

## Communications Workers of America Endorses Kamala Harris for President



Joe Biden and Kamala Harris have overseen the most pro-labor administration in any of our lifetimes. Upon taking office in January 2021, they faced massive unemployment, an out of control pandemic, and, just a matter of weeks prior, an attempt to overthrow our government by insurrectionists inspired by Donald Trump who sought to reverse the results of a democratic election with violence.

But they immediately took action to save union jobs that were

at risk in the midst of the economic struggles created by the pandemic. As part of their first major bill, they saved the pensions of over a million retirees. They have passed legislation to rebuild our infrastructure and create good union jobs in the process, to reinvigorate American manufacturing, to lower drug costs, and to strengthen our rights as union members to organize and bargain for fair contracts.

Kamala Harris has played a key role in making this one of the most pro-union, pro-worker administrations in the history of this country. She has chaired the White House Task Force on Worker Organizing and Empowerment, which has identified dozens of different policy areas that the Administration has used to strengthen rights of workers to organize and bargain and to ensure that workers earn a decent day's pay for a decent day's work.

In the Vice President's role as the president of the United States Senate, Harris has cast tie breaking votes to confirm CWA's former counsel Jennifer Abruzzo to serve as General Counsel of the National Labor Relations Board, to pass the Inflation Reduction Act to create green manufacturing jobs and to lower our prescription drug costs, and to pass the American Rescue Plan to save our pensions and to dig the economy out of the recession that she and President Biden inherited.

Vice President Harris has met numerous times with CWA leaders and with our rank-and-file members, so that she can hear our concerns and priorities and make sure that we have a real voice in the policy-making process. She has taken what she learned from CWA members into the development of policies by the Biden Administration.

It's no surprise that Vice President Harris has played this key role in forming the most pro-union administration in many decades. As a U.S. Senator she was the lead sponsor of legislation to strengthen protections against heat stress on the job, to enhance whistleblower protections, to provide new protections on the job for domestic workers, and to strengthen accountability for Wall Street executives who take advantage of workers or consumers. She was likewise a proud original co-sponsor of legislation like the Protecting the Right to Organize (PRO) Act and the Public Service Freedom to Negotiate Act.

Even before she served as Senator, Harris fought to protect workers as Attorney General of the state of California. In that role, she signed a landmark agreement with the U.S. Department of Labor to strengthen

monitoring and enforcement against wage theft. She also took on the big banks in the wake of the housing and foreclosure crisis.

Kamala Harris's opponents in this election, Donald Trump and J.D. Vance, have records that are the complete opposite. As President, Trump appointed union busters to the National Labor Relations Board and the Department of Labor. He passed a multi-trillion dollar tax cut for the super-wealthy and multinational corporations, and nearly succeeded in taking away health care from tens of millions of people. And, of course, he refused to accept his defeat and attempted to overturn the results of a free and fair election.

Vance is Trump's running mate only because, unlike Trump's previous Vice President Mike Pence, who refused to support Trump's attempt to overturn the election, Vance has said repeatedly that he would've done nothing to stop it and would have happily gone along with Trump's efforts to overthrow our democracy. In his thin record, Vance's signature labor legislation is a bill to enable corporate executives to form company unions that they control. In addition, previous Trump Administration officials have prepared a detailed agenda for a second Trump Administration should he win that is outlined in their Project 2025 which would destroy unions and numerous legal rights and protections for workers.

We are faced with two distinct options in this election. On one side is a candidate who has always taken the side of corporate interests and is advancing a policy agenda for another term that would destroy our union and take away fundamental workers' rights. On the other side is a candidate with a consistent record fighting to empower the working class and unions who has centered CWA's members' concerns in her policies. The choice is clear.



### Additional Member Benefit at No Cost!

Through a partnership with American Income Life Insurance Company, an Accidental Death and Dismemberment benefit and other no-cost offers are being provided to all members of CWA Local 2108.

Learn more at [MyBenefits.AILife.com](https://MyBenefits.AILife.com)

Enter access code: **SG7TQ**

This is a solicitation for insurance.

An AIL representative will contact members who return the reply card by mail or respond online to arrange a convenient time to deliver their certificate of coverage and other no cost offers and review other supplemental insurance benefits that may be available.



Jackie Giblin, AIL Public Relations  
240-674-4834 | [JGiblin@AILife.com](mailto:JGiblin@AILife.com)



## Tax Fairness for Working Families

Our tax code shouldn't be rigged to benefit multinational corporations and the wealthy at the expense of hard-working people. However, for decades, tax policy has done just that. In fact, our current tax code incentivizes companies to move quality jobs abroad and rewards companies with tax breaks for union busting expenses, but provides no such breaks for the hard-working people that make these companies successful. Instead of addressing this problem, in 2017 a Republican majority passed the Tax Cuts and Jobs Act (TCJA) which was signed into law by President Trump.

Since 2017, this bill has raked in billions of dollars for corporations and their executives, incentivized companies to move tens of thousands of more jobs overseas, and made union dues a non-deductible expense. Even though unions are proven to help combat the skyrocketing economic inequality facing the United States by raising workers' wages, closing wage gaps, promoting safe workplaces, and increasing workers' voice in our democracy, our tax code does not support the working families who have made the choice to join a union. Instead, it rewards union busting companies at the expense of union members. Congress can help unrig the tax code against working families and strengthen unions by passing the following bills:

**No Tax Breaks for Outsourcing Act (H.R. 884/S. 357)** The No Tax Breaks for Outsourcing Act would repeal the deductions in the Trump tax bill that created a 10.5% maximum corporate tax rate for offshore income, compared to the 21% corporate tax rate imposed on domestic income. Repealing this deduction would eliminate the tax incentive to move factories and call centers overseas by ensuring that companies

would not be able to slash their tax bills by moving those jobs overseas. In addition, the bill would enact a series of other changes that would block corporate efforts to dodge taxes by shifting funds to tax havens and by deducting enormous levels of interest on debt owed to foreign subsidiaries.

**No Tax Breaks for Union Busting (H.R. 5428/S. 737)** The No Tax Breaks for Union Busting Act would classify corporations' union busting expenditures as political speech under the tax code. Current tax law allows companies to deduct money spent on anti-union campaigns from their taxes as a normal business expense. In effect, the tax code rewards companies for opposing workers' union rights. The Economic Policy Institute found that employers collectively spend \$433 million per year on "union avoidance" consultants. The result is that American taxpayers are subsidizing employer intimidation and bullying tactics of

union busting. The No Tax Breaks for Union Busting Act would ban any money spent toward busting unions from being tax deductible business expenses

**Tax Fairness for Workers (S. 738/H.R. 4963)** The Tax Fairness for Workers Act would restore the deduction for union dues and make it an above-the-line tax deduction. Prior to the enactment of the Trump tax bill, the tax code allowed workers to deduct unreimbursed business expenses, such as union dues, business travel costs, uniform expenses, and professional or training classes. This bill would allow workers to claim the tax credit without itemizing their taxes and make it available to more workers. Since only around 11 percent of tax filers itemize deductions, more workers in various sectors and earning various wages would benefit from this legislation.

CWA Local 2108 is urging all members to reach out to their legislators in The House and Senate in support of these bills.

## CWA Local 2108 & Zenimax Workers Stand with SAG-AFTRA

We, the members of the Communications Workers of America (CWA) who work in the video game industry, stand in complete solidarity with striking members of SAG-AFTRA. We fully support SAG-AFTRA's demand for explicit, enforceable language that ensures all video game workers are safeguarded against potential exploitation and displacement caused by AI technologies. The decision to go on strike is never an easy one and is always the result of management's refusal to respect workers' most pressing demands.

We, as workers at Activision, Bethesda Game Studios, Blizzard Entertainment, SEGA of America, Tender Claws, and ZeniMax, deeply understand how critical it is to protect our creative talent and that doing so will strengthen the video game industry as a whole. It is our passion and labor that have enabled the video game industry to become one of the most profitable entertainment sectors globally.

We, as fellow video game workers, recognize the power of collective action in raising standards for workers across the industry. We believe that a union contract is the most effective way for workers to establish protections against the potential risks of AI. That is why we are united

in the struggle to establish protections against the misuse of technology, improve working conditions, address ongoing layoffs, and more for all video game workers. We call on all workers to stand with SAG-AFTRA members and encourage other video game workers to organize. Together, we can continue to produce high-quality video games for our fans and ensure our creativity and skill are protected.



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

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!!

**Navigating an EISP Online Workshop**

Tuesday, August 6, 2024 at 6:30 PM - Via Zoom

**Markets in Motion Online Workshop**

Thursday, August 8, 2024 @ 6:30PM - Via Zoom

**Navigating an EISP Online Workshop**

Thursday, August 15, 2024 at 6:30 PM - Via Zoom

**CWA District 2-13 Retirement Benefits**

Tuesday, August 6, 2024 at 6:30 PM - In Person

Chart House Prime - 300 Second St., Annapolis, MD 21403

**CWA District 2-13 Health Insurance & Medicare**

Thursday, August 22, 2024 at 6:30 PM - In Person

Ruth's Chris Steak House

1110 Town Center Blvd., Odenton, MD 21113

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

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

*NettWorth is also advising members who are considering retirement to schedule an appointment to evaluate your company supplied pension calculations. Over the past 20 years, Nettworth has uncovered numerous calculation discrepancies and their Independent Pension Analysis can help verify accuracy.*

## Verizon Declares "Special EISP"

On July 29, 2024 Verizon notified CWA they were declaring a "Special EISP" offer in the Potomac Region. Packages were distributed to eligible employees on July 29, 2024. The volunteer period began on August 12, 2024 and will conclude on September 10, 2024. Volunteers whose applications for the Special EISP are accepted will have an off payroll date of September 29, 2024.



Under the terms of this Special EISP offer, employees will receive a "supplemental" voluntary termination bonus of \$40,000, in addition to the \$10,000 voluntary termination bonus. Employees will also receive \$2200 for each year of service up to 40 years and a waiver of age based pension reductions for early commencement. There will also be an acceleration of the next pension band increase.

In CWA Local 2108, the surplus declarations affect job titles located across the Local's footprint, with many different job titles included. If you are unsure if your group was included in this "voluntary" surplus, contact CWA Local 2108 on 301-595-2108.

CWA Local 2108 recommends anyone who is considering this Special EISP to speak with a financial advisor prior to accepting this package to maximize your retirement portfolio and avoid costly tax penalties.

### Personals

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

Retiree, **John "Jay" Hamolia**, who passed away on June 4, 2024.

Member, **Osmar Chavarria**, who passed away on July 9, 2024.

Former member, **Lou Wheeler**, who passed away on July 10, 2024.

Retiree, **Nellie Ouzts**, who passed away on July 16, 2024.

### Welcome to Local 2108

#### New Members

**Nantambu Hall**

Justice Carter  
Kepler Bolisca  
Ahmadou Dawa  
Jon Padilla  
Steven Perez  
Todd Torbert

**Ken (Moose) Singleton**

Charlie Crumbacker  
Tory Gray  
Cameron Cornett  
Eric Tillotson

### Congratulations to Recent Retirees:



James DeCarlo  
Phyllis Pinkney



## CWA Membership Cards Moves to Digital Format



In an effort to provide a more convenient way to manage your over-stuffed wallet or credit card holder, CWA is implementing a digital app to deliver your new CWA Local 2108 membership card.

CWA Local 2108 is requesting all members to call into the Local to verify and update contact information including email addresses. Once completed, a link will be emailed to you instructing you how to download your new membership card onto your electronic device.

Members who would still like to have a traditional credit card style membership card can request one by calling the Local on 301-595-2108 and one will be mailed to your home address.

## Have You Scheduled Your Floating Holiday?

It seems that almost every year CWA Local 2108

hears from members who haven't scheduled their Floating Holiday prior to October 1st of the calendar year and then Verizon denies that employee the ability to schedule after that date, causing them to lose it altogether. It is the Union's position that if an employee has not scheduled it by October 1st, it is the company's responsibility to notify the employee to schedule it at that time.



With that being said, CWA Local 2108 strongly suggests that all of our members working under the Verizon agreement schedule their Floating Holiday prior to October 1, 2024. This way you cannot be denied the ability to schedule your holiday. Keep in mind that you can still be required to work on your Floating Holiday. In that case you will receive holiday pay treatment just as if you worked any other negotiated holiday.

# CWA Local 2108 Mourns the Loss of Osmar Chavarria

# Local 2108 Calendar



It is with deep sadness that we report on July 9, 2024, CWA Local 2108 member Osmar Chavarria, a 39-year-old husband and father of three boys, died in his bucket truck when he came into contact with power lines while working on a service call in Ashton, Md. Osmar, a Services Technician with 7 years of service with Verizon, worked at the 5 N. Frederick Garage in Gaithersburg.

Everyone who knew Osmar said that he was one of the most likeable people ever and he would always go out of his way to lend a helping hand. Technicians who worked with Osmar echoed the same sentiment, and that he was instrumental in fostering the family atmosphere that exists at the Gaithersburg garage.

Osmar always had the best interests of his co-workers at heart and in 2019, the Executive Board of CWA Local 2108 appointed him a job steward to help resolve workplace issues.

Osmar is survived by his wife Carmen and his sons, Junior, Alex, and Damien. If you wish to help support Osmar's family during this challenging time, please consider making a donation through the following link:

<https://gofund.me/c8407821>



### AUGUST 2024

- 11-14 **CWA Human Rights Conference.** Houston, TX
- 14 **RMC 2108 Meeting - Canceled** Local Office, Beltsville, MD
- 14 **Membership Meeting - 6:00pm** Local Office, Beltsville, MD
- 19-23 **CWA Health, Safety & Environmental Conference** Pittsburgh, PA

### SEPTEMBER 2024

- 2 **LaborDay** Local Office Closed
- 11 **RMC 2108 Meeting - Canceled** Local Office, Beltsville, MD
- 11 **Membership Meeting - 6:00pm** Local Office, Beltsville, MD
- 18-19 **New Stewards Training - 8:30am** Local Office, Beltsville, MD
- 24 **Town Hall Mtg. w/Techs- 7:00pm** Via Zoom
- 25 **Town Hall Mtg. w/Call Center 7:00pm** Via Zoom

### 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, August 14, 2024 - 6:00pm RMC 2108 Meeting - Wednesday, August 14, 2024 - 11:00am - Canceled

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