2108 news

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CWA Local 2108 Officer Election Nominations to be Held on October 14, 2026

Nominations will be conducted at the **October 14, 2026** membership meeting for the positions of President, Executive Vice President, Secretary-Treasurer and Vice President. 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 should 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 **Teresa Thomas**, Election Committee Chairperson, prior to the nominations.

Ballots will be mailed on **Friday, October 23, 2026**, and will be picked up from the Post Office and counted on **Friday, November 13, 2026**, 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 Teresa Thomas 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, and they will be mailed. 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 **Friday, November 6, 2026** 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 September and October membership meetings. Any questions regarding the election should be directed to Election Committee Chairperson Teresa Thomas at the Local.

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"Save Our Game Workers" CWA Members Rally Across U.S. and Canada Against XBOX Layoffs

On August 18, 2026, more than **800** CWA members, game workers, community allies, and labor supporters rallied across the U.S. and Canada to push back against Microsoft's sweeping layoffs in its newly rebranded XBOX division.

Our Devs" actions weren't just about one industry — they were a warning flare for every union member watching corporations use restructuring, automation, and AI to quietly reshape the workforce.

Local 2108 stood proudly among the locals that made these rallies possible, joining Locals 1118, 2100, 6215, 7250, 9433, 9510, and CWA--SCA Local 30111 in Canada to demand accountability and fair first contracts for game workers across Microsoft's studios.

Last month, Microsoft announced 3,200 planned job reductions, with the first wave hitting 1,600 workers, including hundreds of union members, in early September . CWA represents nearly 4,000 XBOX game workers across the U.S. and Canada, making this one of the largest unionized segments of the gaming industry — and one of the most visible targets for corporate "efficiency" cuts.

For Local 2108 members, the pattern is familiar: Corporate restructuring + new technology = fewer workers and less transparency.

AI is accelerating that pattern.

Across tech, telecom, and gaming, companies are deploying AI to automate tasks once performed by bargaining-unit employees — from QA testing and content localization to customer support and workflow management. Each "efficiency improvement" chips away at job classifications, career ladders, and bargaining power. And when corporations believe AI can replace or consolidate work, layoffs follow.

Microsoft's actions are a real-time example of how quickly corporations will move when they think technology gives them cover.

The response from workers and fans has been unprecedented. After XBOX workers held a press conference demanding layoff protections, over 500 workers and allies rallied at studio locations across the U.S. and Canada . XBOX fans joined in, posting thousands of comments and upvotes on Microsoft's official feedback site to call out the layoffs and demand better treatment for workers Current pageCurrent page. XBOX fans also posted on Microsoft's official fan feedback website to call out the layoffs, garnering over 4,000 upvotes....

CWA also filed unfair labor practice charges with the NLRB, alleging that Microsoft violated labor law by failing to engage in required decisional bargaining over discretionary layoffs . This is exactly the kind of legal pressure unions must apply when corporations try to bypass workers and rewrite the rules.

ZeniMax Senior User Researcher and CWA Local 6215 member Elisabeth Whyte, who was directly impacted by the layoffs, captured the stakes clearly:

> ***"I'm here to fight for fair contracts for all the unionized workers in the video game industry… an industry that has decided to put profits ahead of the workers who are the heart and soul of games."***

She also warned against an industry model that treats game launches as opportunities to downsize or close studios — a trend that becomes even more dangerous when AI is used to justify cutting human labor.

Local 2108 has fought these battles for decades. Whether it's telecom, customer operations, or IT, our members have seen how corporations use new technology to:

- Restructure without bargaining
- Reduce headcount under the guise of "innovation"
- Shift work away from unionized teams
- Introduce automation without transparency

The XBOX layoffs show that the same tactics are now hitting the gaming industry — and they're hitting union workers first.

This is why strong contract language around AI, automation, redeployment, and disclosure is no longer optional. It's essential.

Local 2108 stands with game workers across North America. Their fight is our fight — because the forces reshaping their industry are already reshaping ours.

We will continue to:

- Demand transparency around AI and automation
- Protect bargaining-unit work
- Strengthen contract language before technology is deployed
- Support workers across industries who refuse to be replaced by corporate shortcuts

Microsoft's layoffs are a reminder that when corporations move fast, workers must move together.

National Win for CWA Broadband Brigade

In July, members of the CWA Broadband Brigade scored a victory in the fight for universal, high-speed internet access. During a meeting of the National Conference of State Legislatures' (NCSL) Technology and Communications Committee, members took up the Universal Service Fund (USF) Modernization Resolution, officially making it an NCSL directive. The resolution will no longer need annual approval but will now remain in place for four years.

CWA staff worked with Broadband Brigade and Local 2108 member Marcus Chambers and CWA District 2-13 Administrative Director Lisa Fazzini to locate a sponsor for the resolution. Former NewsGuild-CWA President Linda Foley, who is now a member of the Maryland House of Delegates, sponsored the resolution.

The USF Modernization Resolution asserts the NCSL's support for modernizing the USF to ensure it remains sustainable and relevant in a broadband-first era. This directive will help support good jobs for CWA members and make service more reliable and affordable for customers.

The NCSL represents legislatures in the states, territories, and commonwealths of the U.S. Its mission is to advance the effectiveness, independence, and integrity of legislatures. It is also tasked with fostering interstate cooperation and facilitating the exchange of information among legislatures.

This win is a direct result of the efforts of our Legislative and Political activists engaging political allies to promote policies that improve working conditions for our members. This work is supported by members through donations to the Political Action Fund.

Whether you're planning a Labor Day getaway or a trip some time in the future, your union member benefits can help you save up to 50% on thousands of hotels worldwide.

Congratulations to Recent Retiree:

John Thomas

Thinking About Retirement?

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

Markets-In-Motion

Tuesday, September 15, 2026 at 6:30 PM - Via Zoom

On-line workshop for all CWA locals

Retirement Cash Flow Planning

Thursdsay, September 24, 2026 at 6:30 PM

On-line workshop for all CWA locals

Reservations are required for all workshops and to RSVP you may call Nettworth at (800)-859-2212, or register online at :

http://www.nettworth.net/event/marylanddcvirginia

NettWorth Financial Group

Have You Scheduled Your Floating Holiday?

It seems that almost every year CWA Local 2108 has to file grievances for members who didn't schedule their "floating holiday" prior to October 1st of the calendar year. Verizon then denies the ability to schedule after that date, causing our member their floating holiday altogether. It is the Union's position that if an employee has not scheduled their floating holiday by October 1st, it is the company's responsibility to notify the employee to schedule it at that time.

So to avoid dealing with this issue at all, CWA Local 2108 wants to remind all of our members working under the Verizon agreement to schedule their "floating holiday" prior to October 1, 2017. This way the company cannot deny you the ability to schedule your holiday. Just keep in mind that even though they cannot deny you the ability to schedule they can still require you to work on your "floating holiday". You will receive holiday pay treatment just as if you worked any other negotiated holiday.

Are you "WEARING RED" on Thursdays ?

Support Union Members Impacted by the Spokane Complex Fire

"The Spokane Complex Fire continues to devastate communities across eastern Washington. More than 850 structures have been lost, some 65,000 people have been forced to evacuate and the fires are still burning. Among those impacted are union members and their families who have been displaced, lost their homes, or are facing tremendous uncertainty.

In times like these, our labor movement shows up for one another.

The Washington State Labor Council is asking unions, labor organizations and allies across our movement to support the Foundation for Working Families, its 501(c)(3) charitable foundation. Every contribution helps provide direct financial assistance to union members and their families as they recover from this disaster.

Checks are the preferred method of contribution. Donations can be made by mailing a check to:

Foundation for Working Families
321 16th Ave. S.
Seattle, WA 98144

No union member should have to face a disaster like this alone. Together, we can help ensure our union brothers, sisters and siblings have the support they need to begin recovering.

Local 2108 Calendar

SEPTEMBER 2026

7	**Labor Day** **Local Office Closed**
9	**RMC 2108 Meeting - 11:00am** **Local Office, Beltsville, MD**
9	**Membership Meeting - 6:00pm** **Local Office, Beltsville, MD**

OCTOBER 2026

12	**RMC 2108 Meeting - 11:00am** **Local Office, Beltsville, MD**
12	**Membership Meeting - 6:00pm** **Officer Election Nominations** **Local Office, Beltsville, MD**
23	**Ballots Mailed for Officer Election**

WEINGARTEN RIGHTS

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Until my representative arrives, I choose not to participate in this discussion.

CWA LOCAL 2108
COMMUNICATIONS WORKERS OF AMERICA

MARK YOUR CALENDAR:
Membership Meeting - Wednesday, September 9, 2026 - 6:00pm
RMC 2108 Meeting - Wednesday, September 9, 2026 - 11:00am

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