

CWA & Thryv Reach Tentative Agreement

The CWA District 1 and District 2-13 Bargaining Teams reached a tentative agreement with Thryv on February 28, 2023. Negotiations have been ongoing for almost one year. The agreement is pending ratification from the members.

The Agreement provides:

1) Business advisors with two or more years of service with Thryv, Inc. at the time of ratification and whose annual base salary is currently below the mid-point for their job title and pay area will have their annual base salary adjusted when certain conditions are met.

2) Establish Premise Business Advisor II (BA II)

2022 criteria to qualify for BA II role:

- Minimum one-year in Premise Business Advisor role
- Meet minimum objectives for all four (4) measurements:
- 2022 Thryv Sales (24 Incremental or New)
- 2022 SaaS Revenue (100% or greater to Objective)
- # Of Active Thryv 4.0 Clients (30 or More)
- Total Growth (100% or greater to Objective)



A promotional annual base salary increase of **15%** will be provided to individuals who accept the job offer and applied at the time of the effective date of their promotion to BA II.

Thryv will staff additional Business Advisor II roles in early 2024 based on attainment of eligibility qualifications over full-year 2023 sales performance in support of Thryv 2023 sales objectives.

3) Thryv will adjust (UP) the assigned Pay Area for the sales offices in proposed pay areas following ratification of the proposed successor agreement: (This will positively impact commissions for members in these Sales Offices)

4) Monthly Commission payments with a one-time payment to eligible premise business advisors of 150% of one week's average commissions earned over the prior 12-month period (2022) as a non-recoverable draw.

5) Juneteenth as an additional Thryv Holiday.

6) Thryv will implement a Stock Purchase Plan.

7) For purposes of administering Article 19 (Reduction in Force) the Company will evaluate employees in the BA I and BA II job titles together in making any force reduction decisions.

8) Recognition Payment

Based on the 2022 Performance Ranking Report, lump sum payments will be paid within 30 days of receipt of notification from the Union that a successor CBA has been ratified.

9) Base Wage protection.

Should the company engage a newly hired employee at a higher annual base rate for a specific job title in a specific sales location, any incumbent employees with 2+ years in that same job title and sales location, and who are ranked in the 1st or 2nd Quintile on the PRR for the preceding 12 months, will have their base wage raised to match the new employee's annual base rate.

10) The contract terms will be in effect through **3/30/2026**.

CWA Local 2108 Town-Hall Meetings

Can't make the membership meetings? Have questions about issues in your workplace?

Join us online to discuss your concerns and find out what's going on in other areas of our Local. Attendees will have the opportunity to speak and fully participate in the discussions.

Tuesday, March 28, 2023 at 6:00pm - via Zoom

This Zoom meeting will be primarily geared toward Verizon technicians and other members working in outside locations such as Central Offices and garages.

Wednesday, March 29, 2023 at 6:00pm - via Zoom

This Zoom meeting will be primarily geared toward Verizon members working in a call center environment and those working from home.

To join either one of these meetings, please follow this Zoom link:

[https://zoom.us/j/98974227880?](https://zoom.us/j/98974227880?pwd=SBSSGI3Z2J0V2tzaTZrNDAwQi81dz0)

[pwd=SBSSGI3Z2J0V2tzaTZrNDAwQi81dz0](https://zoom.us/j/98974227880?pwd=SBSSGI3Z2J0V2tzaTZrNDAwQi81dz0)

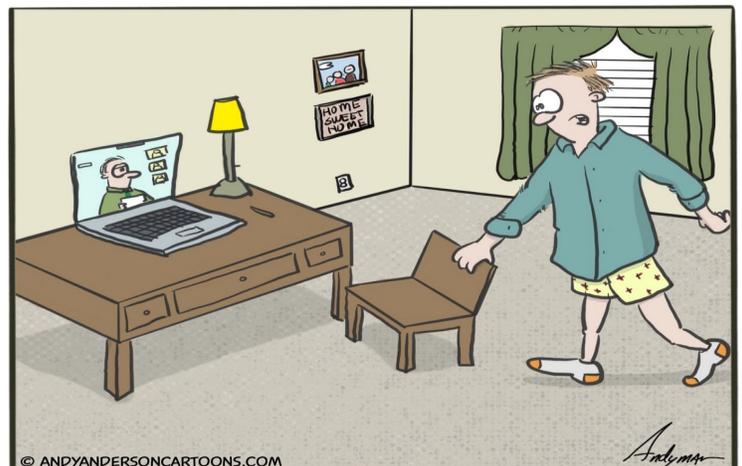
To join by phone:

Dial by your location

- +1 646 931 3860 US
- +1 929 436 2866 US (New York)
- +1 301 715 8592 US (DC)
- +1 305 224 1968 US
- +1 309 205 3325 US

Meeting ID: 989 7422 7880

Passcode: 468596



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SORRY I'M LATE FOR WORK. TRAFFIC ON THE STAIRS WAS BRUTAL.

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://cwad2-13.org/scholarship -d213](https://cwad2-13.org/scholarship-d213)

Get Your Verizon Vacation on the Books!!

As you are aware, recent negotiations with Verizon have modified how unused vacation days from calendar year 2022 may be scheduled and utilized by March 31, 2023. Any and all requests for specific dates to be used in 2023 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 2022 Vacation, paid or unpaid Excused Work Days not selected and not taken by March 31, 2023 shall be forfeited and not eligible for selection or "in lieu of" payment after March 31, 2023.**



CWA Local 2108 is advising all members who have unused vacation from 2022 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 .

<p>UNION-MADE SHOPPING LISTS DELIVERED RIGHT TO YOUR PHONE</p> <p>Simply send a text to 22555 with the message indicating the key words below and you'll receive a text response with your union-made shopping list.</p> <p>Text CANDY to 22555 Receive a list of union-made candy</p> <p>Text BEER to 22555 Receive a list of union-made beer</p>	<p>Text CARS to 22555 Receive a list of union-made cars & trucks</p> <p>Text PETS to 22555 Receive a list of union-made pet food</p> <p>Text STUDENT to 22555 Education-related info and deadlines</p>

The CWA Joseph A. Beirne Foundation Scholarship Program

The CWA Joe Beirne Foundation was established in October 1974 by the Communications Workers of America Executive Board to honor the name and memory of the founding President of CWA, who served for more than 30 years. In his capacity as the first CWA President, Joe Beirne took great pride in the roles he played in the fields of education and learning and other areas of social concern.

Sixteen partial college scholarships of \$4,000 each are being offered for the 2023-2024 school year. Winners, selected in a lottery drawing, also will receive second-year scholarships of the same amount contingent upon satisfactory academic accomplishment. Part-time students, less than 12 credits, will receive half of the scholarship monies.

Eligible for the awards are CWA members and their spouses, children and grandchildren, including those of retired or deceased members. 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.

Applications are accepted during the months of November through April. **Final deadline for the 2023-2024 school year is April 30, 2023.**

To apply online, go to:

<http://www.cwa-union.org/pages/beirne>

CWA Applauds President Biden's Nomination For Secretary of Labor

Julie Su is a tremendous choice to succeed Marty Walsh as Secretary of Labor. As Deputy Secretary of Labor, she has been by his side, creating a Department of Labor that truly supports working people and promotes union membership and collective bargaining so that workers can improve their lives and strengthen their communities.

Julie Su is a fierce advocate for working people. She began her career fighting for Thai garment workers who were literally held captive in a Los Angeles sweatshop. As a California Labor Commissioner and later as California's Labor Secretary, she stepped up enforcement against wage theft violators and made it easier for workers who witness wrongdoing to report those concerns confidentially.

CWA members have firsthand experience working with Su. She responded to AT&T's layoffs of hundreds of CWA members in California by holding a town hall with those workers immediately to inform them about the resources available to them from the state to help with their financial situations and finding new jobs.

When NewsGuild-CWA members at the L.A. Times were having trouble getting payments from the State of California as part of their work-share program, they reached out to Su and she stepped in right away to help resolve the issue.

And when CWA members at an AT&T call center in San Diego faced a COVID outbreak, she was instrumental in getting OSHA to investigate the situation to make sure the workers were safe.

Julie Su will continue Secretary Walsh's work to make sure that the Department of Labor fulfills its mission and fights for America's workers. The Senate should confirm her without delay.

To receive CWA action alerts via text message, Text CWAAction to 69866

CWA President Chris Shelton, who has spent over 50 years fighting for the rights and dignity of working people, announced last week that he will not seek re-election at the CWA Convention in July. In a letter to local officers, he wrote that it was a "tough decision" prompted by family health concerns.



Shelton joined CWA after starting work as an outside technician for New York Telephone in 1968. He quickly became a CWA Local 1101 shop steward, joined the CWA staff in 1988, and served as Vice President of CWA District 1 for ten years. He was elected CWA President by CWA Convention delegates in 2015.

President Shelton's motto is "When we fight, we win." He founded the CWA STRONG program to build workplace power, strengthen bargaining, and resist outside efforts to destroy our union. During the past eight years under his leadership, CWA weathered many challenges including the Supreme Court's Janus decision, which sought to weaken the power of our public sector members; the COVID pandemic; and the ongoing push by many employers to outsource and offshore our jobs. Shelton has championed CWA's efforts to fight racism and other forms of prejudice within CWA, at our workplaces, and in the country at large. He has cemented CWA's reputation as one of the most influential unions in the country and inspired thousands of workers to organize to join our union.

AVAYA Files For Bankruptcy

Five years after emerging from its previous bankruptcy, Avaya Holdings Corporation filed for Chapter 11 bankruptcy and secured financing of \$780 million as it restructures its business to reduce its total debt. The company expects to complete this process in 60 to 90 days and has made certain assurances including keeping the business intact by not selling or splitting any of its parts; not making any changes to employees' pay or benefits; as well as a commitment to maintaining the pension and benefits for retirees. The Communications Workers of America (CWA), which represents close to 300 active members at Avaya and thousands of retirees, plans to take an active role in the bankruptcy process to protect the interests of workers and retirees.



"During the last restructuring in 2017, CWA's quick intervention was key to protecting our members. Similar to the previous process, we are seeking a seat on the Unsecured Creditors Committee to ensure that the Company implements the provisions included in its restructuring plan and lives up to its commitment to workers. This is a complicated process with lots of moving parts but we are determined to use all of our available resources to actively play a part in it and fight for our members' interests," said CWA Telecommunications and Technologies Vice President Lisa Bolton.

Are you "WEARING RED" on Thursdays?

Personals

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

Catherine Blacknall, mother of **John Blacknall** who passed away December 31, 2022.

Fannie Mabel Parker, mother of **Sharon Parker** who passed away January 24, 2023.

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!!

Retirement Preparedness Score Online Workshop

Tuesday, March 7, 2023 at 6:30 PM - Please join this meeting from your computer, tablet or smartphone.

Retirement Benefits Online Workshop

Thursday, March 23, 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 [Networth.net](https://www.networth.net).



2022 Verizon CPS Award - \$700.00

Verizon notified CWA that the Corporate Profit Sharing award payout for plan year 2022 will be \$700.00. 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 3, 2023 based on employees' regular payroll distribution schedule.



RMC 2108 Retirees Corner

As we work through the first few months, we hope that 2023 will be a productive year for America. Our health-care has improved, our financial expectations are optimistic, but there are still many concerns that could affect seniors.

Politics always has its up and down cycles. As CWA retirees, we are always hearing of threats to reduce costs of programs that we rely on most and could have an adverse effect on the lives of all retired seniors and others.

So as we negotiate this is a new legislative year, the CWA RMC 2108 will try to stay on top of the changing landscape to keep you informed. We welcome you to attend our monthly luncheon meetings for information and friendship. Our next meeting will be March 8, 2023 at 11:00am. Hope to see you there!

Calvin C Foster Jr
President- RMC 2108



Local 2108 Calendar

MARCH 2023

- 8 **RMC 2108 Meeting - 11:00am**
Local Office, Beltsville, MD
- 8 **Membership Meeting - 6:00pm**
Local Office, Beltsville, MD
- 12 **Daylight Savings Time Begins**
Set clocks ahead 1 hour
- 17 **St. Patrick's Day**
- 28 **Local 2108 Town Hall Meeting - 6:00pm**
Outside Technicians - Via Zoom
- 29 **Local 2108 Town Hall Meeting - 6:00pm**
Call Center Employees - Via Zoom

APRIL 2023

- 9 **Easter**

- 12 **RMC 2108 Meeting - 11am**
Local Office, Beltsville, MD
- 12 **Membership Meeting - 6:00pm**
Local Office, Beltsville, MD
- 15 **Tax Day**

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.



Union-Made in America Easter

Easter Ham or Lamb

- Appleton Farms ham
- Black Forest ham
- Butterball ham
- Cook's ham
- Farmland Old Fashioned Pit Ham
- Farmland Original Pit Ham
- Fischer Meats lamb
- Hormel Honey Roasted Ham
- Tyson Foods ham

Easter candy

- Cadbury Creme Eggs
- Dum Dums
- Gimbal's Gourmet Jelly Beans
- Haviland Nonpareils
- Jelly Belly
- Laffy Taffy
- Malted Milk Eggs (PAAS)
- Marshmallow Peeps
- Mike and Ike
- Necco
- Smarties
- Tootsie Rolls and Pops

Support American Workers!!

MARK YOUR CALENDAR: Membership Meeting - Wednesday, March 8, 2023 - 6:00pm
RMC 2108 Meeting - Wednesday, March 8, 2023 - 11:00am




Communications Workers of America Local 2108

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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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