

5 Reasons to Vote for Biden-Harris

1. BIDEN IS THE PRO-WORKER CANDIDATE

Biden will strengthen labor and workers' rights.

- Supports banning the permanent replacement of workers during a strike and will ensure workers can exercise their right to strike without retaliation
- Supports legislation like the PRO Act that will allow for secondary boycotting
- Will enact the Obama-Biden era NLRB rules that strengthen workers' rights
- Opposes anti-worker so-called "right-to-work" laws

Biden will fight for good jobs and worker protections.

- Supports stronger OSHA rules
- Supports a \$15 minimum wage
- Commits to keeping good manufacturing and call centers jobs in the U.S. by ending Trump's tax breaks for companies that ship jobs overseas
- Will invest \$20 billion in rural broadband infrastructure
- Supports upholding collective bargaining agreements under the FCC's One Touch Make Ready rule

Biden advocates for the health of workers and their families.

- Will invest \$750 billion for universal preschool for 3 and 4-year-old children and expand childcare through tax credits for families to encourage employers to build onsite childcare centers
- Supports at least 12 weeks of paid family and medical leave for all workers
- Will fight for equal pay for equal work for all workers. Advocates for strengthening the Affordable Care Act, Medicaid and Medicare funding, and lowering prescription drug costs

2. BIDEN HAS A LONG HISTORY OF SUPPORTING UNION AND WORKERS' RIGHTS

Biden has fought to protect and stand with labor as a Senator and Vice President.

- He stands with workers in tough organizing and contract battles -- last year he called on AT&T to negotiate in good faith with CWA members on strike in the Southeast
- When he first took office as a Senator, he called for public financing of elections.
- He was the lead sponsor of the Violence Against Women Act, a landmark piece of legislation signed into law in 1994
- As Vice President, Biden helped secure the passage of billions of dollars in funding to build out broadband and make other job-creating infrastructure investments
- As Vice President, Biden played a key role in securing the passage of the Affordable Care Act and he has committed to further strengthening coverage while reducing health care costs

CWA FOR BIDEN & HARRIS



3. CWA AND LABOR WILL HAVE A SEAT AT THE TABLE IN THE BIDEN ADMINISTRATION

Biden's platform includes recommendations from CWA and labor, ensuring our issues are front and center of his agenda.

- Commits to strongly support legislation protecting workers' right to join unions and have a union contract, like the PRO Act and the Public Service Freedom to Negotiate Act
- Opposes anti-worker so-called "right-to-work" laws
- Advocates for eliminating Trump's tax and trade policies that encourage big corporations to ship jobs overseas and evade paying their fair share of taxes. If companies shut down their operations here and outsource jobs, we'll claw back any public investments or benefits they received from taxpayers

(continued on page 3)

AFL-CIO Endorsed Candidates

President & Vice President of the United States

Joe Biden & Kamala Harris

Maryland

U.S. Senate- MD, Chris Van Hollen

Congressional District 2 - C.A. "Dutch" Ruppertsberger

Congressional District 3 - John Sarbanes

Congressional District 4 - Anthony Brown

Congressional District 5 - Steny Hoyer

Congressional District 6 - David Trone

Congressional District 7, Kweisi Mfume

Congressional District 8, Jamie Raskin

Washington DC

U.S. Congress- Eleanor Holmes Norton

Councilmember - Ed Lazere (At-Large)

Councilmember - Robert White (At-Large)

Councilmember - Janeese Lewis George - (Ward 4)

Councilmember - Trayon White (Ward 8)

CWA and Verizon have reached agreements to extend earlier COVID-19 agreements which protect our members, while at the same time maintaining our network and providing service to our customers. The following agreements have been extended:

COVID-19 Work at Home Agreement: This agreement has been extended through January 31, 2021 for all eligible employees working from home. In addition, an associate may withdraw from work-at-home. If an associate does so, he/she will only be eligible to subsequently re-elect work-from-home at the Company's discretion. The Company will honor an associate's notice to withdraw from work at-home as soon as practical (generally within 14 days but no more than 30 days). The Union and the company also agreed to specify that in the event that "face to face" feedback is required, such feedback will take place electronically.

COVID-19 Home Garaging Agreement: This agreement has been extended through October 31, 2020 for all eligible employees who are home garaging. CWA District 1 is trying to resolve issues they are experiencing over discipline and work groups not being able to home garage. The Union and Company will continue to discuss issues related to Home Garaging for review of further extension.

RMC 2108 Retirees Corner



Unless you have been hiding under a rock and you weren't aware, the Presidential election is here and we will continue to be reminded about it until the ballots are counted on November 3rd. As CWA retirees, this is the moment for all of us to consider our future and the direction we would like to see the next administration take.

The current administration has made serious threats to cut Social Security and Medicare, so we need to choose wisely.

I am urging every CWA retiree to make sure they are registered to vote and to encourage every family member to take part in this election. This may be the most important vote in our lives.

RMC 2108 members have the opportunity to stay informed of this and other issues at our monthly Zoom meetings.

The next meeting will be on October 14, 2020 at 11:00am. Members will receive an e-mail before the meeting with login information. If you have any questions, please call Janice Crowe on 410-533-5370. Please stay safe and remember to VOTE!!

Calvin C Foster Jr
President- RMC 2108

October 6-15, 2020

Open Enrollment at Verizon

Open enrollment at Verizon will be conducted on October 6-15, 2020. Your current benefits elections will automatically continue for 2021 unless you make a change. This includes your current medical (including prescription drug), dental, vision, life and accidental death and dismemberment (AD&D), disability insurance, tobacco user status and spending account contributions.

However, your Health Assessment credit will not automatically carry over into 2021. In order to receive a wellness credit for 2021, you will need to complete one Wellness Activity between October 1, 2020 and December 31, 2020, which will help reduce your medical premiums by \$100.

We also urge every member to read the Annual Enrollment guide carefully and make sure if you have any dependents who will be considered full time students to correctly add or drop them from coverage accordingly. A dependent child is eligible for medical coverage through the end of the month in which he/she attains age 26 regardless of student status. Coverage may be extended beyond age 26 for a dependent child who meets the conditions of being disabled.

The CARES Act, Coronavirus Aid, Relief, and Economic Security Act includes important provisions for people who use a Flexible Spending Account (FSA) or a Health Reimbursement Arrangement (HRA). The CARES Act is part of the \$2 trillion stimulus package aimed at providing additional relief during the coronavirus pandemic.

If you participate in an FSA or HRA you're able to contribute pre-tax funds for use on hundreds of eligible expenses. When the CARES Act was signed into law you gained even more flexibility in your ability to save. This new legislation expanded the list of expenses which you can now purchase with your FSA/HRA without a prescription.



Have You Made a Plan To Vote?

One of the biggest elections of our lifetime is coming up in November. The votes that we cast as union members will be crucial in ensuring we have pro-labor candidates elected at the local and state level all the way up to the White House. CWA members need to show our voting power and solidarity at the ballot box.

Due to COVID-19, there will be major changes to the way we vote this year. During a critical time in our nation's history and in the midst of an uncertain pandemic it is important that we all take the necessary steps to ensure nothing prevents us from exercising our right to vote. **Start by making your plans on how you will vote – including from the safety of home.**

Maryland voters who have requested a mail-in ballot should have started receiving them at the end of September. If you chose to receive your ballot by email, you will receive an email with a link that will allow you to print and mail your ballot. If you chose to receive your mail-in ballot by U.S. Mail, simply follow the instructions with your ballot and return it in the postage-paid return envelope that accompanies your ballot.

Your mail-in ballot must be mailed or dropped in a drop off box location by 8 pm on Election Day, November 3. If you mail your ballot, it must be postmarked on or before November 3, 2020 to be counted.

CWA Local 2108 is urging all members to return their ballots as soon as possible due to backlogs at the U.S. Postal Service. Your ballot comes with a postage-paid return envelope, so submitting your ballot by mail is free. Your ballot must be postmarked on or before November 3. Putting your ballot in a mailbox on November 3 does not mean it is postmarked.

You can also use a ballot drop box to return your mail-in ballot. Over 200 drop box locations will be available statewide. Ballot drop boxes will be open until 8 pm on November 3. To see a full list of drop box locations go to: https://elections.maryland.gov/elections/2020/PG20_Drop%20Box%20Locations.pdf

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

CWA Local 2108 Officer Nominations and Election

Nominations will be conducted at the **October 14, 2020** membership meeting for the positions of President, Executive Vice President, Secretary-Treasurer and the two (2) Vice Presidents. If the October membership meeting is cancelled, nominations will be held at the November membership meeting.

Any member in good standing of Local 2108 may run for office if they wish.

Candidates must be present in order to be nominated. If a candidate cannot be present due to extenuating circumstances a letter of acceptance, written and signed by the candidate, must be presented to **Christopher Smith**, Election Committee Chairperson, prior to the nominations.

Ballots will be mailed on **Friday, October 30, 2020**, and will be picked up from the Post Office and counted on **Friday, November 20, 2020**, beginning at 9:30 a.m.

Nominees may observe the process of assembling and mailing of ballots and the counting of ballots, or may appoint an observer to represent them, provided that individual is a member in good standing of the Local and has a letter from the candidate appointing them as observer. This may not be done on union-paid time.

Any candidate wishing to mail campaign literature should contact Christopher Smith at the Local on 301.595.2108. The candidate should forward their stuffed envelopes or flyers to the Local. Within four business days the names and addresses of all members in good standing will be added to the envelopes. None of this may be done on union-paid time. Expenses for campaign literature and postage will be borne by the candidates.

Any members needing a duplicate ballot should contact the Local no later than noon on **Thursday, November 12th** to request it.

The election will be handled in accordance with Local 2108 Bylaws, the CWA Constitution and federal regulations. A copy of our Election Committee Rules is available on the Local website (cwalocal2108.org) and will be printed and made available at the October and November membership meetings. Any questions regarding the election should be directed to Election Committee Chairperson Christopher Smith at the Local.

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!!

Retirement Benefits Webinar

Thursday, October 8, 2020 at 6:30 PM - Please join this meeting from your computer, tablet or smartphone.

To join by phone - Dial In: **(267) 831-0333** or **(301) 715-8592**

Webinar ID - 994 6604 0370 Password: 315219

Social Security Webinar

Thursday, September 24, 2020 at 6:30 PM - Please join this meeting from your computer, tablet or smartphone.

To join by phone - Dial In: **(267) 831-0333** or **(301) 715-8592**.

Webinar ID - 950 2499 8270 Password: 313313

Reservations are required and to RSVP you may call Nettworth at (800)-859-2212, or register online at Nettworth.net.

Personals

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

Retiree **Michael Hagner**, who passed away on August 13, 2020.

Welcome to Local 2108

New Members

Tonja Jones

Elsa Gross

Transferred Members



Matt Klingman

Steven Lowery

Leon Brown



Congratulations to:

Member **Debbie Maile** on the birth of her grandson **Brooks Roberts**, who was born on July 15, 2020.

Congratulations to Recent Retirees:

Kenneth Boyd Michael McGuire

(Biden - from page 1)

4. BIDEN WILL BE READY TO TAKE ON COVID-19 FROM DAY ONE

Biden knows how to respond to a public health crisis and has the experience we need to deal with COVID-19. He led America's successful response to Ebola by listening to scientists and following the facts.

- Supports cost-free COVID-19 testing, treatment, preventative services, and eventual vaccine for the insured and uninsured
- Will authorize the Defense Production Action to ensure PPE and other supplies are provided to our hospitals and health care providers during the health crisis
- Backs premium pay for essential workers

5. BIDEN'S ADMINISTRATION WILL HELP UNITE THE COUNTRY

- Will not scapegoat others for problems--he's repeatedly said that "The Buck Stops Here"
- Understands the problems that we're going through because he comes from a working-class family
- Developed a forward-looking Build Back Better Agenda to create good jobs and address inequalities to make our country even stronger than before
- Accepts accountability for the negative impacts of the policies that he has supported in the past, and aligns himself with pro-worker advocates who will continue to keep him accountable and push him forward

Are you "WEARING RED" on Thursdays?



Support the AFL-CIO Community Services Agency Through the United Way Campaign

The mission of the Community Services Agency is to improve the lives of workers and their families by meeting their human and social services needs; by building diverse coalitions to promote and protect dignity and justice for workers; and by empowering workers and their unions to make their communities better places to live, work, raise a family and retire. Some of the critical services provided by the Community Services Agency are:

Emergency Assistance Fund

CSA raises and spends approximately \$120,000 annually and assists about 350 families with emergency financial needs- prevention of utility cut-offs and evictions, needed prescriptions, transportation so members can keep working, food, child care and other needs. Eligibility criteria apply.

Information and Referral Services

CSA annually refers hundreds of metro area residents to community resources for all kinds of social services assistance.

Lay-off and Strike Preparation and Support for workers and their families

CSA provides assistance preparing for interruption in work and income due to layoff, RIF or strike, as well as help accessing available services.

Educational Workshops for Unions and Their Members

CSA provides information and workshops on a variety of topics including budgeting and financial management, retirement planning, preparing for lay-off and job loss, helping co-workers with substance abuse problems, finding care for aging parents, and other topics of interest to workers.

Please support the Community Services Agency using these Designation Numbers: United Way and DC One Fund

**Campaigns: #8253 * Combined Federal Campaign: #19579
Maryland Charity Campaign: #9320**

Local 2108 Calendar

OCTOBER 2020

- 7 Chief Stewards Meeting - **Cancelled**
Local Office, Beltsville, MD
- 14 RMC 2108 Meeting - **Via Zoom**
Local Office, Beltsville, MD
- 14 Membership Meeting - **6:00pm**
Officer Nominations
Local Office, Beltsville, MD
- 31 Halloween

NOVEMBER 2020

- 1 Daylight Savings Time Ends
Set Clocks Back 1 Hour
- 3 Election Day
Please make sure you **VOTE!!**
- 10 Membership Meeting - **6:00pm**
Local Office, Beltsville, MD
- 11 Veteran's Day
Local Office Closed
- 11 RMC 2108 Meeting - **Cancelled**
Local Office, Beltsville, MD
- 20 Ballots Counted For Officer Elections
- 26-27 Thanksgiving Holiday
Local Office Closed

**Happy
Thanksgiving**



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, October 14, 2020 - 6:00pm
RMC 2108 Meeting - Wednesday, October 14, 2020 - 11:00am - Via Zoom



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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