

OFFICER NOMINATIONS COMPLETED; ELECTION UNDERWAY

Local 2108 Officer nominations were conducted at the October 11th membership meeting by Election Committee Chairperson Christopher Smith. Those nominated were:

President	Marilyn Irwin (unopposed)
Executive Vice President	Amory Proctor (unopposed)
Secretary-Treasurer	Icy Barton
	Johnny Brown
Vice Presidents (2)	Matt Klingman
	Mary Dulaney
	LaTasha Carpenter

Since the offices of President and Executive Vice President were not contested, those officers were therefore elected by acclamation. They will begin their three-year term of office January 1, 2018. Since two members were nominated for the position of Secretary-Treasurer and three members were nominated for the two Vice President positions, an election will be conducted to elect our Secretary-Treasurer and two Vice Presidents. The Local 2108 Election Committee mailed ballots to the homes of all members in good standing on **October 27th**, and will count the ballots on **November 17th**. If you do not receive your ballot or it is destroyed and you need a replacement, please call the Local on 301 595-2108 and request a duplicate by 10a.m. **November 9th**. All duplicate ballots will be mailed at that time. Please mail your ballot in sufficient time to be counted!

Thinking About Retiring?

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!!

Social Security

November 1st @ 6:30 pm –Elks

Lodge, 2210 Old Washington Road, Waldorf, MD

November 7th @ 6:30 pm – Ruth's Chris, 106 Crown Park Avenue, Gaithersburg, MD

November 16th @ 6:30 pm – Ruth's Chris, 301 Severn Avenue, Annapolis, MD

Retirement Preparedness Score

November 9th @ 6:30 pm – Ruth's Chris, 1777 Reisterstown Road, Pikesville, MD

Retirement Benefits Workshop

November 11th @ 10 am – CWA Local 2108, 10786 Rhode Island Avenue, Beltsville, MD

Reservations are required and to RSVP please call (877) 534-2860 or register on line at Nettworth.net.



CWA LOCAL 2108
PRESENTS
BREAKFAST WITH SANTA
FOR MEMBERS OF LOCAL 2108 AND THEIR CHILDREN AND GRANDCHILDREN (AGES 12 AND UNDER)

SATURDAY, DECEMBER 9, 2017
BREAKFAST SERVED FROM 9AM TO 12NOON

LOCAL 2108 MEETING ROOM
10786 RHODE ISLAND AVENUE
BELTSVILLE, MARYLAND 20705

PANCAKES, SAUSAGE, JUICE AND MILK WILL BE SERVED

A PICTURE OF YOUR CHILD WITH SANTA WILL BE PROVIDED

PLEASE RSVP TO (301) 595-2108
BY FRIDAY, DECEMBER 1, 2017

Free of charge, but please remember the reason for the season and bring a pair of gloves or mittens to donate to needy children in our area.

Verizon Nixes Home Garaging Trial

In January 2010, CWA and Verizon implemented a "Home Garaging" trial for the Wilkins Avenue garage in Rockville and the Forest Road garage in Annapolis. Under the terms of this voluntary agreement, technicians at those locations would be allowed to home garage a company vehicle from their area of residence and would be required to report to their first assignment by the start of their tour.



While there have been a number of issues over the past few years, both good and bad, Verizon gave the required 14 day notice to CWA on October 19, 2017 that it would be cancelling the home garaging agreement.

Any technician currently utilizing this home garaging provision at Wilkins Avenue will no longer be permitted to garage a Verizon vehicle at their residence.

The Trump Administration and Republican Congressional Leaders released their tax plan last week. While House Republicans and White House staff have been working overtime to spin this deal as a "Middle Class tax cut", it clearly is not. It is one of the most horrific and destructive budget and tax proposals in the history of our country. This morally obscene plan is a handout to millionaires, billionaires and big corporations, and will give corporations more incentives to send U.S. jobs overseas while taxes are raised on working families.



The wealthiest Americans---the top 1/10 of 1 percent---already own as much wealth as the bottom 90 percent, but apparently that is not enough. While decimating life and death programs for working families, the Republican budget would provide \$1.9 trillion in tax breaks for the richest people in our country and the largest corporations. **Eighty percent of the proposed Republican tax breaks would go to the top 1 percent.** I'm sure you've heard that it eliminates the estate tax, but did you realize that tax only applies to estates larger than \$5.45 million? I don't anticipate the repeal of the estate tax benefitting many CWA members or retirees! It is estimated that the massive tax reductions and loopholes which benefit corporations would result in Donald Trump himself getting a \$1.1 billion tax break from the plan.

The tax plan clearly benefits corporations and the ultra rich. While Speaker of the House Paul Ryan claims that a typical family of four would save \$1,182 per year with the new plan, what impact will it really have on CWA members and retirees? Many will actually see their tax bills go UP! The bill limits deductions for property taxes and mortgage interest, and eliminates deductions for state and local taxes. It also gets rid of tax deductions for education expenses and student loan interest. Education, child care, dependent care and adoption benefits provided by our employers will now be treated as taxable income. The bottom line is that many of our current deductions will be lost or diminished, and we will be taxed on benefits that we were not taxed on before.

The proposed budget and tax plans will add at least \$1.5 trillion to the federal debt over 10 years. The budget attacks senior citizens by proposing a \$473 billion cut to Medicare, plus Medicaid cuts exceeding \$1 trillion over 10 years. These proposed plans would throw some 15 million Americans off of their health insurance, and would result in enormous cuts to education, nutrition, affordable housing and transportation.



We can't sit by and allow tax cuts for the wealthy to harm millions of working families. The CEOs who are cheerleading for this tax plan claim that if they get big tax cuts they will invest that money here in the U.S. and give workers huge wage increases. These are the same CEOs who

have relentlessly cut jobs and moved work from country to country in search of the lowest possible wages, in order to send profits and their own bonuses sky high. This is reminiscent of Reagan's "Trickle Down Economics" promises, and we all know how that story ended.

CWA and our allies are fighting back against this massive transfer of dollars from working families to the richest 1 percent. All CWA members and retirees are being asked to call each of our members of Congress to say that we oppose this tax plan. **Please take a few minutes of your time today to dial 1.888.894.6720 to let your members of Congress know that you oppose tax cuts for corporations and the super-rich, and that you are not willing to pay for it. It is imperative that our legislators hear from all of us before these proposals are adopted.**

As Veterans' Day approaches, I want to take this opportunity to thank all of our CWA veterans for their service to our country. The United States truly is the home of the free BECAUSE of the brave!

At a time when the news is full of senseless murders of innocent people attending church services and concerts, a time when the majority of Puerto Ricans are still without power and potable water two months after Hurricanes Irma and Maria hit, a time when North Korea's Kim Jong-un plays with nuclear weapons as if they are model rockets, it's understandable to sometimes feel that we are surrounded by evil and sadness, and to lose sight of all we have to be thankful for. May this Thanksgiving be a time of thoughtful reflection and true appreciation for you and yours.

In Solidarity,

Mariblyn

AFL-CIO NATIONAL BOYCOTTS
SEPT-OCT)))))))))))

HOSPITALITY, TRANSPORTATION & TRAVEL

SUBMITTED BY UNITE HERE!

Please support the workers in these hotels by continuing to boycott the following properties:

- ANCHORAGE, AK: Hilton, Sheraton
- Hilton LAX—This includes the Crowne Plaza Hotel LAX, Yokoso Sushi Bar, the Landing Restaurant, Century Taproom, and the Boulevard Market Cafe.
- CALIFORNIA: Hyatt Regency Santa Clara, Hyatt Regency Sacramento, Hyatt Fisherman's Wharf San Francisco, Hilton Long Beach, Le Meridien San Diego
- RHODE ISLAND: Renaissance Providence Downtown Hotel
- SEATTLE: Grand Hyatt Seattle and Hyatt at Olive 8 Seattle

OTHER

SUBMITTED BY Farm Labor Organizing Committee (FLOC)

- Reynolds American, Inc., Vuse e-cigarettes

FOOD

SUBMITTED BY United Steelworkers (USW)

- PALERMO PIZZA

SUBMITTED BY Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM)

- Mondelez International Snack Foods (those made in Mexico)

LEGAL

SUBMITTED BY American Federation of State, County & Municipal Employees

- Gleason, Dunn, Walsh & O'Shea
- McDonald, Lamond, Canzoneri and Hickemell



When some labor disputes with businesses cannot be resolved, the AFL-CIO supports its affiliates by endorsing their boycotts. A boycott is an act of solidarity by voluntarily abstaining from the purchase or use of a product or service.

Union Plus Scholarships Available

Since 1991, the Union Plus Scholarship Program has awarded more than \$4.2 million to students of working families who want to begin or continue their post-secondary education. Over 2,800 families have benefited from the program's commitment to higher education. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation.

This is a competitive scholarship. Applicants are evaluated according to academic ability, social awareness, financial need and appreciation of labor. A GPA of 3.0 or higher is recommended. The required essay can account for up to half your total score. Scholarship applicants are judged by a committee of impartial post-secondary educators.

Application Deadline:

A complete application must be received on or before 12:00 p.m. (Eastern Time) on **Wednesday, January 31, 2018**. 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 2018. 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 two weeks of June award recipients will be individually notified by mail, and all applicants will be sent an email with notification that the award list is posted at UnionPlus.org/Scholarships.

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, 2018.
- The applicant must be accepted into a U.S. accredited college or university, community college or technical or trade school at the time the award is issued. Awards must be used for the fall of 2018 school year.

To apply for the scholarships, go to :

<http://www.unionplus.org/college-education-financing/union-plus-scholarship>

RMC 2108 Retirees Corner

Please be reminded that our next RMC 2108 meeting is Wednesday, November 8, 2017 at 11am at the CWA Local 2108 office in Beltsville. After all official business has been concluded, we will be enjoying our annual Thanksgiving luncheon. The RMC chapter will be providing the turkey and ham. The side dishes and desserts will be pot luck so we ask that you please bring a side dish or dessert that compliments a Thanksgiving meal.

Also, please remember to bring non-perishable food items for the food bank. See you on November 8th!!



RMC 2108

Calvin C Foster Jr
President- RMC 2108

Personals

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

Nathan Price II, grandfather of **Tonie Price**, who died on October 8, 2017.

Phil Lockwood a retired member who died on October 15, 2017.

Margaret Carter, mother of retiree **Joyce Chapman**, who died on October 6, 2017.

Ronald Giles, husband of retiree **Shirley Giles**, who died on October 17, 2017.

Welcome to Local 2108

New Members

Ken Singleton

Edwin Rodriguez
Clarence Conway
Curtis Haynes
Alieu Njie
Stephen Lee
Randolph Head

Al Muie

Sonia Vela
Yolanda Thaggard
Antoine N Smith

Mike Foster

Eyoel Tadesse
Michael Holmes
John Escobar

Brent Warholic

Michael J Ross

Tony Meeks

David Jones

Tina Mischou

Robert Mattingly
Austin Blair

Micki Wade

Mark Allen

Glenn Miller

Wilson Marquina

Transferred Members

Tina Mischou

Patrick O'Neill
James Mangus
Robert Maurer
Joseph Muir
John Venneman

Tammy Nelson

Rob Turner
Junior Moe

Karen Lewis

Tyra Garrison



Don't Leave the Money on the Table

As a result of contract negotiations in 2012, Verizon established a Health Reimbursement Account for eligible employees in the amount of \$850. A bank card was issued to enable employees to utilize these funds to help offset medical expenses. While many of our members have already utilized these funds, a number of folks have varying amounts still credited to their account.

Upon conclusion of the 2016 contract negotiations, CWA and Verizon agreed that any employee who maintains a positive balance in his/her HRA account as of December 31, 2017, such amount shall be forfeited. Be sure to use all of the money in your HRA account before the deadlines so you don't lose this negotiated benefit.

If you lost the HRA debit card which was issued in 2013, a new card can be requested by calling the Verizon Benefits Center at 855-489-2367. Questions can be directed to the Verizon Benefits Center on 855-489-2367, to Ines Millard, our Health Care Benefits Coordinator on 888-571-7218, or to the Local office on 301-595-2108.

If you are unsure of your remaining balance, simply logon to:
www.verizon.com/benefitsconnection

Children's Hospital 50/50 Raffle Tickets Available Now

CWA Local 2108's annual Children's Hospital 50/50 raffle tickets are now available from your Chief Steward or at the Local office. When you purchase your tickets, your contributions ensure that specialized care is possible for thousands of children in the metro area who otherwise may not receive it. It also reinforces that as a member of CWA Local 2108, you are demonstrating your long standing commitment to the communities where you live and work.

Donations are \$1.00 per ticket and you do not need to be present to win. So when you are approached by your Steward to help support this worthy cause, remember every ticket sold is a winner because of the help it provides. This year's drawing will be held at the Membership meeting on December 13, 2017 in Beltsville, Maryland.

Referendum Vote at the December 2017 Membership Meeting

Pursuant to Article XIII, Section 3 of the CWA Constitution, Local 2108 will hold a referendum vote at our December 13, 2017 Membership Meeting. This meeting will begin at 6:00pm.

Verizon transferred Mary Jenkins, Secretary/Treasurer of CWA Local 2101 from Hunt Valley, Baltimore to the Chesapeake Complex in Silver Spring. CWA Local 2101 is requesting a jurisdictional waiver so she may maintain her membership in Local 2101 in order for her to complete her current term in office as Secretary-Treasurer.

The CWA Constitution requires that both Local 2108 (as the "waiving" local) and Local 2101 (as the "expanding" local) vote on this matter. Members in good standing in attendance at the December Membership Meeting will be able to vote on this jurisdictional waiver. Any questions about the referendum vote should be directed to Christopher Smith, CWA Local 2108 Election Committee Chair, by calling the Local office on 301-595-2108.



Local 2108 Calendar

NOVEMBER 2017

- 5 Daylight Savings Time Ends
Set clocks back one hour.
- 8 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 8 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 11 Veterans Day
- 17 Ballots Counted for Officer Elections
- 23-24 Thanksgiving Holiday
Local Office Closed



DECEMBER 2017

- 6 Chief Stewards Meeting - 9:00am
Local Office, Beltsville, MD
- 9 Breakfast with Santa - 9:00am - Noon
Local Office, Beltsville, MD
- 13 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 13 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 25 Christmas

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, November 8, 2017, 6:00pm
RMC 2108 Meeting - Wednesday, November 8, 2017, 11:00am



10782 Rhode Island Avenue, Beltsville, MD 20705

Web Address: www.cwacalocal2108.org

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

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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