

Expanding Broadband in Maryland

In 2021, the Biden Administration passed the Bipartisan Infrastructure Bill which allocated \$65 billion towards broadband infrastructure. CWA immediately launched a campaign to ensure that the funding resulted in affordable, reliable broadband for all Americans while creating good union jobs. CWA is invested in a public education campaign, six-figure TV and digital ad spend, and political action that included the deployment of its Broadband Brigade, made up of frontline broadband workers from across the country.



As part of Maryland's Connect America program, over \$92 million in funding for broadband expansion has been awarded. Verizon Maryland won bids for 6 counties for a total of \$11.1 million.

With CWA's support, Verizon was selected to bring all-fiber, high-speed broadband services to Cecil County, Charles County, Garrett County, Howard County, Saint Mary's County and Washington County. This is in large part to the work and efforts of our Broadband Brigade State Leads, Eddie Miller and CWA Local 2108 member Marcus Chambers working with legislators, community partners, CWA members and our CWA Locals for over a year to make sure that, as broadband is expanded in Maryland, the work is done by skilled and safety-trained union labor.

This is just the beginning. With millions of dollars still on the table in broadband funding in the pipeline, we will continue to fight to ensure that this money goes to work for our members!

Verizon Proxy Voting Recommendations

Item 1. Election of Directors

Recommendation: Vote your conscience

Background: The Board of Directors consists of 12 individuals, all of whom are independent according to the company, 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, Vittorio Colao, in November 2022.



Item 2. 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 sixth year public companies must report the ratio of CEO pay to median compensation at the company. In 2022 Verizon's ratio was 130 to 1 – a decrease from 2021 when the ratio was 166 to 1. CEO Hans Vestberg received total compensation of \$19.8 million in 2022.

Item 3. Advisory vote on the frequency of future advisory votes to approve executive compensation Recommendation: Option 1 - ANNUAL

Background: As required by SEC rules, Verizon is asking shareholders to vote on whether future advisory votes on executive compensation should occur every year, every two years or every three years. Annual say-on-pay votes are a widely accepted practice supported by shareholder advocates and companies.



Item 4. 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, 2023. 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 5. Shareholder Proposal: Government requests to remove content

Recommendation: Vote AGAINST

Background: This shareholder proposal introduced by the National Legal & Policy Center requests that the company disclose on its website the Company's policy in responding to requests to remove or take down content, or content-producing entities, from its platforms by the Executive Office of the President, Members of Congress, or any other agency or entity of the United States Government. 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 6. Shareholder Proposal: Prohibit political contributions

Recommendation: Vote FOR

Background: This shareholder proposal introduced by Trillium ESG Global Equity Fund requests that the board of directors adopt a policy prohibiting political and electioneering expenditures. The proponent references studies showing that corporate spending on political races can distract from running the business on its merits and argues that Verizon's values are in conflict with many of the politicians and PACs to which the company has contributed.

Item 7. 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.

(continued on page 3)

SOLIDARITY WITH PITTSBURGH POST-GAZETTE WORKERS



So how much money is the Pittsburgh Post-Gazette willing to spend on strike-breaking staff rather than negotiating a fair contract with its union workers?

In March alone, the Pittsburgh Post-Gazette paid \$14,313 in overtime to strike-breaking workers. And on April 1, the Post-Gazette granted annual raises totaling \$8,986 to four of the editorial strike-breakers who have crossed the picket line. That \$23,299 outlay comes at a time when workers have gone more than 16 years without across-the-board raises at the company. It's another shallow attempt at union-busting.

CWA Local 2108 is asking you help match the company's \$23,299 in scab pay with donations to the strike solidarity fund. Our aim is hit that number in the next two weeks.

The amount of money the Post-Gazette has paid since October in a combination of dubiously timed raises, bonuses, and overtime far exceeds the \$66,000, at most, it would've cost to cover the increases in health care premiums the company simply refused to pay.

Although a company always can pay workers more, the Post-Gazette traditionally has had very few workers make more than the minimum salaries negotiated with the union. Apparently that has changed as a result of the strike, when the company seems willing to give some strike-breakers more money.

These payments come two months after an administrative law judge ruled that the company has been bargaining in bad faith for more than five years by refusing to move off of onerous contract proposals that

would, among other issues, not guarantee work hours for full-time employees, but would allow the company to change or eliminate its healthcare plan at any time without negotiating with the union. The company is appealing that ruling, showing it is willing to pay millions to union-busting attorneys – plus more to private security contractors – instead of negotiating a fair contract with union workers.

Striking union workers use the solidarity fund for things like rent, mortgages, food, and other, unexpected expenses.

So while the Post-Gazette striking workers fight for news this community deserves, Local 2108 is asking you help them fight back by donating to their solidarity fund today.

Let's show the Post-Gazette it can't use its suddenly flexible payroll to break this strike!!

Here is how you can donate to the Strike Fund:

Donations to the Pittsburgh Striker Fund will be used exclusively to assist striking Pittsburgh Post-Gazette families with special needs who are facing very difficult financial circumstances. To donate, go to:

<https://actionnetwork.org/fundraising/donate-to-support-striking-pittsburgh-post-gazette-workers>



**17th Annual Northeast Shoot
Hosted by:
UFCW Local 27 &
UFCW Local 400**

CWA Local 2108 members are cordially invited to participate in the 17th Annual Northeast Shoot For A Cure Charity Sporting Clays Shoot to be held at the Point At Pintail in Queenstown, MD on Wednesday, June 14, 2023, for the benefit of the March of Dimes. We ask that each organization participate by fielding a team of four shooters; individual shooters will be squadded. Awards will be given for the highest scoring teams (organizations) and for the top individual shooters

Individual shooter costs are \$200.00 per person which includes ammunition, targets, hat, lunch and a USA made Buck knife. Additionally, there will be raffles available to help contribute to the goal of raising \$70,000. Reservations must be made before June 5, 2023. Registration starts at 8am with a shotgun start at 10am. Gun loaners and instruction are available. The Point at Pintail is located 511 Pintail Point Rd., Queenstown, Md. 21658 (www.pointatpintail.com).

Help us fight for families-healthy moms and strong babies!

Please complete the registration form below and send with your check to:

UFCW Local 27 • Amanda Arment • 21 West Road, 2nd Floor • Towson, MD 21204

For more info: Mark Gagliardi (925) 698-0719 • mark@shootforcure.us

R E G I S T R A T I O N



Yes, I would like to sponsor:

- Diamond \$5,000
- Platinum \$4,000
- Gold \$3,000
- Silver \$2,000
- Station* \$ 750

*Does not include shooters.

June 14, 8:00 a.m. • RSVP by June 5, 2023
Make checks payable to:
SHOOT FOR A CURE (Tax I.D. #80-0171936)
Please choose sponsorship level and fill in the names of your shooters.

ORGANIZATION: _____

SHOOTER'S NAME: _____ (\$200)

_____ (\$200)

_____ (\$200)

_____ (\$200)

EMAIL: _____

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Personals

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

Jeanene Pinkard, sister of retired member **Arnita Pinkard**, who passed away on April 2, 2023.

Dorothy Finneyfrock, mother-in-law of member **Paula Gibson**, who passed away on April 6, 2023.

Retiree **Carol J. Stamper** who passed away on April 7, 2023.

LaTonya Haynes, an active member who passed away on April 11, 2023.

Gweneth Brown, mother of **David "Saint" Brown** who passed away on April 16, 2023.

Welcome to Local 2108

New Members



Femi Mustafa
Charmaine Smith



Thinking About Retirement?

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

Retirement Preparedness Score

Thursday, May 11, 2023 at 6:30 PM - Please join this meeting from your computer, tablet or smartphone.

Retirement Benefits CWA District 2-13

Tuesday, May 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 Nettworth at (800)-859-2212, or register online at :

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



RMC 2108 Retirees Corner

The weather is getting better every day, some days are still cooler than what we are hoping for, but overall, things are improving.

The only disruption we seem to have is all the noise from election talk. Hopefully, that will improve soon as well. The fact checkers will give some truth to all this noise and soon we will see the obvious choice to lead this country forward.

So let's enjoy ourselves at the next RMC luncheon meeting and celebrate the change in seasons and the clearing of noise!!

The next RMC meeting will be on May 10, 2023 at 11:00am and I hope you all come and enjoy.

Desserts are always welcomed!!

Calvin C Foster Jr
President- RMC 2108



Proxy Recommendations (from page 1)

Item 8. Shareholder Proposal: Shareholder Ratification of Annual Equity Awards

Recommendation: Vote FOR

Background: This shareholder proposal introduced by the Association of BellTel Retirees Inc. asks the Board to seek shareholder approval of any senior executive officer's new or renewed compensation package that provides for severance or termination payments with an estimated total value exceeding 2.99 times the sum of the executive's base salary plus target short-term bonus. Verizon's 2022 proxy discloses that if CEO Hans Vestberg is terminated without cause within 12 months after a change in control, he could receive an estimated \$38.6 million in termination payments, which is more than 7 times his 2021 base salary plus short-term bonus. This proposal seeks to broaden a previous policy adopted to require a shareholder vote on severance with a "cash value" in excess of 2.99 times salary plus target bonus, but which excluded certain stock-based compensation

Item 9. Independent Chair

Recommendation: Vote FOR

Background: This shareholder proposal introduced by shareholder Kenneth Steiner asks that the Board of Directors adopt an enduring policy, and amend the governing documents as necessary, in order that two separate people hold the office of the Chairman and the office of the CEO. This type of proposal is supported by many institutional shareholders because it is a structure designed to assure greater board oversight of management. Currently Hans Vestberg is both Chair of the Board and Chief Executive Officer of the corporation, and before August 2018 Lowell McAdam held both positions. The company argues that the "because its present leadership structure includes a strong independent Lead Director role, this addresses any concerns about the Board's ability to provide objective feedback and guidance." CWA believes that a lead director is not an adequate substitute for an independent chair because it is the chair who exercises authority over board business and oversight of management. This proposal has been on the proxy in previous years and received significant support, yet has not been adopted.

Meeting Logistics

2023 Annual Meeting of Stockholders: Thursday, May 11, 2023 at 8:45 AM Mountain Time. Salt Lake City Marriott University Park, 480 Wakara Way, Salt Lake City, Utah 84108



Stamp Out Hunger Food Drive

Leave non-perishable food donations by your mailbox **Saturday, May 13**

Saturday, May 13th marks the 31st anniversary of one of America's great days of giving, the National Association of Letter Carriers *Stamp Out Hunger* Food drive.

Letter Carriers walk through the community every day, often coming face to face with a sad reality for too many, hunger.

So, each year on the second Saturday in May, letter carriers across the country collect non-perishable food donations. These donations go directly to local food pantries to provide food to people who need our help.

Over the course of its 30-year history, the drive has collected well over 1.82 billion pounds of food, thanks to a postal service universal delivery network that spans the entire nation, including Puerto Rico, Guam and U.S. Virgin Islands.

The need for food donations is great. Currently, more than 35 million Americans are unsure where their next meal is coming from. More than twelve million are children who feel hunger's impact on their overall health and ability to perform in school. And nearly 5.2 million seniors over age 60 are food insecure, with many who live on fixed incomes often too embarrassed to ask for help.

Our food drive's timing is crucial. Food banks and pantries often receive the majority of their donations during the Thanksgiving and Christmas holiday seasons. By springtime, many pantries are depleted, entering the summer low on supplies at a time when many school breakfast and lunch programs are not available to children in need.

Participating in this year's Letter Carrier Stamp Out Hunger Food Drive is simple. Just leave a non-perishable food donation in a bag by your mailbox Saturday, May 13, 2023, and your letter carrier will do the rest. With your help, Letter Carriers and the US Postal Service have collected over 1.82 billion pounds of food in the United States over the 30 years as a national food drive. Please help us in our fight to end hunger, as we celebrate our 31st anniversary year in America's great day of giving.

Local 2108 Calendar

MAY 2023

- 10 **RMC 2108 Meeting - 11:00am**
Local Office, Beltsville, MD
- 10 **Membership Meeting - 6:00pm**
Local Office, Beltsville, MD
- 14 **Mother's Day**

- 29 **Memorial Day**
Local Office Closed

JUNE 2023



- 7 **Chief Stewards Meeting - 9:30am**
Local Office, Beltsville, MD
- 14 **RMC 2108 Meeting - 11am**
Local Office, Beltsville, MD
- 14 **Membership Meeting - 6:00pm**
Local Office, Beltsville, MD
- 18 **Father's Day**

- 19 **Juneteenth**

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 10, 2023 - 6:00pm RMC 2108 Meeting - Wednesday, May 10, 2023 - 11:00am

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 LaTasha Carpenter - Vice President
 Johnny Brown - Secretary-Treasurer
 Amory Proctor - Executive Vice President
 Marilyn Irwin - President

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