I fantasized about slapping the arrogant smirks off said lobbyists' faces, I acted appropriately and kept my hands to myself.

Your Local 2108 Officers joined representatives from many AFL-CIO affiliated unions at the hearings to oppose Delegate Warren Miller's (R, District 9A) annual "Right to Work" Bill. (I placed quotation marks around "Right to Work" because the name of this legislation is a total misnomer.) Like the Janus case which is before the Supreme Court presently (see page 1), this Bill has nothing to do with any worker's rights. **It is a blatant attempt by corporate America to destroy unions by making them go broke.** Period, end of story. Corporations salivate at the thought of ridding themselves of pesky unions. They would love to no longer have to negotiate wages, workplace fairness, safety on the job or affordable, quality healthcare for employees and retirees. Even though Verizon's profits still exceed \$1 billion per month, who among us believes we would receive our current level of pay and benefits without a union to negotiate them for us? Who believes that our retirees would even have benefits? And while it is illegal to fire someone for one of the "-isms" (racism, sexism, etc.), it can be very difficult to prove that is why your employer let you go. While laws are in place to protect employees from that type of termination, in "Right to Work" states, everyone is considered an "At Will" employee and can be let go for any reason....**or no reason at all!** It becomes crystal clear why Corporate America is willing to do whatever is necessary (including paying arrogant, soulless lobbyists to testify on their behalf) to destroy unions once and for all. Thankfully the members of the Economic Matters Committee saw fit to not let Miller's bill out of committee. Those who live in District 9A need to see that this is Warren Miller's last term in office, as he has clearly proven that he does not have our best interests at heart.

The majority of the afternoon was spent with the soulless lobbyists attempting to convince the Committee to postpone enacting the Maryland Sick and Safe Leave legislation for six months. This Law went into effect four days before the hearing, on February 11, after six years of debates, 42 amendments, a veto by the governor, and an 88-52 vote to override his veto. The new law only requires that employers with 15 or more employees provide five paid sick days annually, for their employees to use for illness or legal problems related to domestic violence. Employers with less than 15 employees are required to provide five unpaid days annually. That's all. But these lobbyists (who are paid by the Better Business Bureau and corporations around the state), sporting their expensive suits and fancy gold watches, spent hours explaining what a hardship it would be for businesses to track the number of hours their employees work, and to track the number of SSL days they used each year. After six years of debates and negotiations, these businesses supposedly needed six more months to update their payroll systems! When advocates for the low-paid workers who would benefit from this legislation told real-life stories about single moms who have lost their jobs because they had zero paid sick days to use for their own or their children's illnesses, the lobbyists' eye rolls and smirking increased. It was truly sickening. I'm thrilled to report that the Economic Matters Committee voted to reject the bill that would have delayed implementation of this sick and safe leave law by six months. I'm disappointed to report that the vote was **12-11**. Had one committee member changed his/her vote from "Against" this bill to "For" it, the bill would have made it

out of committee.

While we all have paid sick days, Short and Long Term Disability and paid vacations (thanks to our Union contract), I'm sure we want our legislators to enact laws that help all working people, whether they work in a Union Shop or not. Big Business spends BIG BUCKS lobbying for legislation that benefits them. We all need to work together to elect legislators who stand on the side of the working people in our state and our country. While Working-Class Americans can't compete with the amount of money Big Business can spend, we CAN and MUST do two very important things:

Show up at the polls and vote for Pro-Worker candidates
Contribute to CWA's Political Action Fund (PAF)

PAF is a voluntary contribution that you can make through weekly payroll deduction. It is illegal for union dues to be used to support candidates, but PAF contributions can be used to identify and support Pro-Worker candidates so they can get elected. Local 2108 will be conducting a PAF drive in March in your workplace. Please listen to your steward when you are asked to contribute to PAF, and sign up for a contribution of \$1.00 per week or more. For less than the cost of a cup of coffee, you can help ensure that the laws of our land support working people and not the 1%.

In Solidarity,

Marilyn

Contract Extension Ratified at AVAYA

On February 23, 2018 CWA locals who represent AVAYA members submitted results of a ratification vote for a contract extension. The Avaya contract extension has been ratified by 92%.

All provisions of the current collective bargaining agreement remain in full force and effect. Effective July 18, 2018, wage schedules shall be increased by 2.8% on the maximum rates and 2.8% on the minimum rates in effect on October 17, 2017.

The contract extension is set to expire on September 19, 2019.

NEXT GENERATION
COMMUNICATIONS WORKERS OF AMERICA

How will unions build a movement for economic justice, good jobs, health care for all, organizing and bargaining rights? We'll do it together!!

Since its inception in 2010, CWA Next Generation has been building networks of young members with dedicated lead activists in our districts and sectors. We have brought together hundreds of young members from across the country at two national summits and Next Generation activists are already building alliances with progressive allies, including students and immigrant rights advocates. They are helping to organize workers at Verizon Wireless and T-Mobile and mobilizing fellow members at Verizon and AT&T.

Next Generation activists are engaging in key political races across the country. They are fighting for fair trade policies and to get money out of politics.

If you're a CWA member who is 35 or under and want to learn and lead, you belong in Next Gen. For more information, visit:

www.cwanextgen.org or text "NEXTGEN" to 69866 for updates.

The weather is changing and warmer days are on the horizon. The U.S government is also making changes that will affect tax payers for many years. Only time will tell if these changes will benefit working people or the top 1% and corporations. But how are they going to make up for all of that lost tax revenue?



With tax cut deficits expected to reach 7.2 trillion over the next decade, there are proposals underway to cut funding to Social Security, Medicare, Medicaid, Food Stamp programs, government worker benefits and health care and even the Chesapeake Bay clean-up effort.

All of these programs are important to seniors and every American. We must stay engaged in the legislative process to make sure our needs are taken care of, not just the needs of the top 1% in this country.

Just a reminder, Please make plans to join the RMC 2108 for a special matinee performance of "NEWSIE'S" on Wednesday, March 21, 2018 at Toby's Dinner Theater in Columbia, MD. Tickets are \$50.00 per person. For additional information, call Janice Crowe on 410-533-5370.

This month's RMC meeting is on March 14, 2018 at 11:00am. Hope to see you there!!

Calvin C Foster Jr
President- RMC 2108

The Vincent & Patricia Maisano Labor Scholarship Program

This scholarship award is being presented as a tribute to 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.

To apply online, go to:

<http://district2-13.cwa-union.org/pages/scholarship>

Verizon Contract Books are at the Printers

After numerous reformatting modifications and edits, the 2015 General Agreement between CWA and Verizon for the Mid-Atlantic area has finally gone to the printers.

Once the contract has been printed, a copy of the General Agreement with wage schedules applicable to the appropriate Area shall be furnished by the Company to each employee in the bargaining unit.

2018 Verizon CPS Award - \$709.00

Verizon notified CWA that the payout the Corporate Profit Sharing award for plan year 2017 will be \$709.00. The CPS award will be pro-rated for part-time employees and those employees who participated for more than 3 months but less than 12 months in the plan year. The award will be paid on March 9th based on employees' regular payroll distribution schedule.

Personals

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

Doris Hastings, wife of retired member **Lynwood Hastings** who died on September 3, 2017.

Dolores Cooper, wife of retired member **Harry Lee Cooper** who died on January 26, 2018.

Joevon Smith-Patterson, son of **Joe Patterson** who died January 29, 2018.

Brenda Peay, mother of **Laura Tarrant** who died on January 31, 2018.

Roy Thomas, father of **Michael Thomas** who died on January 31, 2018.

Gloria Powell, a retired member who died on February 8, 2018.

Robert Player, an active member who died on February 13, 2018.

Welcome to Local 2108

New Members

Tony Meeks
DeMarco Boone
Lamin Parker
Ronald Green
Cory Cruse
Omni Wallace



Ken "Moose" Singleton
Lauren Casey
Penn Njifor
Ramon Epps
Jacob Wexler
James Warren
Emmanuel Stewart

Tammy Nelson
Enzo Campos
Abraham Ahmed
Ryland Alston
Abel Martinez
Shane Russell

Mike Foster
Dominique Nlate Ebale

Congratulations to Recent Retirees:



William Darity
Pamela Wellein
Betselot Bekele



Thinking About Retirement?

You may want to check out one of the listed workshops presented by **Nettworth Financial** Group for a retirement check-up and a free meal!!

Retirement Benefits

Tuesday, March 6, 2018 @ 6:30 pm – Ruth's Chris, 106 Crown Park Ave, Gaithersburg, MD.

Thursday, March 22, 2018 @ 6:30 pm – Yellowfin, 2840 Solomon's Island Rd., Edgewater, MD.

Retirement Preparedness

Wednesday, March 21, 2018 @ 6:30 pm – Elks Lodge, 2210 Old Washington Road, Waldorf, MD.

Thursday, March 29, 2018 @ 6:30 pm – Ruth's Chris, 1777 Reisterstown Road, Pikesville, MD.

Reservations are required and to RSVP you may call us at (877)-534-2860, or register online at Nettworth.net.

Please specify if you plan to bring a guest with you and the name(s) of your guest(s). We look forward to seeing you there!



United Buying Service

Helping you save time and money on your next car purchase!!

BENEFITS:

- *Discounts on the purchase of most foreign and domestic automobiles.*
- *Manufacturer rebates.*
- *Dealer incentive money.*
- *Published pricing for cars, vans, and suvs (domestic truck pricing is \$100 over dealer wholesale cost).*
- *Factory option pricing at the dealers cost.*
- *Audit of the sale upon request.*
- *Time - Avoid the lengthy retail negotiating process!*

Since 1967, United Buying Service has been dedicated to providing savings on vehicle purchases for buyers from the Washington DC and Baltimore area!

We remain committed to benefiting our car and truck buying members. This dedication and focus has led to decades of happy UBS customers who save time and money while purchasing their vehicle.

UBS has over 50 years of experience making new vehicle purchases simple by pre-negotiating discount prices. Referrals can be obtained online <http://www.ubs4cars.com/certificate.html> or by calling **301-657-1920**. UBS welcomes inquiries about the advantages of using its service rather than internet based options or dealer advertised web pricing. In addition, general inquiries for information purposes or to learn more about their audit and refund policy are encouraged as well.

The UBS discount is published, available for review at UBS affiliated dealers, and much different from what consumers routinely find advertised online, primarily because UBS does not inflate its discount by deducting rebates and incentives buyers will not qualify for. In addition, all regional charges such as factory freight and advertising are included in the UBS price (the service does not use national averages or omit these items altogether). So the UBS discount price is an out the door price plus taxes, tags, and processing fee from which valid factory incentives and rebates are deducted at time of delivery. Finally, the service backs their discount up with a refund policy which is unavailable through internet services.

Local 2108 Calendar

MARCH 2018

- 11 Daylight Savings Time Begins
Set Clocks Ahead 1 Hour
- 14 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 14 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 17 St. Patrick's Day

- 26-30 CWA/USW Health & Safety Conference
Pittsburgh, PA

APRIL 2018

- 1 Easter

- 4 Chief Stewards Meeting - 9:00am
Local Office, Beltsville, MD
- 11 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 11 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, March 14, 2018, 6:00pm
RMC 2108 Meeting - Wednesday, March 14, 2018, 11:00am



10782 Rhode Island Avenue, Beltsville, MD 20705

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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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LOCAL 2108

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