



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

CWA Proudly Endorses Tom Perez for Governor

As the former Democratic National Committee Chair, former Labor Secretary in the Obama administration, and former Maryland Secretary of Labor, Tom Perez has dedicated much of his career to supporting workers in Maryland and across the country.

CWA has worked extensively with Perez as Secretary of Labor. We know him as a hands-on, determined leader. He has an outstanding record of public service when it comes to improving the lives of working families, fighting discrimination and taking on the forces that want to restrict democratic rights.

"I've spent my life fighting right alongside working people and the labor movement, and while we've made great strides over the years, we still have a long way to go," said **Tom Perez**. "We have to create a Maryland where no one working a full-time job lives in poverty, where workers are treated with dignity and respect, where workers can access high-quality healthcare, and where workers are able to organize and collectively bargain. When unions succeed, Maryland succeeds, and as Governor, I'll make sure that all workers have a seat at the table."

Shannon Opfer, President of the CWA MD/DC State Council, said "We will never forget the 2016 Verizon strike. For 49 days our members walked the picket line. We walked off the job on April 13. On May 1, the company canceled our healthcare. Our union members stood strong but it was a very tense time. Tom Perez kept an eye on our situation and decided to step in. He brought Verizon and the Unions to his office in DC. Because of Tom's help we successfully reached an agreement that strengthened protections and benefits for Verizon employees. The new contract was so good it was extended 3 years later. Tom had our back then and we have his back now. CWA is proud to endorse Tom Perez for governor of Maryland."

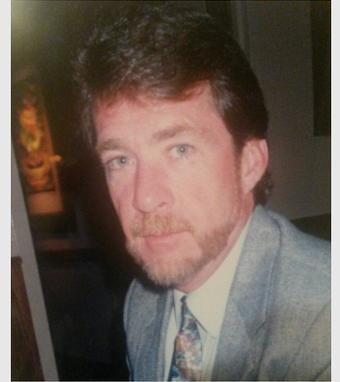
CWA & Verizon Explore Option of Contract Extension

As you know, our current collective bargaining agreement with Verizon does not expire until August 2023. However, Verizon, CWA, and IBEW have announced that we will be entering into three weeks of bargaining beginning May 16, 2022, to determine whether it is possible to agree on the terms of a contract extension.

Be sure to check our webpage (www.cwalocal2108.org) or our Facebook page for updates as they become available.

Former CWA Local 2108 Executive Vice President Earl Johnson Passes Away

Former CWA Local 2108 Executive Vice President Earl Johnson passed away on April 17, 2022. Earl began his career at C&P Telephone in 1979 and was an advocate for working people from the very beginning.



Earl served CWA Local 2108 in many capacities. He was a steward and a chief steward in Prince Georges county before being elected to the position of Executive Vice President in 1990. He served in that capacity until 1996.

During his tenure as Local 2108 EVP, Earl was an integral part of the Community Services Committee and the Entertainment Committee. He was always proud of the contributions our Local made working for the Maryland Special Olympics.

Earl was a former Marine and an avid softball player. He retired from Verizon in 2004 and is survived by his children Jeffrey and Jodi.

Updated Verizon Quarantine Policy

Last month, Verizon notified CWA that they were updating their existing quarantine policy.

Below is an outline of the updated quarantine policy for those who work outside their homes and are exposed to Covid-19. Effective May 2, 2022 Verizon is updating their policy for employees who were previously vaccinated but have yet to receive a booster.

Status	Definition	Effective May 2
Recovered from COVID in last 90 days		No quarantine (no change)
Up to date on vaccinations	Vaccinated and boosted or vaccinated w/in last 6 months (2 months for Johnson & Johnson vaccine)	No quarantine (no change)
Not vaccinated		Unpaid quarantine (no change)
Vaccinated but not up to date	Vaccinated but not boosted and vaccination was more than 6 months ago (2 months for Johnson & Johnson)	Unpaid quarantine (updated)

This policy change only applies to those who are exposed to Covid-19 who have not been diagnosed with Covid-19. This policy does not modify the availability of Verizon Covid-19 Leave for those that contract Covid-19.

Also, effective May 2 and in accordance with CDC guidance, Verizon notified CWA that they are no longer doing contact tracing unless required by state or local law. Currently only California and Washington DC have this requirement.

I'd like to thank those of you who joined our CWA Town Hall Call on April 27th with Tom Perez, the CWA-endorsed candidate for Governor of Maryland. I also want to apologize to those who attempted to join the Zoom call but couldn't enter the meeting. There were Zoom issues that evening, and unbeknownst to us, those who couldn't join because they were stuck in the meeting room needed to log off and log back into the meeting to be admitted. We are attempting to schedule another Town Hall with Tom, followed by a phone bank prior to the July 19th Primary Election Day. Hopefully no technical difficulties will stand in the way of all CWA members and retirees who would like to hear from Tom Perez attending that second Town Hall Call. You can also visit the Perez website to learn more about him at www.tomperez.com.



As advertised, the Town Hall Call was followed by phone banking for Tom. While that sounds like a scary endeavor, it's surprisingly easy. All you need is a phone and a computer. After a short 10-15 minute training on the script and computer system, you're ready to make calls! The calls you make show as coming from a CWA number (so your personal phone number won't be displayed), and we only call union members and union households, so you're calling a pretty good group of people! I actually reached a few Local 2108 members that evening, and several CWA members who belong to other Locals, all of whom were anxious to learn more about Tom Perez and why we think he should be our next Governor. Once they heard it was a fellow CWA member calling, they were all ears. Want to help but not comfortable with phone banking? Please consider making a financial contribution to the Perez campaign. Campaign offices, ads and yard signs are expensive! You don't have to be rich to donate to a political campaign.....Enough of us donating \$25 each can help a lot!

There are 4 GOP and 11 Democratic Gubernatorial candidates on the primary ballots. If the members and retirees of CWA and the 100+ other labor unions who have endorsed Tom Perez actually vote in the primaries, we have the ability to decide who will be the next resident in the Governor's mansion. Will it be someone who has a proven track record of fighting for working families and workers rights, someone who has fought for civil rights and racial justice his entire adult life, someone who is not only committed to expanding broadband access, but understands the value of that work being done by an experienced union workforce? If you listen, most candidates don't even mention the work "UNION" when they speak, let alone welcome us to have a voice at the table. The only time I remember our current Governor Larry Hogan say the word union was when he called our teachers "Union thugs" when they were considering a strike.

Primary Election Day in Maryland is Tuesday, July 19th. That will be preceded by eight days of Early Voting, from Thursday, July 7th through Thursday, July 14, from 7a=8p each day. As I explained in last month's newsletter, Maryland now has permanent Vote by Mail. Please visit www.elections.maryland.gov to get all of your voting questions answered. You can register to vote on the site, change your name and/or address, verify if you are already registered to vote and find where you can vote on Election Day or during Early Voting. (To vote in person on Election Day you must vote at your assigned polling place, but if you vote during Early Voting, you can vote at any Early Voting site in the county in which you live.) You can also request a ballot be mailed to you on the website so that you can avoid in-person voting all together. It has been suggested that we all check the website after the first of June, as some districts have recently been changed, due to re-districting. A new voter registration card will be mailed to anyone whose district or polling place changes. You can also register to vote during Early Voting, by providing documentation to prove where you live (i.e. MVA-issued license, ID or change of address card, paycheck,

bank statement, utility bill, etc.)

You can also apply to be an Election Judge on the same website. Election Judges play an important role in elections, by working as a team to ensure a fair and accessible election. Judges receive training prior to Election Day, must report to their assigned location approximately an hour before the polls open, and serve until all duties are completed after the polls close. You are eligible to apply to be an Election Judge if you are a registered voter in MD, are physically and mentally able to work 15-hour days, can sit/stand for extended periods, and can speak, read and write English. At some locations Judges are required to lift 10-25 lb. boxes. The state pays a stipend to Election Judges, plus Verizon pays your salary for the days you serve under Article 33, Section (c), Excused Time.

In our June and July newsletters we will list AFL-CIO endorsed candidates for other state and county offices in Maryland. I hope you will take those recommendations into consideration before you cast your ballot!

In Solidarity,

Marilyn

Thryv Bargaining Update

The joint CWA District 1 and 2-13 Bargaining Committees have been negotiating a contract renewal with Thryv over the past few weeks. Progress has been slow but deliberative as we continue to press for improvements, including compensation.

Thryv has proposed and we have accepted extending the current agreement for thirty (30) days (May 23, 2022) to allow bargaining towards a new agreement to continue without distraction.

Local 2108 will keep you posted as progress warrants.

RMC 2108 Retirees Corner

Technology is an amazing tool and I'm grateful we have been able to utilize teleconferencing software to continue our monthly RMC meetings. But I'm even more grateful that the pandemic has subsided and we were able to conduct our April meeting face to face as well as over Zoom.



At our April meeting, CWA endorsed candidate for Maryland Governor Tom Perez paid us a visit and outlined his labor agenda should he win in the primaries and the general election in November. I hope all retirees get involved in this election. Tom Perez was instrumental in working with us during the 2015-2016 contract negotiations and helped CWA reach a fair agreement with Verizon. Our benefits are always up for negotiation and we need someone in office who will fight for us.



Our next meeting will be held on May 11, 2022 at 11:00am and lunch will be provided. It would be greatly appreciated if you brought a dessert to share.

Calvin C Foster Jr
President- RMC 2108

Item 1. Election of Directors **Recommendation: Vote your conscience** - Background: The Board of Directors consists of 11 individuals, all of whom are independent, except for Hans Vestberg, Verizon's CEO. The entire Board is annually nominated for reelection. Since last year's meeting, one director has been added, Laxman Narasimhan, in July 2021.

Item 2. Ratification of the Appointment of Ernst & Young as Independent Auditor **Recommendation: Vote against** - Background: Ernst & Young has been the auditor for Verizon since 2000. The Board's Audit Committee has re-appointed the firm for another fiscal year, through December 31, 2022. With this vote, shareholders are asked to affirm the Committee's decision. Corporate governance experts believe that such lengthy relationships can compromise the independent perspective necessary for a trustworthy review of financial results.

Item 3. Advisory approval of executive compensation **Recommendation: Vote against** - Background: The proposal asks shareholders to approve a compensation program already in place. The vote is only advisory and would not be binding on the company. The proxy statement includes principles for setting pay and a detailed discussion of all aspects of executive pay. This is the fifth year public companies must report the ratio of CEO pay to median compensation at the company. In 2021 Verizon's ratio was 166 to 1 – an increase from 2020 when the ratio was 112 to 1. CEO Hans Vestberg received total compensation of \$20.4 million in 2021.

Item 4. Shareholder Proposal: Report on Charitable Contributions **Recommendation: Vote against** - Background: This shareholder proposal introduced by the National Legal & Policy Center requests that the company disclose on its website all charitable donations that exceed \$999 annually per recipient. While greater transparency is a good thing in general, this proposal appears to be duplicative with Verizon's current reporting practices, as described in the company's opposition statement.

Item 5. Shareholder Proposal: Amend Senior Executive Compensation Clawback Policy **Recommendation: Vote for** -Background: This shareholder proposal introduced by Thomas M. Steed requests that the company amend its senior executive compensation clawback policy to broaden the types of conduct that can trigger clawback of compensation and require the Board or its Human Resources Committee to report to shareholders the results of any deliberations about whether to cancel or seek recoupment of compensation paid, granted or awarded to a senior executive. The proponent states that compensation policies should be structured to encourage senior executives to avoid taking undue risks to boost short-term profitability, arguing that the current clawback policy is too limited because it sets a very high bar of "willful misconduct" and conduct that "materially" contributed to a financial restatement, and it does not require disclosure to shareholders. Independent advisory firm ISS has recommended support for this type of proposal as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupments. Such disclosure would benefit shareholders.



Item 6. Shareholder Proposal: Shareholder Ratification of Executive Severance Packages **Recommendation: Vote for** - Background: This shareholder proposal introduced by the Association of BellTel Retirees

Personals

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

Furman Wilson, father of **Sharhonda Hudson** who passed away on February 6, 2022.

Thomas Kaub, a retired member who passed away on February 10, 2022.

Mitchell Purcell, brother of retired member **Phil Purcell** who passed away on February 23, 2022.

Earl Johnson, retired member and past Executive Vice President of CWA Local 2108 who passed away on April 17, 2022.

Congratulations to:

Monica Crawley on the birth of her grandson, **Kai Emir Parris** on April 15, 2022.

Congratulations to Recent Retirees:



Phil Purcell
Lynne Stephens
Jim Souder



Inc. asks the Board to seek shareholder approval of any senior executive's severance or termination payments with an estimated value exceeding 2.99 times the sum of the executive's base salary plus target short-term bonus. In 2021, CEO Vestberg was eligible for severance of \$39.4 million, or seven times his base salary plus bonus in FY20, for termination without cause, regardless of a change in control. Independent advisory firm ISS supports the general principle of shareholder approval for severance agreements, also known as "golden parachutes," when they are considered to exceed best practice levels.

Item 7. Business operations in China **Recommendation: Vote against** - Background: This shareholder proposal introduced by shareholder Steven Milloy asks that Verizon report to shareholders on the nature and extent of corporate operations that "involve or depend on" the Chinese state. The proposal points to China's human rights abuses and its adversarial position in relation to the United States. While corporate reports on the human rights impacts of operations can be useful, this proposal singles out a single country in a manner that could be at cross purposes with frameworks like the Universal Declaration of Human Rights

Thinking About Retirement?

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

Timing Social Security

Tuesday, May 3, 2022 at 6:30 PM - Please join this meeting from your computer, tablet or smartphone.

Retirement Preparedness

Thursday, May 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 Networth at **(800)-859-2212**, or register online at [Networth.net](https://www.networth.net).

The 30th Annual Letter Carriers Stamp Out Hunger Food Drive



LETTER CARRIERS' FOOD DRIVE

SECOND SATURDAY IN MAY

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX. WE'LL DELIVER IT TO A LOCAL FOOD BANK.

As the need for food assistance is still more significant than ever, we want to allow everyone to continue to meet that need and help your local community food pantry or bank. The Stamp Out Hunger Donor Drive is a drive with a single mission—to feed the hungry in America, and as always, with your help, we will!

The National Association of Letter Carriers (NALC) National Food Drive is the outgrowth of a tradition of community service exhibited repeatedly by members of the letter carriers union over the years. These carriers, who go into neighborhoods in every town six days a week, have always been involved when something needed to be done, whether it be collect-

ing funds for a charity like the Muscular Dystrophy Association, watching over the elderly through the Carrier Alert program, assisting the American Red Cross during time of disaster, or rescuing victims of fires, crime, and other mishaps.

For many years, a number of branches had collected food for the needy as part of their community service effort.

Traditionally, the in-person food drive has been held on the second Saturday in May. For the past two years due to the COVID-19 pandemic, the in-person food drive has been cancelled for safety and health reasons. This year, plans are underway to tentatively hold the traditional, in-person food drive on Saturday, May 14, 2022. **NALC will continue to monitor the ongoing impact of the COVID-19 pandemic, and if necessary, modify or cancel the 2022 food drive.** For future updates on the food drive, check nalc.org or follow the Stamp Out Hunger Food Drive on Facebook or Twitter.

In 2010, the food drive surpassed the 1 billion pound mark in total food collected over its history.

Local 2108 Calendar

MAY 2022

- 8 **Mother's Day**
- 11 **RMC 2108 Meeting - 11:00am**
Local Office, Beltsville, MD
- 11 **Membership Meeting - 6:00pm**
Local Office, Beltsville, MD
- 30 **Memorial Day**
Local Office Closed



JUNE 2022

- 1 **Chief Stewards Meeting - Cancelled**
Local Office, Beltsville, MD
- 8 **RMC 2108 Meeting - 11:00am**
Local Office, Beltsville, MD
- 8 **Membership Meeting - 6:00pm**
Local Office, Beltsville, MD
- 13 **2022 CWA Presidents Meeting**
Washington, DC
- 14-15 **2022 CWA Legislative-Political Conf.**
Washington, DC
- 19 **Juneteenth Day**
- 19 **Father's 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.

MARK YOUR CALENDAR: Membership Meeting - Wednesday, May 11, 2022 - 6:00pm RMC 2108 Meeting - Wednesday, May 11 - 11:00am



10782 Rhode Island Avenue, Beltsville, MD 20705

Web Address: www.cwalocal2108.org

Local Office: (301) 595-2108 :: Local Fax: (301) 595-2412

Tamera Nelson - Vice President

LaTasha Carpenter - Vice President

Johnny Brown - Secretary-Treasurer

Amory Proctor - Executive Vice President

Marilyn Irwin - President

Printing Done In-House

Published Monthly

2108News

Communications Workers of America Local 2108

ISSN: 0162-248X

ADDRESS SERVICE REQUESTED

Beltsville, MD 20705-2513

10782 Rhode Island Avenue

LOCAL 2108

COMMUNICATIONS WORKERS OF AMERICA

Non-Profit Organization
U.S. POSTAGE
PAID
Permit No. 5128
Hyattsville, Md.