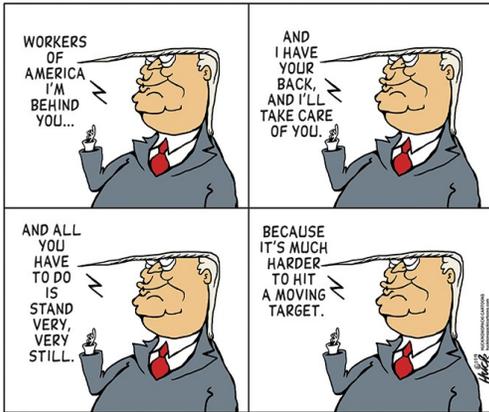


## Trump Continues Assault on Workers With Labor Secretary Pick

It should come as no surprise that the AFL-CIO is opposing President Donald Trump's nomination of Eugene Scalia, the right-wing business lawyer and son of the late conservative Supreme Court justice, to be Secretary of Labor. Trump nominated Scalia to the job in late July after prior Labor Secretary Alex Acosta was forced to resign over revelations about the sweetheart deal he reached with serial sexual predator Jeffrey Epstein just over a decade ago. Acosta was U.S. attorney for Southern Florida (Miami and surroundings) then.

Scalia is probably most well-known for his opposition to federal regulations intended to protect workers from repetitive stress injuries incurred on the job. Based on his professional biography, it looks like his legal and political philosophy is consistent with putting employers' goals over the well-being and rights of employees. For example, he's taken the following positions or obtained the following legal victories:

- Allowing employers to force employees to share their tip pools with other workers.
- Vacating the Department of Labor's "fiduciary rule" to protect employees with 401(k) investments.
- Opposing a Maryland law requiring employers to increase health care spending for employees.
- Not requiring SeaWorld to follow new federal safety rules following a trainer's death.
- Vacating the largest class-action class ever to be certified in an Americans with Disabilities Act lawsuit.



Based on his professional history, it's fair to say that Scalia won't be the most employee-friendly advocate. Scalia's appointment is best seen not in the context of his own legal career, but in the context of Trump's assault on worker rights and welfare. Despite positioning himself during his presiden-

tial campaign as a flag carrier for the working class, Trump has rolled back numerous pro-worker regulations from the Obama era and before.

In a statement last month, CWA President Chris Shelton said "It's no surprise that President Trump's new pick for Labor Secretary, Eugene Scalia, has a long record of representing big business at the expense of working people. He's spent his whole career helping big business clients shirk their responsibility to treat their workers with respect and dignity, while also taking special interest in dismantling Wall Street regulations that protect consumers. In case that's not enough, Scalia worked to defend Walmart when they fired whistleblowers who reported misconduct, telling you everything you need to know about which side he's on." Shelton also noted that

"Scalia's record shows that he is a terrible pick for Secretary of Labor, and CWA members are ready to fight against the inevitable onslaught of more new anti-worker regulation from the Trump administration if he assumes the job."

The Secretary of Labor is the single most influential individual when it comes to how the Department of Labor will create regulations and enforce existing law. For those of you who don't remember, in 2016 during Verizon negotiations, we were on strike for nearly two months because Verizon wanted to gut our current collective bargaining agreement. Secretary of Labor Tom Perez who was appointed by President Obama, got involved with negotiations and with his influence was able to help CWA reach a fair and equitable contract. We can safely say that this would not be the case under the current Trump nominee.

The Trump administration is full to the brim of pro-employer front persons. The last place another one is needed is the Department of Labor. Scalia's appointment to that agency, which is expected to be waved through by the Republican-controlled Senate, will merely continue the assault on worker rights in Washington.

## 77th CWA Convention Highlights

CWA's 77th Convention was held July 29-31, 2019 in Las Vegas, NV and was attended by all 5 members of CWA Local 2108's Executive Board.

At this year's convention the delegates re-elected President Chris Shelton, Secretary-Treasurer Sara Steffens, our District 2-13 Vice President Ed Mooney and Telecommunications and Technologies Sector Vice President Lisa Bolton. Also re-elected was Vera Mikell as our Diversity Board Member. CWA Local 2108's Johnny Brown was re-elected as the Washington-Metropolitan Area Bargaining Representative for Verizon and also as the alternate for the Defense Fund Oversight Committee, representing District 2-13.

Convention delegates voted to increase strike pay from \$200 to \$300, starting on the 15th day of a strike, and from \$300 to \$400 beginning on the 29th day of a strike. We voted for Resolution #77A-19-1, "Funding our Fight for the Future", which rebalances income allocations to effectively build our union. An Amendment for the dissolution of the Printing Sector passed, but Amendments to close the T&T Sector and Public Healthcare and Education Workers Sector and merge them into the geographical Districts failed. We also took action which will result in a decrease in the interest rate for our Local's mortgage, which will result in savings on the repayment of our mortgage loan.

CWA Local 2108 had a grievance accusing Verizon of not adequately accommodating one of our members who was on the Medical Restriction Plan, which CWA refused to arbitrate. In our Union, we have the ability to take our argument all the way to the Convention floor, with the delegates making the final decision. Following impassioned speeches by CWA Local President Marilyn Irwin and Executive Vice President Amory Proctor, our appeal was the only one sustained. The majority of Delegates voted with Local 2108, so our grievance will be arbitrated. We're hopeful this case will result in all Medically Restricted members being better accommodated on a moving-forward basis.

# CWA President Emeritus Morty Bahr Passes Away at 93

On Tuesday July 30, 2019, CWA President Emeritus Morton Bahr passed away. Morty was an iconic leader in the American labor movement whose innovation and dedication will be felt for many years to come.

In 1951, Bahr took a job as a telegraph operator at Mackay Radio and Telegraph in New York. Not long after, he organized his fellow workers into an independent union that later affiliated with CWA. He worked his way up to a leadership position, becoming President of his local, District Director and then Vice President of CWA District 1 where he led CWA's first organizing campaign in the public sector.

Bahr's tireless efforts on behalf of working people led to his election as president of CWA in 1985, becoming only the third president in the union's history. He would win re-election to the position and remained president for 20 years. During this time, he also became an AFL-CIO vice president and Executive Council member.

The year before he was elected, the AT&T Bell System was broken up and the shakeup meant the telecommunications industry was in turmoil. Bahr created new bargaining and campaign strategies to help workers survive the turbulent times. One major strategy was to expand beyond telecommunications to include high technology, media, the airline industry, electronics, manufacturing, public service and more.

Bahr became an expert on the nexus of technology and the workforce, and he championed groundbreaking education and training programs that would help transform the labor movement. His dedication to worker education will endure, as a scholarship in his name continues to help working people enhance career opportunities through distance learning.

He worked with President Bill Clinton on the Commission for a Nation of Lifelong Learners, who praised Bahr as a true visionary; with his friend Massachusetts Senator Edward Kennedy on fixing the nation's broken health care system, and with countless elected officials on ways to make life better for working people.

While serving on the AFL-CIO Executive Council, Bahr was active on the International Affairs Committee, the Industrial Union Council and the committees on Capital Stewardship, Community Partnerships, Political Education, Public Affairs, Women Workers, Political Funding and more. He also served on the boards of the National Labor College and Union Privilege, as well as secretary-treasurer for the Economic Policy Institute.

In April 2005, just months before he was set to retire, Morty Bahr made a special appearance at CWA Local 2108's membership meeting when we were still located in Landover, MD. For those in attendance, it was mesmerizing to hear him speak about his involvement

with the labor movement. Morty spoke about the need for Unions to be involved politically because that is where anything we achieve at the bargaining table can be lost with a stroke of a legislature's pen. He spoke at length about the outsourcing of call center work and how the Department of Labor no longer protects Unions or its' workers. Issues that are still with us today.



**Former CWA Local 2108 President Bob Campbell with CWA President Emeritus Morty Bahr at CWA Local 2108's Membership meeting in April 2005.**



**Morty Bahr addresses the CWA Convention for the last time as President in July 2005.**

Even after he retired in 2005, Bahr couldn't give up the labor movement. He became a volunteer organizer dedicated to bringing collective bargaining rights to every Verizon Wireless worker in the country.

CWA President Chris Shelton paid tribute to Bahr during this year's CWA Convention on the day after his passing. "Not only CWA members, but the entire labor movement, lost a giant last night. Morty was comfortable whether he was in the company of Presidents of the United States, in the halls of Congress, or on a picket line," Shelton said. "He was not only a great president but he was a member's president. Morty loved fighting alongside members in organizing drives and on the picket line almost more than anything that he did as president of this union. He will be sorely missed."

Bahr is survived by his wife of 74 years, Florence, children Daniel and Janice, four grandchildren and eight great-grandchildren.

## Pension Band Increases at Verizon

Per the 2018 contract extension between CWA and Verizon, on September 15, 2019 all eligible associates in the Mid-Atlantic region will see an increase of 1% across all pension bands.

In addition, if any eligible associate leaves the service of the company under a Special Enhanced Income Security Plan (Special EISP), they will automatically qualify for the next scheduled pension band increase as part of the Special EISP offer.

## \$100 Health Assessment Credit Extended

CWA and Verizon recently extended the agreement that extends the requirement to complete the Health Assessment in order to receive the \$100 annual credit toward the contribution for healthcare.

Any bargaining unit member who received the Health Assessment credit in 2016 through 2018 or who complete or completed a Health Assessment at any time in 2019, will receive the \$100 Health Assessment credit for plan year 2020, without the need to complete an additional Health Assessment in 2020. If the Health Assessment is completed after December 20, 2019 the associate will receive the \$100 credit for plan year 2020, however due to timing limitations the credit may not be reflected on the first paycheck.

# 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, September 10, 2019 at 4:30PM - Verizon V Street, 935 V Street NE, Washington, DC 20018**

**Saturday, September 21, 2019 at 10AM - CWA Local 2107, 1825 George Ave., Suite 3, Annapolis, MD 21401**

## Retirement Exploration Workshop

**Thursday, September 19, 2019 at 6:30PM - Chart House, 300 Second St., Annapolis, MD 21401**

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.**

**Are you "WEARING RED" on Thursdays?**

# Are Your 401(k) Deductions Correct?

Because CWA members who work for Verizon and were **first hired on or after October 28, 2012** are not eligible to earn pension benefits, CWA negotiated in our 2012 Contract that they are entitled to a larger company-match to their 401(k) contributions. Verizon matches **100%** of the contributions of these members, up to 6% of their eligible compensation.

For those members who were **newly hired after September 15, 2016**, CWA and Verizon negotiated in our 2016 General Agreement that they would be **automatically enrolled** in the Savings Plan to contribute at a before-tax rate of 6% of their eligible pay, with those automatic contributions being invested in the Long-Term Growth Strategy Portfolio. Any members who do not want to contribute to the Savings Plan, or want to contribute with a different contribution type and/or amount can, of course, do so by affirmatively instructing the benefits administrator.

It has come to our attention that Verizon made an error and did not automatically enroll at least one member of CWA Local 2108 who was newly hired after September 15, 2016 in the Savings Plan. When he was hired last year he was told that the 6% Savings Plan contribution would be automatically deducted from his paycheck, and matched at 100%, which he was happy with. He didn't notice on his paystub that the deductions never started, and he was shocked recently when he checked his 401(k) balance and discovered it was zero dollars.

We learned that there is an IRS requirement that Verizon provide the lost deferral opportunity at 25% of the amount the employee would have contributed to the Savings Plan, had he been automatically enrolled, plus 100% of the missed matching contributions. Verizon is in the process of correcting their error for him, but we strongly suggest that ALL of our 2108 members **review your paystubs carefully** to ensure that your deductions for your 401(k) are correct. If they are not, please contact your steward or the Local office right away for help in rectifying this.

## Personals

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

Retiree **Warren (Buddy) Chilcoate**, who passed away May 4, 2019.

Retiree **Patricia Hammond**, who passed away June 22, 2019.

**Tenora Phillips**, sister of **Kenny Green**, who passed away July 19, 2019.

**Sylvia S. Alexander**, mother of retiree **Gwendolyn Holton**, who passed away July 26, 2019.

**Donald Brooks**, brother of **Amanda Brooks**, who passed away July 20, 2019.

**Charles Harris**, father of **Denis Harris**, who passed away July 31, 2019.

Retiree **Frank Litzenburg**, who passed away August 1, 2019.

## Welcome to Local 2108

### New Members



**Teresa Thomas**  
Angela Onley  
Tori Fevrier

**Tony Meeks**  
Christopher Holmes



### Transferred Members

**Micki Wade**  
Brenda Lambert

**Tony Meeks**  
Chana Fullenwilder

## Congratulations to Recent Retirees:



Linda Reuter  
Kimberly Pettersen

Gregory Fuller  
Marguerite Hamlin



# RMC 2108 Retirees Corner

We've all heard the phrase "Time stands still for no one" many times. Change is now apparent as the hot days of summer transition to cooler weather, and the noise of political candidates gets louder as we close in on next year's elections. I suggest we all pull our warmer clothing out of storage and focus on deciding who we believe will be the best person to run our great country.

I hope to see you at our luncheon meeting on September 11 at 11:00am. Food will be provided, and dessert donations are always enjoyed and appreciated. Tickets are still available for the evening show of "The Body Guard" at Toby's Dinner Theatre in Columbia on Wednesday, September 25. Doors open at 6:00pm, and each \$50 ticket includes a buffet dinner and live show. Call Janice Crowe at 410.533.5370 if you are interested in attending.

Please be advised that nominations and elections for Officers for our RMC Chapter will take place at our October 9th meeting, which will also be held at 11:00am. Please plan to join us then, also.

Calvin C. Foster, Jr.  
President - RMC 2108



RMC 2108

# Avaya Extends Collective Bargaining Agreement until 2021

Last month, CWA and Avaya announced that they had reached an agreement to extend the Collective Bargaining Agreement until June 19, 2021. All provisions of the current collective bargaining agreement remain in full force except for the modifications outlined below.

- Effective **October 1, 2019** wage schedules shall be increased by **2.8%** on the Maximum rates and **2.8%** on the Minimum rates in effect on July 1, 2018.
- For retirees who retired as of **April 30, 2019**, the Company will provide the following medical coverage funding:
  - For calendar year **2020**, the HRAs for **non-Medicare** eligible represented retirees will be funded as follows:
    - **\$4,300** (**\$2,200** Company contribution and **\$2,100** VEBA contribution) for retiree-only coverage; and
    - **\$8,250** (**\$4,000** Company contribution and **\$4,250** VEBA contribution) for retiree and spouse/domestic partner coverage.
  - For calendar year **2021**, the HRAs for **non-Medicare** eligible represented retirees will be funded as follows:
    - **\$2,200** Company contribution for retiree-only coverage; and
    - **\$4,000** Company contribution for retiree and spouse/domestic partner coverage.
  - For calendar year **2020**, the HRAs for **Medicare eligible** represented retirees will be funded as follows:
    - **\$2,300** (**\$2,200** Company contribution and **\$100** VEBA contribution) for retiree-only coverage; and
    - **\$4,100** (**\$4,000** Company contribution and **\$100** VEBA contribution) for retiree and spouse/domestic partner coverage.
  - For calendar year **2021**, the HRAs for **Medicare eligible** represented retirees will be funded as follows:
    - **\$2,200** Company contribution for retiree-only coverage; and
    - **\$4,000** Company contribution for retiree and spouse/domestic partner coverage.

# Local 2108 Calendar

## SEPTEMBER 2019

2 Labor Day  
Local Office Closed



11 RMC 2108 Meeting - 11:00am  
Local Office, Beltsville, MD

11 Membership Meeting - 6:00pm  
Local Office, Beltsville, MD

11 Patriot Day

## OCTOBER 2019

2 Chief Stewards Meeting - 9:30am  
Local Office, Beltsville, MD

9 RMC 2108 Meeting - 11:00am  
Local Office, Beltsville, MD

9 Membership Meeting - 6:00pm  
Local Office, Beltsville, MD

31 Halloween



### 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, September 11, 2019, 6:00pm  
RMC 2108 Meeting - Wednesday, September 11, 2019, - 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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