

## CWA & Verizon Negotiate Settlement to “Reserve-Time” Vacation Issue

For the past few years there have been considerable differences between the Union and Verizon over the administration of “reserved time” vacation. For the longest time if an employee had any unused vacation going into the next year, that employee knew that he/she had until March 31 to utilize that excess vacation or lose it.

But as technology improved and vacation administration was becoming more automated, the practice of actually mapping out “reserve time” vacation days on a calendar threw a wrench into the works and created much confusion on how those excess days could be utilized. The company maintained that once any unused vacation days were scheduled in reserve time, the employee could only pull from available days prior to scheduled reserve time. The Union argued that the employee should have been allowed to schedule all carryover days in reserve time and that as long as vacation scheduling percentages hadn’t been exceeded, the employee could use them on any day available up to March 31st of that calendar year. And to make matters worse, work-groups across the Potomac region were handling the issue differently.

So after numerous grievances and dialogue with Verizon Labor Relations, CWA and Verizon were able to sit down and negotiate an agreement that addresses all of our concerns. Effective October 8, 2019 the “Reserve Time Agreement in the Potomac Region” provides for the following provisions:

- For Calendar Year 2019, Vacation and Excused Work Days, which may currently be scheduled as “Reserved Time”, “Not Scheduled” or are currently scheduled during 2019, can be requested and scheduled between the effective date of the Agreement and March 31, 2020. Any and all requests for specific dates to be used between the effective date of the Agreement and March 31, 2020 will be considered on a first come, first serve basis and approval will be based on the contractual 18% and 12% ratios set forth in the “Vacation Scheduling Percentages” Letter of Understanding. Any 2019 Vacation, paid or unpaid Excused Work Days not selected and not taken by March 31, 2020 shall be forfeited and not eligible for selection or “in lieu of” payment after March 31, 2020.
- Pursuant to Article 31, Section 10(c) of the CBA, scheduling of 2020 Day-at-a-Time Vacation and Excused Work Days will take place during the second and final round of selections. During this round, days shall be selected from those available during the current calendar year (2020). However, pursuant to this Agreement, the Company will also allow days to be selected from those available in the first quarter of the following calendar year (January 1, 2021-March 31, 2021).
- At the completion of 2020 Day-at-a-Time Selection, any subsequent requests for days between January 1, 2021 and March 31, 2021 will be approved on a first come, first serve basis on the contractual 18% and 12% ratios set forth on the “Vacation Scheduling

Percentages” Letter of Understanding.

- If an employee chooses not to schedule allotted 2020 Vacation, paid or unpaid Excused Work Days, the remaining number of days will be set aside as “Reserve Time”. “Reserve Time” for purposes of this Agreement shall be defined as days not currently scheduled but available for request during calendar year 2020 through March 31, 2021. Any 2020 Vacation, paid or unpaid Excused Work Days not selected and not taken by March 31, 2021, shall be forfeited and not eligible for selection or “in lieu of” payment after March 31, 2021.

The intent of this Agreement is to be renewed each year until we get into full blown contract negotiations in 2023 where it can then be incorpo-



CWA LOCAL 2108

PRESENTS

### BREAKFAST WITH SANTA

FOR MEMBERS OF LOCAL 2108 AND THEIR CHILDREN AND GRANDCHILDREN (AGES 12 AND UNDER)

SATURDAY, DECEMBER 7, 2019  
BREAKFAST SERVED FROM 9AM TO 12NOON

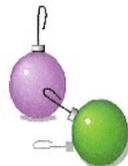
LOCAL 2108 MEETING ROOM  
10786 RHODE ISLAND AVENUE  
BELTSVILLE, MARYLAND 20705

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, NOVEMBER 29, 2019

*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.*



*"When we're dancing with the angels, the question will be asked: In 2019, what did we do to make sure we kept our democracy intact? Did we stand on the sidelines and say nothing?" - Elijah Cummings*

While the passing of Congressman Elijah Cummings on October 17th is viewed as a loss of great magnitude for our entire country, it is felt at a very personal level for most Marylanders. Since his 1996 election to represent Maryland's CD7 in the U.S. House of Representatives, where he served 12 consecutive terms, Cummings established a reputation of being a principled and passionate fighter for justice, fairness and equality. He had relationships on both sides of the aisle, and was known as a paragon of not being distracted by what divides us, but instead focusing on what unites us.



As Chairman of the House Oversight Committee, the main investigative committee in the House of Representatives, Cummings received national attention as he launched investigations into the president's dealings in Russia, his hotel in DC, the emoluments clause and security clearances in the White House. Even with his declining health, Cummings took not one step back from his constitutional duty to conduct executive branch oversight or to fight for his constituents. He helped lead a Democratic caucus conference call and signed subpoenas from his hospital bed in the days before his death.

Marylanders knew Congressman Cummings on a more personal level. He was born and raised in Baltimore, the son of sharecroppers, a special education student who struggled to read and learn, who gave credit to white librarians for keeping him focused in school. He went on to graduate Phi Beta Kappa from Howard University and then to earn a law degree from the University of Maryland. He served 14 terms in the Maryland House of Delegates, and was the first African American in our state to be named Speaker Pro Tempore.

Cummings was an advocate for reforming criminal justice, cutting prescription drug prices and fighting addiction. Less well-known were some of his other activities - like leading a youth group to Israel every year to foster better relations between African-Americans and Jews, or serving on the Board of Regents of Morgan State University, or personally delivering constituents' resumes to government offices and business leaders. He had a passion for preparing future generations to carry the torch. He recently said, "I'm begging the American people to pay attention to what is going on. Because if you want to have a democracy intact for your

children, and your children's children, and generations yet unborn, we've got to guard this moment....this is our watch."

Elijah Cummings is dancing with the angels now. He's not encumbered by the wheelchair or walkers he had to rely on recently. He can rest in peace, knowing that he did not sit on the sidelines, saying nothing, and that he most certainly did his part to keep our democracy intact.

**EAP Offers Assistance in Times of Need**

Stressed out? Need help? Need it NOW? Verizon employees can get assistance from the Employee Assistance Program (EAP) through either the website ( <https://www.anthem.com/eap/verizon> ) or by calling 1-888-441-8674. The call is free and confidential and EAP services are available 24/7.

EAP is your resource for assistance with managing problems at home and at work. EAP provides you and eligible family members with a no-cost, confidential and user-friendly resource for life management concerns such as:

- Emotional and mental health well-being
- Maintaining a healthy life style
- Successful communication
- Alcohol and drug abuse
- Relationship issues
- Legal concerns
- Financial concerns
- Dependent adult care
- Childcare needs
- Everyday concerns and resources

While some of the information online about scheduling appointments may be a bit vague and confusing, CWA members in the Potomac Region are entitled to 5 free visits to an EAP counselor, which may be scheduled **"with pay"** during your normal daily tour.

The EAP Program also offers a wide variety of alternative programs designed to assist members with everyday issues such as:

- Adoption Subsidy Programs
- Domestic Violence

**RMC 2108 Retirees Corner**

There are many obstacles in life and how we choose to navigate them can have enormous ramifications if we don't choose wisely. Soon, we will have a chance and an obligation as American citizens to select the people we will trust to help us move forward through some of these obstacles. It's not too early to get involved. We will need everyone to participate if we truly want to make a change in 2020. Please plan on being with us on November 13, 2019 as we discuss policies that could affect senior citizens and other national issues.



Also, at this month's meeting, we will be welcoming in the holiday season with our annual Thanksgiving luncheon. We encourage everyone to bring side dishes and desserts.

Come and Enjoy!!

**Calvin C Foster Jr**  
**President- RMC 2108**

## 2020 Union Plus Scholarship Program Accepting Applications Now

Since 1991, the Union Plus Scholarship Program has awarded more than \$4.5 million to students of working families who want to begin or continue their post-secondary education. Over 3,000 families have benefited from our commitment to higher education.

### 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, 2020.

### Application Timeline:

Applications are available starting in mid-June, and a complete application must be received on or before 12:00 p.m. (Eastern Time) on **January 31, 2020**. 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 2020. Students may re-apply each year.

### Award date:

The Scholarship Committee will determine recipients of scholarship awards by May 31 each year.

### To apply, go to:

## PAF Donation Reaps New iPad

If you haven't noticed, the political climate is starting to heat up as we enter into the 2020 election cycle. To make sure we have a horse in the race, CWA has put an increased focus on raising money to help candidates that will represent worker interests.

CWA's Political Action Fund (PAF) is a non-partisan political action committee that fights for workers' political power. It is your chance to have your voice - and the issues you care about - heard at the local, state and national levels of government. Voluntary contributions to the fund go toward policies and candidates that defend workers' rights. Some of the policies CWA-PAF puts your contributions to work include fighting "Right To Work" legislation and stopping bad trade deals.

Over the past few months, CWA Local 2108 Vice Presidents Matt Klingman and LaTasha Carpenter have been conducting PAF fundraising drives at various worksites throughout the Local's geographic area. Any member who raised the amount of their current donation or if they became a new donor, had their name tossed into a hat to win a brand new iPad.

Local 2108 is pleased to announce that 39 members increased their PAF donations and there were 57 brand new contributors to the program. On October 1, 2019 CWA Local 2108 held a live drawing on Facebook to award the new iPad. Congratulations go out to Michelle Simmons for being the lucky winner!!



### Personals

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

**Jean Coldiron**, wife of retired member **Bill Coldiron**, who passed away on August 17, 2019.

**Shirley Anstine**, wife of retiree **Carl Anstine**, who passed away on September 25, 2019.

**Patricia "Penny" Seaman**, wife of retired member **Richard Seaman** and mother of **Arthur Seaman**, who passed away on September 26, 2019.

**Janie Snow**, grandmother of **Triana Withers** who passed away on October 3, 2019.

### Welcome to Local 2108

#### New Members



**Tonja Jones**  
Keyna Mitchell



#### Transferred Members

**Micki Wade**  
Horace Harmon

### Congratulations to Recent Retirees:



Mike King  
Kerry Hobbs  
A. Joe Savage  
Joe Wood  
Reggie Shipp



## Thinking About Retirement?

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

### Retirement Benefits Workshop

**Tuesday, November 5, 2019 at 6:30PM - Ruth's Chris, 106 Crown Park Ave. Gaithersburg, MD**

**Wednesday, November 13, 2019 at 6:30PM - Elks Lodge, 2210 Old Washington Rd, Waldorf, MD**

### Retirement Preparedness Score

**Thursday, November 7, 2019 at 2:45PM = Verizon FDC, 13101 Columbia Pike, Silver Spring. MD**

Reservations are required and to RSVP you may call Networth at (800)-859-2212, or register online at [Networth.net](http://Networth.net). **Space is limited and the workshop is limited to CWA members 55 and older with 20+ years of net credited service and their spouse only.**



# 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 11, 2019 in Beltsville, Maryland.

# 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 31<sup>st</sup> 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://district2-13.cwa-union.org/pages/scholarship-d213>

# Local 2108 Calendar

## NOVEMBER 2019

- 3 Daylight Savings Time Ends  
Turn Clocks Back One Hour
- 11 Veteran's Day  
Local Office Closed
- 13 RMC 2108 Meeting - 11:00am  
Local Office, Beltsville, MD
- 13 Membership Meeting - 6:00pm  
Local Office, Beltsville, MD
- 28-29 Thanksgiving Holiday  
Local Office Closed



## DECEMBER 2019

- 4 Chief Stewards Meeting - 9:30am  
Local Office, Beltsville, MD
- 7 Breakfast With Santa - 9am-Noon  
Local Office, Beltsville, MD
- 11 RMC 2108 Meeting - 11:00am  
Local Office, Beltsville, MD
- 11 Membership Meeting - 6:00pm  
Children's Hospital 50/50 Drawing  
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 13, 2019, 6:00pm  
RMC 2108 Meeting - Wednesday, November 13, 2019, - 11:00am



10782 Rhode Island Avenue, Beltsville, MD 20705

Web Address: [www.cwalocal2108.org](http://www.cwalocal2108.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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