

## CWA Members Need Our Help

Over the past few months, CWA members in District 3 have been negatively impacted by the destructive effects of late season hurricanes. On September 18, Hurricane Fiona made land-fall in Puerto Rico, causing a power outage on the entire island and extensive flooding and landslides. On September 28, Hurricane Ian devastated Southwest Florida and caused damaging floods elsewhere in the state and in the Carolinas. Hurricane Ian caused at least 147 fatalities according to local officials. Ian also caused catastrophic damage with losses estimated to be more than \$50 billion. Damage was mostly from flooding, with the cities of Ft. Myers Beach and Naples particularly hard hit. Millions were left without power in the storm's wake, and numerous inhabitants were forced to take refuge on their roofs.



CWA is requesting that Locals and Members across our District and Nationally consider providing assistance to our CWA family members that were affected by the recent hurricanes.

Monetary donations can be made by checks addressed to CWA District 3 Disaster Relief Fund and marked as Hurricane Relief. You can also make donations to the District 3 Disaster Relief Fund online.

Online Link: <https://cwa-union.org/hurricane-relief>

Checks should be sent to:

CWA District 3  
3516 Covington Highway  
Decatur, GA 30032

## Still Not Registered to Vote? Not a Problem

You can register to vote on Election Day. Go to the polling place assigned for your residence, and bring a document that proves where you live. The document can be your MVA-issued license, ID card, or change of address card, or your paycheck, bank statement, utility bill, or other government document with your name and new address.

You can update your address during early voting or on Election Day. Go to the polling place assigned for your new address. At your polling place, you will provide your new address, vote a provisional ballot, and election officials will update your address and count your provisional ballot.

Election day polling places will be open from 7 am until 8 pm on November 8, 2022.

To locate your assigned polling place, please go to:

<https://elections.maryland.gov>

## UPDATES ON COVID-19

Beginning November 1, Verizon will be retiring the COVID-specific leaves that were previously put in place:

- If you contract COVID after November 1, you'll be able to use your available time off as applicable (e.g., sick days, other paid time off, FMLA, state/local leaves, short term disability).
- If you contract COVID and do not have available time off or do not wish to access it, between November 1 and December 31, you'll be able to apply for an unpaid leave through Sedgwick.
- Verizon will communicate individually about the impact of these changes with any employees who are on COVID leaves as of November 1.

## Verizon to Institute "Work at Home" Compliance Training

For some time now, many CWA members have been working from home due the pandemic. And now that a permanent Work at Home agreement has been ratified, there have been many questions that have come up regarding compliance issues.

Last month, Verizon notified CWA that they would be conducting compliance training for all associates working from home. This web based training program will walk you through some of the common issues that have been brought up over the past few months.

One issue that was brought up and not addressed in the training modules had to do with reimbursement for internet. The "Work-At-Home" agreement states, except for those provided with internet devices by the Company, associates will receive \$50 per month for costs related to working from home. We've been asked, if two (or more) employees live together, will both receive the payment. The answer is, yes, both will receive the payment. The payment is per employee.

If you still have questions or issues with the work at home agreement, please feel free to reach out to your Union Steward or call the Local directly. And if working from home is not working out for you, remember you have 9 months from contract ratification to discontinue working from home and return to your normal reporting location.

## The 2022 MD State & DC AFL-CIO Endorsed Candidates for the General Election

### Maryland Statewide

	<b>Maryland U.S. Senate:</b>	Chris Van Hollen
	<b>Maryland Governor:</b>	Wes Moore
	<b>Maryland Lt. Governor:</b>	Aruna Miller
	<b>Maryland Attorney General:</b>	Anthony Brown
	<b>Maryland Comptroller:</b>	Brooke Lierman

### U.S. House of Representatives

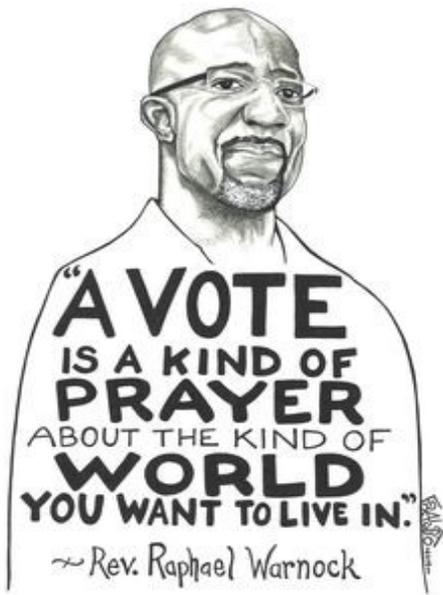
<b>MD District 1</b> – Heather Mizeur	<b>MD District 5</b> – Steny Hoyer
<b>MD District 2</b> – Dutch Ruppersberger	<b>MD District 6</b> – David Trone
<b>MD District 3</b> – John Sarbanes	<b>MD District 7</b> – Kweisi Mfume
<b>MD District 4</b> – Glen Ivey	<b>MD District 8</b> – Jamie Raskin
<b>District of Columbia At-Large</b> - Eleanor Holmes-Norton	

If you haven't already voted by mail or during Early Voting, Tuesday, November 8<sup>th</sup> is your last chance to participate in this most democratic of processes. I hope that you have educated yourself on which candidates most closely align with your values and priorities and that you will take the time to cast your ballot accordingly.



Elections have consequences. Because of those we elected in 2020, we have seen the following gains in the past year and a half:

- To Create Good Jobs:** Passed The Infrastructure Investment and Jobs Act to invest over \$40B in upgrading broadband infrastructure, including the first ever labor rights protections on federal broadband funding; Provided \$350B in aid to ensure that public sector workers weren't laid off during the COVID economic downturn; Extended the Payroll Support Program which ensured that airlines were able to keep flight attendants and passenger service agents on the job and prevented airlines that accepted the funds from laying off or cutting worker pay; Expanded the Paycheck Protection Program through the American Rescue Plan to make those loans available to more types of businesses; Significantly increased Buy American requirements on a wide range of goods which has already resulted in 350k jobs being brought back to the U.S.; Invested over \$50B in domestic manufacturing of semiconductors to create union jobs; Provided tax credits for investments in American-manufactured clean energy manufacturing and for the use of American-made equipment for clean energy production.



- To Raise Wages and Take-Home Pay:** Mandated that all federal employees and employees of federal contractors will be paid at least \$15/hour; Increased the child tax credit to \$300 per child per month for most families; Provided tens of millions of workers with \$1400 payments to keep families financially secure during the COVID crisis.
- Lowering Costs:** Will save millions of seniors over \$1200/yr by allowing Medicare to negotiate lower prescription drug prices, capping Medicare beneficiaries; co-pays for insulin at \$35/month and capping Medicare Part D out of pocket costs at \$2000/yr for prescription drugs; Will save working families an average of over \$500/yr on energy costs, using home energy appliance rebates and tax credits to make homes more energy efficient.

It is imperative that we elect legislators at all levels of government who will work on our behalf. I think it is safe to assume that none of us will ever have the money that Jeff Besos or other billionaires have...What we DO have is the same number of votes that each of them have....ONE. Make yours count!

In Solidarity,

*Marilyn*



**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
- Home Buying or Selling

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

# 2023 Union Plus Scholarship Program Accepting Applications Now

Since 1991, the Union Plus Scholarship Program has awarded more than \$5.2 million to students of working families who want to begin or continue their post-secondary education. Over 3,600 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 31st of the scholarship year..

## 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, 2023**. 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 2023. Students may re-apply each year.

## Award date:

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

## Isaiah's Award

Isaiah's Award was created to honor the exceptional life of Isaiah C., a beloved child, fostered and adopted by a current, long-time employee of Union Plus. Isaiah was a smart, talented, spiritual, generous and kind young man. It is our wish that his gentle spirit live on, in part, through this namesake scholarship.

Applicants for Isaiah's Award must have a special connection to the foster care system, and will be asked in their application to describe their personal, employment, volunteer experiences, or career goals related to the foster care system.

## To apply, go to:

<https://www.unionplus.org/benefits/money/union-plus-scholarships>

## Thinking About Retirement?

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

### Medicare Basics Online Workshop

**Tuesday, November 8, 2022 at 6:30 PM** - Please join this meeting from your computer, tablet or smartphone.

### Retirement – What to Expect Online Workshop

**Thursday, November 10, 2022 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 [Nettworth.net](http://Nettworth.net).



## Personals

### Congratulations to Recent Retirees:

James C Carrington  
Blair C. Dorton  
Mary F Jenkins  
Shanronda Brady  
Karen Ward  
Richard T Rekus  
Amanda Brooks  
Angela Pearson

Terri Perales  
Theresa M Scott  
Laura Wachowski  
Arlene Coley  
Deidre D Douglas  
Deonne T Brown  
Carlese Minott  
Deborah Linthicum  
Billie L Cox



## Support Striking Workers: **Cancel the Pittsburgh Post-Gazette**

We are the workers who are responsible for designing, printing, distributing, advertising sales and accounts receivables at the Pittsburgh Post-Gazette. **We have not had a pay raise in 16 years and we went on strike after our health insurance was terminated on October 1.** Block Communications, the owners of the Post-Gazette, refused to pay an additional \$19 per employee per week to maintain our existing coverage.

We are proud members of Communications Workers of America (CWA) Locals 14842 and 14827, Teamsters Local 205/211 and Pressmen's Union GCC/IBT Local 24M/9N.

**Please show your support for our strike by cancelling your subscription to the Post-Gazette. Here's how:**

### **Print Subscribers**

Call 1-800-228-6397  
or email [audiencehelp@post-gazette.com](mailto:audiencehelp@post-gazette.com)

### **Digital Subscribers**

Call 1-855-743-6763  
or email [pgforme@post-gazette.com](mailto:pgforme@post-gazette.com)

If you have any trouble cancelling please let us know at [action\\_alert@cwa-union.org](mailto:action_alert@cwa-union.org)!  
For more information and to let us know you cancelled visit [cwa.org/ppg](http://cwa.org/ppg)

## RMC 2108 Retirees Corner

General Election Day in Maryland is November 08<sup>th</sup>. The RMC is recommending that we support candidates who are for issues that support the American worker and their families. You can access those candidates who are endorsed by the AFL-CIO on our website, [www.cwalocal2108.org](http://www.cwalocal2108.org) and search the October 2022 issue of 2108News. By supporting these candidates, you will help ensure our freedom to vote, join a union, and have access to health care and living wages.

Our next RMC meeting will be on November 09<sup>th</sup> at 11:00am.  
Save the Republic - Vote!

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



# Local 2108 Calendar

## NOVEMBER 2022

- 6 Daylight Saving Time Ends  
Turn Clocks Back 1 Hour
- 8 General Election Day  
Please Remember To **VOTE!!**
- 9 RMC 2108 Meeting - 11:00am  
Local Office, Beltsville, MD
- 9 Membership Meeting - 6:00pm  
Local Office, Beltsville, MD
- 11 Veteran's Day  
Local Office Closed
- 24-25 Thanksgiving Holiday  
Local Office Closed 

## DECEMBER 2022

- 1-2 CWA District 2-13 Conf. - Via Zoom
  - 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
  - 25 Christmas
  - 26 Christmas Holiday - Observed  
Local Office Closed
- 
- 31 New Year's Eve

### 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.*

# DO BUY

## Holiday Dinner

### TURKEY

- » Foster Farms
- » Butterball
- » Hoffmann's Turkey breast
- » Honest John Turkey
- » Boar's Head
- » Thumann's
- » Ham
- » Cook's Spiral Sliced Honey Ham
- » Tyson

### DINNER ROLLS

- » Parkerhouse
- » Arnold
- » Francisco
- » George Weston
- » Sara Lee

### VEGETABLES

- » Birds Eye
- » Hanover foods frozen vegetables
- » Del Monte Canned vegetables
- » Cranberries/Cranberry Sauce
- » Dole
- » Ocean Spray

### STUFFING

- » Stroehmann
- » Kraft Stove Top Stuffing

### SIDE DISHES

- » Betty Crocker
- » Kraft mac & Cheese
- » Dessert
- » Redi Whip and Cool Whip
- » Entenmann's
- » Marie Callender's
- » Sara Lee

### RETAIL BAKESHOPS

- » Giant
- » Albertsons
- » Brown & Cole
- » Byerly's
- » Dave's Supermarket
- » Fred Meyer
- » Haggen's
- » Jerry's
- » Roth's family Markets
- » Rosauer's
- » Safeway Inc.
- » Schnuck's
- » Supervalu (Albertsons, Cubs)
- » Vons

### WINE & CHAMPAGNE

- » Almaden
- » Barrelli Creek
- » Bartles & Jaymes
- » Black Box
- » Carlo Rossi
- » Charles Krug
- » Chateau Ste. Michelle
- » Columbia Crest
- » Corbett Canyon Vineyard
- » Dubonnet
- » Fairbanks
- » Franzia
- » Frei Brothers
- » Gallo Estate Wines
- » Lejon Vermouth
- » Livingston Cellars
- » Mission Bell
- » Peter Vella
- » Rancho Zabaco
- » Robert Mondavi
- » Scheid Vineyards
- » Sheffield Cellars
- » Snoqualmie Vineyards
- » Turning Leaf
- » Weibel
- » Cook's

**MARK YOUR CALENDAR:** Membership Meeting - Wednesday, November 9, 2022 - 6:00pm  
RMC 2108 Meeting - Wednesday, November 9, 2022 - 11:00am



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

Published Monthly  
Printing Done In-House  
**2108News**  
Communications Workers of America Local 2108

ADDRESS SERVICE REQUESTED  
ISSN: 0162-248X

COMMUNICATIONS WORKERS OF AMERICA  
LOCAL 2108  
10782 Rhode Island Avenue  
Beltsville, MD 20705-2513

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