

## EXECUTIVE LEVEL GRIEVANCES FILED AGAINST VERIGREEDY VERIZON

CWA District 2-13 has filed three Executive Level Grievances against Verizon, based on their improper payouts of both Corporate Profit Sharing Checks and Lump Sum Payments under the Absence from Duty Letter of Understanding.



As you all know by now, Verizon prorated both the CPS and Lump Sum Payment checks, only paying those of you who were on strike the entire month of May 11/12ths of the amount you were entitled to. While the negotiated language for the Lump Sum Payment (often called the Atten-

dance Bonus) states that it "will be prorated by twelfths to correspond to the number of months the employee was on the payroll during the calendar year, **exclusive of SADBP absence and paid and unpaid leaves**", a strike is none of those things. Article 17 - Corporate Profit Sharing Plan also lists several reasons that an earned check could be prorated: Sick-ness or Accident Disability absences (after FMLA has been exhausted), Departmental Leave (in excess of 30 days), Anticipated Disability Leave and Child Care leave combined (in excess of 30 days), and any other approved leave which exceeds 30 days. Again, a strike is none of these things. There is no contractual basis for Verizon to take this action, other than to strike out against those who struck Verizon.

The third ELG pertains to the improper reduction of the Lump Sum Payment under the Absence from Duty Letter of Understanding as it applies to Exempt Days. Verizon has allowed members (and in many cases forced them) to use an Exempt Day when they were absent from work for reasons other than "incidental absence" (which is defined as an absence due to the employee's own illness or off-duty accident, during the first seven calendar days). In our local, we have many grievances which are

pending arbitration about this issue. Many members were forced to use an Exempt Day when they could not make it to work during a blizzard in early 2015. The members thought this was the equivalent of "excused time without pay", and accepted it, since the vacation percentages had been met, and Verizon refused to exceed the negotiated number who were permitted to be on vacation on any given day. These members were shocked in March of 2016 when their Lump Sum Payment was reduced by one day due to the use of an Exempt Day. In other words, because the members could not make it to work one day during a blizzard, they lost two days of pay.

Since Executive Level Grievances have been filed on these three issues, there is no need for our local to file individual grievances on behalf of each member who was harmed, as the ELG covers all affected members of the bargaining unit.

**We would like to compile a list of all members who lost money because of Verizon's actions in one of these scenarios. If your Lump Sum Payment (Attendance Bonus) was decreased because you used unpaid FMLA time to care for a sick family member, or because you used an Exempt Day for something other than your own personal illness absence (couldn't come to work due to the weather, a flat tire, your day care provider cancelled at the last minute, etc.) please see your Chief Steward. We will provide them with a form to document how much money was lost, and by whom, for future reference. If Verizon decides to settle these cases, or if an Arbitrator orders them to do so, we want to be sure that all of our members get all of the money they are entitled to.**

## DID YOU MISS SICK PAY DURING THE 2016 STRIKE?

A few CWA members have been identified who lost pay because they were out of work sick when our strike was called on April 13, 2016. Verizon withheld sick pay from them beginning April 13, even though they had not gone on strike yet, due to their illness.



If you were denied sick pay during the strike, and had not yet exhausted your 10 paid sick days for 2016, please call the Local right away and speak with your officer. It is important that we identify all members who lost sick pay due to the strike as soon as possible.



LABOR NIGHT AT  
NATIONALS PARK

Friday, July 28, 2017 - 7:05PM



**Washington Nationals –vs– Colorado Rockies**

Tickets are \$15.00 each and will be sold on a first come/first served basis by calling the Local on 301-595-2108. Only a limited number of tickets are available. Call today !!

# Safe Jobs - Every Workers' Right

More than four decades ago, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality, winning protections that have made jobs safer and saved lives.

After years of struggle, we have won new rules to protect workers from deadly silica dust and beryllium, a stronger coal dust standard for miners and stronger anti-retaliation protections for workers who report job injuries. But our work is not done. Each year, thousands of workers are killed and millions more suffer injury or illness because of their jobs.

All of these hard-won gains now are threatened. The Trump administration has launched an all-out assault on regulations. The President has ordered that for every new protection, two existing safeguards must be removed from the books. At the same time, Republicans in Congress have moved quickly to overturn new rules issued by the Obama administration. Agency budgets and enforcement programs are on the chopping block. The safety and health of workers and the public are in danger.

We must fight back. We cannot and will not let them turn back the clock and destroy the progress we have made to make jobs safer and save lives.

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job, and to renew the fight for safe jobs. This year we will come together to stand united against the attacks on workers' rights and protections. We will demand that elected officials put workers' well-being above corporate interests, and demand jobs that are safe and healthy, and pay fair wages. We will defend the right of every worker to a safe job and fight until that promise is fulfilled.

## We must:

- Defend the OSHA and MSHA laws, safety and health protections, and workers' rights from right-wing and business attacks.
- Defend the new OSHA rules on silica, beryllium, injury reporting and anti-retaliation, and the MSHA coal dust rule, we must push for full compliance with these safeguards.
- Fight any attempts to cut job safety budgets or weaken enforcement.
- Increase efforts to protect the safety and health of Latino and immigrant workers, who are at much greater risk of death and injury.
- Seek new protections on workplace violence, infectious diseases and combustible dust.
- Pass the Protecting America's Workers Act to provide OSHA protection for the millions of workers without it, stronger criminal and civil penalties for companies that seriously violate job safety laws, and improved anti-retaliation protections.
- Ensure workers' rights to have a voice on the job, and to freely choose to form a union without employer interference or intimidation.

**Since April 28, 2016, CWA lost five members to workplace fatalities. This year, we mourn the deaths of:**

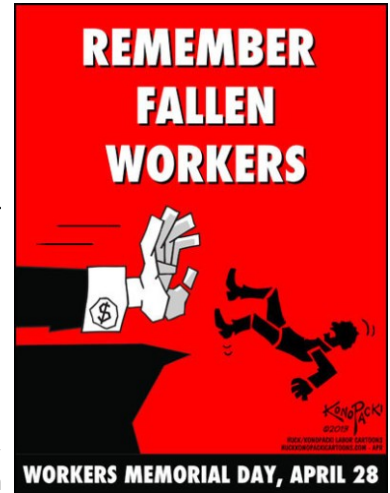
- Doug Dornback, 64 years of age, was an active member of CWA Local 6171 employed by Frontier Communications as a construction splicer. On May 10, 2016, while performing aerial work, Doug fell off a ladder and suffered a severe, fatal head injury.
- Robert Hernandez, 61 years of age, was a member of CWA Local 9003 employed by AT&T as a Splicing Technician. On May 14,

2016, Robert was found unconscious hanging upside down from a utility pole.

- Heath Janssen, 41 years of age, was an active member of CWA Local 13101 employed by Verizon as a Splicing Technician. On June 8, 2016, Heath was placing equipment in the back of the company truck when a passing vehicle struck and killed him.
- Lloyd Windbigler, 66 years of age, was an active member of CWA Local 7704 employed by CenturyLink as a Lineman. On September 12, 2016, Lloyd was killed when his truck was hit by a train at an uncontrolled crossing.
- David Jur, 46 years old, was a member of CWA Local 6132 employed as a Premise Technician by AT&T. On December 9, 2016, he was killed when a construction vehicle overturned and fell on him while he was performing telecommunications pedestal work.

In addition, many more of our members have suffered work-related injuries, illnesses, and "near misses."

As we remember those who have been killed on the job, we will also renew our fight for strong workplace safety and health protections. We must work to ensure employers are providing our members with safe and healthful working conditions.



## Stop Trump's Supreme Court Nominee Judge Neil Gorsuch

Currently, there is a full-blown assault on democracy happening before our eyes and ground zero for this assault is Donald Trump's Supreme Court nominee Judge Neil Gorsuch.

While the impacts of the Trump administration will be great, nowhere will there be a longer-term effect than on the Supreme Court. Judge Gorsuch doesn't share our democratic values and has consistently sided with the wealthy and powerful over the rest of us.



**That's why CWA needs you to call your senators today!! Dial 1-888-877-2040 and you will be routed directly to your senator's office.**

Once you are connected to your Senator's office, please urge them to oppose the confirmation of Supreme Court nominee Judge Neil Gorsuch. Advise them that we should not give someone a lifetime seat on the Supreme Court if they will favor corporations and the wealthy over ordinary people. We need a justice to protect everyone, not just those able to write big checks. Please oppose Judge Gorsuch.

Remember you have two Senators, Van Hollin and Cardin! After you've spoken to one senator, please call back and ask to be connected to your other senator's office. An overwhelming majority of Americans believe that the next justice appointed to the Supreme Court should be someone who favors less money in politics, not more.

**Call now and make sure your voice is heard !!**

So far, this year has been full of many surprising legislative issues that have definitely kept our attention. With a new President and Republican control on Capitol Hill, plans to shape the direction that this country moves toward are taking place every day.

While we will adjust to the adverse changes as they happen, we still will have to be vigilant and let our local legislators hear our views on the changes as they are introduced. Just as we have seen on the national health care issue, public opinion can sometimes affect outcomes in legislation. We as retirees can never give up the fight!!

At the April RMC2108 meeting we will have a guest speaker from Berman, Sobin & Gross to give answers regarding legal issues that may affect retirees and seniors.

The RMC2108 luncheon meeting is April 12, 2017 at 11:00am. Come and enjoy!!



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



**Personals**

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

**William J. Klein**, father of **Larry Klein** who died on February 24, 2017.

**Hunter I. Herald**, father-in-law of **Scott Brennan** who died on March 26, 2017.

**Welcome to Local 2108**

**New Members**

	<u><b>Mike Foster</b></u> Andrew Franklin Brandon Moultrie	<u><b>Ed Anderson</b></u> Giselle Mitchell	
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**Transferred Members**

**Karen Lewis**  
Leroy Haynesworth

**Congratulations to Recent Retiree:**

Tracy Rogers



# Will You Have Enough Money to Retire?

Retirement income planning is the process of understanding how much income you'll need during your retirement years to support the retirement lifestyle you want, and positioning your assets to provide that income. While there's no such thing as a "one size fits all" plan, there are steps you can take to maximize the possibility of a financially secure retirement.

### CWA Local 2108, 10786 Rhode Island Avenue, Beltsville, MD

- Saturday, April 15, 2017 – 12pm     **Analyzing Personal Finances**
- Saturday, May 20, 2017 – 12pm     **Markets in Motion**
- Saturday, June 10, 2017 – 12pm     **Retirement Income Planning**

### Ruth's Chris Steak House, 301 Severn Avenue, Annapolis, MD

- Thursday, April 27, 2017 – 6:30pm     **Retirement Preparedness Score**
- Thursday, May 25, 2017 – 6:30pm     **Markets in Motion**

### Lake Presidential Golf Club, 3151 Presidential Golf Club Dr., Upper Marlboro, MD

- Thursday, April 13, 2017 – 6:30pm     **Social Security**

We hope you can join us. **Reservations are required** and to RSVP you may call us at 1-877-534-2860, email us back or register online at [Nettworth.net](http://Nettworth.net).

In addition, if you feel any of your family or fellow co-workers may be interested, please do not hesitate to bring them along and let us know how many will join you at the seminar.

# The 2017 Martin E. Gerel Memorial Union Scholarship

The law firm of Ashcraft & Gerel, LLP is once again offering a scholarship to union members, their spouse and their children to help offset the high cost of education. The firm established the Union Scholarship Program more than 30 years ago in memory of Martin E. Gerel.

The Martin E. Gerel Memorial Union Scholarship offers an award of \$5000 to study full time at the school of the winners choice. Applicants should have plans for financial arrangements to cover subsequent years of schooling. To apply, you must be enrolled in a college, university or trade school by fall of 2017 to be eligible for this award.

Please call CWA Local 2108 to request the forms and instructions necessary to apply for this scholarship and it will be mailed to you. The deadline for submission is **April 21, 2017**. All applications and supporting documents will not be accepted if postmarked after April 21, 2017.

Selection will be based on an evaluation of academic ability, a statement of goals, participation in extra-curricular activities (including community work) and/or employment. A committee of volunteers from participating unions will screen the applications and an independent party will ultimately make the final selection.

# The 2017 Joe Beirne Foundation Scholarship Program

CWA Joe Beirne Foundation was established in October 1974 by the Communications Workers of America Executive Board to honor the name and memory of the founding President of CWA, who served for more than 30 years. In his capacity as the first CWA President, Joe Beirne took great pride in the roles he played in the fields of education and learning and other areas of social concern.

Fifteen partial college scholarships of \$3,000 each are being offered for the 2017-2018 school year. Winners, selected in a lottery drawing, also will receive second-year scholarships of the same amount contingent upon satisfactory academic accomplishment. Part-time students, less than 12 credits, will receive half of the scholarship monies.

Eligible for the awards are CWA members and their spouses, children and grandchildren, including those of retired or deceased members. Applications are accepted during the months of November through April. Final deadline for the 2017-2018 school year is April 30, 2017.

**To apply online, go to:**

[http://www.cwa-union.org/pages/beirne\\_scholarship\\_application](http://www.cwa-union.org/pages/beirne_scholarship_application)

# Local 2108 Calendar

### APRIL 2017

- 5 Chief Stewards Meeting - 9:30am  
Local Office, Beltsville, MD
- 12 RMC 2108 Meeting - 11:00am  
Local Office, Beltsville, MD
- 12 Membership Meeting - 6:00pm  
Local Office, Beltsville, MD
- 16 Easter



### MAY 2017

- 10 RMC 2108 Meeting - 11:00am  
Local Office, Beltsville, MD
- 10 Membership Meeting - 6:00pm  
Local Office, Beltsville, MD
- 14 Mother's Day



- 29 Memorial Day  
Local Office Closed

### 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, April 12, 2017, 6:00pm  
RMC 2108 Meeting - Wednesday, April 12, 2017, 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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