2108 news

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CWA Ratifies 4-Year Contract Extension at Verizon

In a decisive show of support across multiple regions, Communications Workers of America (CWA) members have voted to ratify a four-year extension of their existing contracts with Verizon, securing wage increases, job commitments, and expanded benefits through **August 3, 2030**. The vote marks the latest chapter in a decade of coordinated bargaining following the landmark 2016 strike, which union leaders credit for establishing the foundation of today's agreements.

Union locals across CWA District 1, District 2-13, and IBEW affiliates in New England, New York, and New Jersey overwhelmingly ratified the extension.

A majority of CWA District 1 members voted YES, including Verizon Wireless Retail and Tech units.

District 2-13 and IBEW locals also ratified their agreements by wide margins.

Workers will receive a series of general wage increases totaling a **17.62%** compounded raise between 2026 and 2030. Scheduled increases include:

- **4%** on July 26, 2026 (3% previously negotiated + 1% added)
- **3.5%** on July 25, 2027
- **3.0%** on July 30, 2028
- **3.0%** on July 29, 2029
- **3.0%** on July 28, 2030

A minimum of 850 new technicians, 140 Sales and Service employees, and 140 Technical Support employees will be hired in the Mid-Atlantic footprint over the life of the Agreement.

The Work-at-Home Agreement language will remain unchanged over the life of this extension.

The Pension Lump Sum Cashout remains in effect and Pension Band increases will take effect annually.

Corporate Profit Sharing will be increased with the minimum distribution for Performance Years 2026, 2027, 2028, 2029 set at $1,200. In addition associates hired on or after October 28, 2012 will receive an additional CPS distribution for Performance Years 2026, 2027, 2028 and 2029 of $3,100 each year, subject in all cases to prorating. This additional CPS distribution will default into the Associate 401(k) Savings Plan, unless an associate makes an advance election each year to instead receive the additional distribution in their paycheck contemporaneous with when the 401(k) contribution would have been made.

Pension Band Effective Date	Percentage Increase
September 15, 2026	1%
September 15, 2027	1%
September 15, 2028	1%
September 15, 2029	1%

Starting January 1, 2027, associates will be eligible to receive an employer matching contribution into the Associate 401(k) Savings Plan for qualified student loan payments in accordance with the Secure 2.0 Act.

The Company will make these matching contributions annually based on student loan payment records submitted in accordance with the applicable administrative processes, which may be modified from time to time. This matching contribution, when combined with other 401(k) matching contributions, shall not be greater than the applicable maximum matching contribution for 401(k) contributions.

Meal Allowances for members working out of town have been increased from $33.00 dollars a day to $45.00 a day.

With the contract now ratified, Verizon and CWA members enter a new four-year period of stability, wage growth, and expanded job opportunities. Union leaders say the agreement not only preserves hard-won protections but strengthens the standard for telecommunications labor nationwide.

Tell the FCC: It's Time to Enter the Internet Age

CWA members know that without oversight and accountability, the corporations that operate our telecom networks will not prioritize the interests of our communities. That's why we're leading the charge to ensure reliable service for all and protect good, union jobs.

As carriers accelerate their phase-out of voice service over copper wires, the future of phone service remains unregulated. Unlike traditional phone technology, Voice over Internet Protocol (VoIP) is not regulated as a "common carrier" telecom service by the Federal Communications Commission (FCC). This means the federal government cannot require large providers to ensure service quality, interconnect with other providers, or even maintain reliable 911 service.

CWA Local 2108 is urging members to follow the link below and sign this petition to call on the FCC to update its oversight for the internet age and reclassify VoIP as a common carrier service under Title II of the Communications Act to help ensure everyone has access to high quality service.

https://actionnetwork.org/petitions/tell-the-fcc-its-time-to-enter-the-internet-age

CWA Local 2108 Fighting For Strong Broadband Oversight In the MD General Assembly and at Rally in Annapolis

As the battle for Broadband Oversight heats up in the Maryland General assembly, CWA Local 2108 has jumped into the mix with both feet and continues to fight for consumer protections that are non-existent today.

Last month, Executive Vice-President Amory Proctor addressed the Maryland House and Senate Committees assigned to handle the legislation and gave an impassioned speech outlining issues we face in the internet era. As part of his testimony, EVP Proctor highlighted that in his nearly 40 year career as a Cable Splicer and Local Officer, he has witnessed a significant shift in how the telecommunications industry responds to major service disruptions.

When hurricane-strength derechos struck Maryland in past years, technicians from across the state were mobilized immediately to restore service. At that time, regulated telecommunications providers were required to meet specific service restoration standards. Unfortunately, those obligations do not apply in the same way to broadband-based services today.

During the devastating 2017 and 2019 California wildfires, sparked by power lines and responsible for widespread destruction and loss of life, CWA technicians reported widespread wireless system failures. Power outages, fire damage, and network congestion disrupted communications overnight while many residents were asleep. Traditional copper landline customers often continued receiving alerts due to centralized backup power, while many VoIP and wireless customers lost service. In many areas, internet access was unavailable when it was needed most.

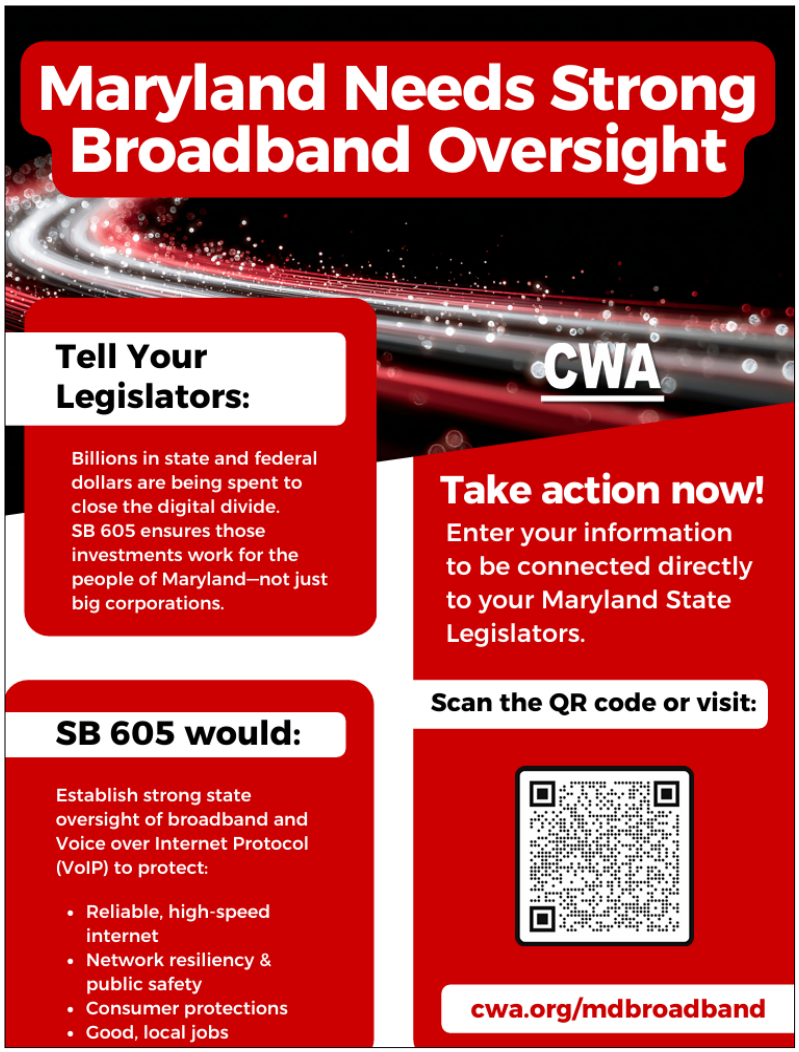
Competition has not solved these problems or closed the digital divide. Decades of state and federal deregulation have left policymakers and the public with limited tools to hold broadband and wireless providers accountable for outages, unreliable service, and poorly maintained infrastructure. When internet or phone service fails, does not deliver advertised speeds, or otherwise falls short, consumers have little meaningful recourse.

For these reasons, the legislature should establish Public Service Commission oversight of broadband providers to restore accountability and ensure a watchdog over network resiliency, public safety, and consumer protection.

PSC oversight is essential to guarantee reliable communications during emergencies, including access to 911 and public safety answering points, as well as state and local emergency information websites. The Commission should also establish clear backup power requirements for VoIP and wireless networks. Fiber, coaxial, and wireless systems all depend on consistent power; without adequate backup power in the network and at customer premises, these services will fail.

Like water and electricity, broadband has become essential to daily life. It is time to restore meaningful oversight and ensure Maryland residents receive the reliable communications services they deserve.

MD House Bill 1037– Broadband Affordability and Accountability recently passed the House 104-33 as amended and is now with the MD Senate Finance Committee.



Graphic Audio United - CWA Workers Condemn Layoffs

CWA-represented workers at Graphic Audio, a division of audiobook publisher RBmedia, are speaking out after the company announced that it would be laying off roughly half of its workforce.

Last month, Graphic Audio/RBmedia informed workers that it would eliminate approximately 22 positions in the Graphic Audio bargaining unit as part of what the company described as a "fundamental change in GraphicAudio's production model." The layoffs include many of the workers responsible for producing the company's signature dramatized audiobooks, which feature full voice casts, cinematic music, and sound design. Union leaders say the company gave the union less than only 24 hours' notice before publicly announcing the layoffs.

"My sole collaborator on the post production of my most recent project was laid off with no notice," said Graphic Audio United-CWA Local 2108 member and creative director Ken Jackson. "When you abruptly cut experienced workers in the middle of active projects, it does not just hurt our work flow, but it also risks the quality and consistency of the product our audience expects. That's exactly why we formed a union, and we intend to use it to hold management accountable and fight for the workers who make these productions possible."

"Joining the company in 2024 pulled me out of a difficult moment when I was considering leaving the industry. That is why this decision is so disappointing," said Graphic Audio United-CWA Local 2108 member and creative director Donald Guzzi. "Workers here care deeply about the craft and the success of this company, and instead of cutting corners and eliminating half the team, management should be working with us to strengthen the workplace."

GraphicAudio workers formed a union with the Communications Workers of America (CWA) Local 2108 in August after a successful union election vote with the National Labor Relations Board (NLRB). The bargaining unit represents approximately 43 46 workers including creative directors, sound designers, voice talent recruiters, and other production staff responsible for the company's immersive full-cast audiobook productions.

"Slashing jobs on this scale without meaningful notice prevents the kind of good faith bargaining that workers are legally entitled to," said Johnny Brown, President of CWA Local 2108. "Workers are more than just numbers on a spreadsheet. We have requested information about this decision and we are prepared to bargain over severance, recall rights, and other protections for the workers impacted."

CWA Local 2108 and the GraphicAudio bargaining committee say they will continue negotiations with RBmedia in the coming weeks and are committed to defending workers' rights and the future of the creative workforce behind GraphicAudio's productions.

Photo illustration

Welcome to Local 2108
New Members

Kendra Whitker
Jennifer Julien
Jamie Wilkins
Dominque Bowman
Marie Jones

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
Thursday, April 2, 2026 at 6:30 PM - Via Zoom
On-line workshop for all CWA locals

This workshop will cover historical market returns, asset accumulation studies without retirement distributions and with retirement distributions, impact of declines, interest rates and treasury yield curves, an update on major capital markets over the last 2 years, risk based models, and help establish reasonable expectations with market returns.

CWA District 2-13 Retirement Benefits
Tuesday, April 21, 2026 at 6:30 PM - Via Zoom
On-line workshop for all CWA locals

CWA District 2-13 Retirement Benefits
Thursday, April 23, 2026 at 6:30 PM
In-person workshop for all CWA locals

Please join us for dinner at Ruth's Chris Steak House, Fairfax, Thursday, April 23rd, at 6:30pm. You'll have a great time with friends while learning important information about retirement planning. You don't want to miss this one! Seats are limited so don't wait to register; we make it easy, just visit **www.nettworth.net**

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

The NettWorth Financial Group Donna Castleberry Scholarship Fund

The NettWorth Financial Group Donna Castleberry Scholarship Fund awards college scholarships to children of union members across the country. Since 2001, more than $340,000 has been given to fund the education of dozens of promising young men and women.

The Donna Castleberry Scholarship Fund was created in remembrance of a very special Nettworth employee who passed away.

Scholarship applications can be requested by visiting our website www.nettworth.net.

Scholarship applications must be submitted by **May 31, 2026**.

NettWorth Financial Group
Making Investments Make Sense

The CWA Joseph A. Beirne Foundation Scholarship Program

The 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.

Sixteen partial college scholarships of $4,000 each are being offered for the 2026-2027 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. Applicants must be high school graduates or at least high school students who will graduate during the year in which they apply. Undergraduate and graduate students returning to schooling may also apply.

Applications are accepted during the months of November through April. **Final deadline for the 2026-2027 school year is April 30, 2026.**

To apply online, go to:

http://www.cwa-union.org/pages/beirne

Local 2108 Calendar

APRIL 2026

5 Easter

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

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

15 Tax Day

MARCH 2026

10 Mother's Day

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

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

25 Memorial Day
Local Office Closed

To receive CWA action alerts via text message, Text CWAAction to 49484

Are you "WEARING RED" on Thursdays ?

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 8, 2026 - 6:00pm
RMC 2108 Meeting - Wednesday, April 8, 2026 - 11:00am

Communications Workers of America Local 2108

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Johnny Brown - President
Amory Proctor - Executive Vice President
Tamera Nelson - Secretary-Treasurer
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