

Matt Klingman Elected Vice President of CWA Local 2108



As announced in our September and October editions of the 2108News, nominations were held at the October Membership Meeting to fill the vacant position of Vice President and Convention Delegate which was created by Jenny Sylvester's retirement. Matt Klingman and Darrell Jackson were nominated for the vacant position and the ballots were counted on November 18, 2016. The results of the election were :

Matt Klingman - 191 Votes

Darrell Jackson - 92 Votes

For those of you who don't know Matt, he has been extremely active in our Local since he started with Verizon in August 1998 as a Cable Maintenance Splicer. He completed Stewards Training in 2001 and Advanced Stewards Training in 2002. He is currently a member of the Local's Safety, Bylaws, Education and Legislative Committees. Matt attended both years of CWA's Advanced Leadership Training in Morgantown, WV and has served this Local as a Chief Steward at the Allentown, Central Ave, Trade Zone, and Kirby Road garages over the past several years. In his new role as Vice President, Matt will take over duties of handling issues for the Montgomery County Garages and Central Offices and our members at Dex Media.

Matt has three children, Shane 21, Logan 12 and Mackenna 7 and enjoys hunting, fishing, trap & skeet shooting and power lifting in his spare time. Matt is also a Veteran of the United States Marine Corps. We here at CWA Local 2108 congratulate Matt and look forward to working with him in his new position as Vice President.

By: Karen Lewis

CWA Customer Service Workers Unite Over Common Goals

I had the opportunity to attend the Customer Service Conference which was held in Pittsburgh PA. The conference was filled with guest speakers and workshops surrounding key issues that impact customer service professionals. CWA President Chris Shelton and Vice President Ed Mooney opened the conference. There were CWA members from all over the country attending the conference representing many different industries.

We had the pleasure to meet and hear the stories from the CWA members who traveled to the Philippines during the strike to visit Verizon's offshore call center. They described how they were detained by Verizon's armed guards and the SWAT team. They also discovered the miserable working conditions and poverty wages Verizon pays workers in the Philippines. We heard how BIEN (Filipino workers advocacy group) supported our strike and continues to support CWA workers because we share a common goal which is to fight for job security and a decent living wage. Global solidarity is one solution to fighting corporate greed and power.

I was told to bring back at least one thing from the conference to share with other coworkers. The concern I want to share is how corporate "financialization" has an impact on our jobs and fosters inequality. This leads to the decline in wages, loss of jobs, and a weak economy.

We must pave the way for the younger generation to ensure they have good paying jobs and benefits in the future.

Let's continue to educate, organize, and exercise our political power in order to build strength and empower ourselves to fight back against corporate greed and stand up for our rights.

CWA LOCAL 2108
PRESENTS
BREAKFAST WITH SANTA
FOR MEMBERS OF LOCAL 2108 AND THEIR CHILDREN AND GRANDCHILDREN (AGES 12 AND UNDER)

SATURDAY, DECEMBER 17, 2016
BREAKFAST SERVED FROM 9AM TO 12NOON

LOCAL 2108 MEETING ROOM
10786 RHODE ISLAND AVENUE
BELTSVILLE, MARYLAND 20705

PANCAKES, SAUSAGE, JUICE AND MILK WILL BE SERVED

A PICTURE OF YOUR CHILD WITH SANTA WILL BE PROVIDED

PLEASE RSVP TO (301) 595-2108
BY FRIDAY, DECEMBER 9, 2016

Free of charge, but please remember the reason for the season and bring a pair of gloves or mittens to donate to needy children in our area.

After a two-year hiatus, plans are in full swing for our 2016 Holiday Gala on December 2nd. Our union brothers and sisters at UFCW Local 400 graciously offered us the use of their meeting room this year, and our friends at Nettworth Financial made a generous contribution to help with catering costs. I'm truly thankful for our relationships with both UFCW and Nettworth. After the hard work and sacrifices we all made during our 49-day strike against Verizon I'm really looking forward to enjoying time with our members in a festive setting. I hope to see you there!



After the adults have their evening to party, it will quickly be time for our annual Breakfast with Santa, one of my favorite days of the year. If you have one or more children or grandchildren age 12 or younger, I hope you will be able to bring them to this fun event on December 17th. Pictures with Santa, goody bags and an abundance of pancakes and sausage will be had by all. This year we will also be joined by our retired cable splicer, Elf 7, who will entertain the kids with balloon animals. Don't forget to call the Local and RSVP if you plan to attend so we can ensure goody bags for all children and plenty of food!

As we enter this Holiday Season, no matter what you celebrate or how you choose to celebrate it, I wish you all peace, good health, love and happiness in your life.

In Solidarity,

Marilyn



No Delegate Nominations at January Membership Meeting

Per CWA Local 2108 Bylaws and in accordance with the CWA Constitution, nominations for Convention Delegate are to be held at the first regular membership meeting in the calendar year if the Local is entitled to additional Delegates.

Upon review of CWA Local 2108's membership strength, we are only entitled to five (5) Convention Delegates this year. The offices of President, Executive Vice President, Secretary-Treasurer and two (2) Vice Presidents account for those Delegate positions. Therefore, we will not be conducting an election for additional Convention Delegates due to a decline in our membership.

2016 AVAYA Performance Award Announced

AVAYA Labor Relations recently notified CWA that the 2016 fiscal year Performance Award for eligible represented employees will be the minimum amount of \$580 and will appear in paychecks payable December 9, 2016, just in time for some extra Christmas spending cash!!

CWA's Efforts Helped Kill the TPP

After five years of grassroots activism, including protests in nearly every state, lobbying members of Congress on Capitol Hill and in home districts, and generating tens of thousands of calls, emails and letters, CWA activists and our broad coalition defeated the Trans-Pacific Partnership trade deal. Many economists, pundits, and congressional voices said we couldn't do it, especially after Fast-Track Authority was passed. Our historic campaign proved them wrong.

CWA made the TPP a major issue in the 2016 presidential election campaign, with both candidates declaring their opposition to the deal. This long effort to defeat the TPP shows us that when we mobilize and join with allies we can win, and we can ensure that the needs and interests of working families are addressed. Defeating the TPP will help keep good jobs here in the U.S., keep our food safe, ensure that the laws we support, like "Buy American" and others, remain in force, and remove the threat that international tribunals can overturn the will of the people.

CWA President Chris Shelton said, "For more than five years, CWA members, allies, and working families mobilized to expose this corporate-friendly, job-killing trade deal and the serious consequences for working families and communities if it was put in place. Our members long have been ahead of Washington on the issue of the TPP and fair trade, and our work built a strong base of voters who rejected what they clearly recognized as a bad deal, no matter their political party." We will be ready to take on any attempt to revive the TPP in the next Congress or advance other corporate-friendly trade pacts based on the same failed and outdated model of trade.

Local 2108 to Issue 1099's For Members' Relief Fund Payments

As 2016 winds down and we reflect on the struggles and challenges we faced to win a fair contract at Verizon this past year, we can be proud of the solidarity of our Union during our 49 day strike. In retrospect, there is no doubt that the fight we took to the streets was the ultimate reason for our success at the bargaining table.

One of the tools CWA utilized to help our membership offset the loss of wages for the duration of the work stoppage was the CWA Members' Relief Fund. Established in 1990, the CWA Members' Relief Fund provided a striker with a benefit of \$200.00 per week beginning with the 15th day of a strike and \$300.00 per week beginning with the 29th day. Because we were able to provide this assistance, families could keep food on the table and take care of basic necessities.

But due to the length of the strike, all CWA Locals who issued any striking worker over \$600.00 from the CWA Members' Relief Fund are required to issue 1099's and report those payments to the IRS. CWA Local 2108 will be mailing out 1099's in January 2017 to every striker who received monies from the fund. If your address has changed in the past few months please contact the Local on 301-595-2108 to update our files so we can mail your 1099 to the correct address.

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.

2017 Union Plus Scholarship Program Accepting Applications

Since 1991, the Union Plus Scholarship Program has awarded more than \$4 million to students of working families who want to begin or continue their post-secondary education. Over 2,700 families have benefited from our commitment to higher education. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation, supported in part by contributions from the provider of the Union Plus Credit Card. (You do not need to be a Union Plus Credit Card holder to apply for this scholarship.)

Eligibility

Current and retired members of participating unions, their spouses and their dependent children (as defined by IRS regulations). At least one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one year membership minimum must be satisfied by May 31, 2017.

Application Timeline:

Applications are available starting in mid-June, and a complete application must be received on or before 12:00 p.m. (Eastern Time) on **January 31, 2017**. Applications received after this deadline will not be considered.

Award date:

The Scholarship Committee will determine recipients of scholarship awards by May 31 each year. During the first week of June award recipients will be individually notified by mail, and all applicants will be sent an email with notification that the [award list has been posted online](#). Please note that due to the volume of applications we cannot provide any information on the status of an application before award announcements are made.

To apply, go to: <https://www.unionplus.org/college-education-financing/union-plus-scholarship>

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

RMC 2108 Retirees Corner

2016 has been a busy year, a CWA - Verizon contract, a presidential election and many changes in retiree health care. You can be sure that 2017 will present a number of new challenges, many of which may affect retiree benefits, Medicare and Social Security.

As we celebrate the year end with our annual Christmas luncheon meeting, we will provide additional information on the Medicare Advantage Plan. This information will be provided to us by special guest, the new CWA-Verizon Retiree Benefits Coordinator, Cindy Ebner. She will be able to answer any additional questions you may have regarding changes in medical benefits.

Please make sure you remember to bring your unwrapped gifts to donate for "Toys for Tots" at this meeting. We will also be collecting canned food for donations to local food pantries.

I hope you all will join me for our end of the year meeting on December 14, 2016 beginning at 11:00am.

See you there!!



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

Personals

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

Isabelle Cameron, mother of **Gregory Fuller** who died on November 13, 2016.

Retiree **Marcia Spinner**, mother of Local 2336 member **Derrick Spinner**, who died on November 15, 2016.

Welcome to Local 2108

New Members

Latrice Hawkins
Daveson Dorcena
Jamila Duffield
William Schwinn
Victor Skinner
Shavon Fowler
Percy Turner, IV
Christopher Potts
Rachel Newsome
Steven Jones

Monica Jones
Eric Williams

Mike Foster
Stephon Proctor
Troy John

Tony Miller
Devin Brown
Brian K Walker
Jamaal Patillo
Ethan King

Keith Mason
Solomon Nandram

Congratulations to Recent Retiree:

Stephen K. Brown



Local 2108 Members and their Guest are
are invited to attend a

HOLIDAY GALA

Friday, December 2, 2016

6pm to 11:00pm

****NEW LOCATION****

The UFCW 400 Basement Meeting Room

8400 Corporate Drive (entrance in rear)

Landover, Maryland

Donations of \$3.00 or more will be collected for
Community Services

Hors D'oeuvres * D.J. * Drinks

Register For a NettWorth Workshop To Learn More About Retirement Planning

Analyzing Personal Finances

Saturday, December 10, 2016 at 12:00 pm

CWA Local 2108
10786 Rhode Island Avenue
Beltsville, MD 20705

Retirement Preparedness Score Seminar

Tuesday, January 10, 2017 at 6:30 pm

Lake Presidential Golf Club
3151 Presidential Golf Club Drive
Upper Marlboro, MD 20774

Saturday, January 14, 2017 at 12:00 pm

CWA Local 2108
10786 Rhode Island Avenue
Beltsville, MD 20705

Hosted By: NettWorth Financial Group
Scott Ferguson, Financial Advisor*

REGISTER ONLINE:
www.nettworth.net/marylanddcvirginia
Or Toll Free: (877) 534-2860

Seats are limited. You must register to attend.

Markets in Motion Seminar

Thursday, February 9, 2017 at 6:30 pm

Nantucket's Reef
9755 Traville Gateway Drive
Rockville, MD 20850

Saturday, February 18, 2017 at 12:00 pm

CWA Local 2108
10786 Rhode Island Avenue
Beltsville, MD 20705

Children's Hospital 50/50 Raffle Tickets Available Now

CWA Local 2108's annual Children's Hospital 50/50 raffle tickets are now available from your Chief Steward or at the Local office. When you purchase your tickets, your contributions ensure that specialized care is possible for thousands of children in the metro area who otherwise may not receive it. It also reinforces that as a member of CWA Local 2108, you are demonstrating your long standing commitment to the communities where you live and work.

Donations are \$1.00 per ticket and you do not need to be present to win. So when you are approached by your Steward to help support this worthy cause, remember every ticket sold is a winner because of the help it provides. This year's drawing will be held at the Membership meeting on December 14, 2016 in Beltsville, Maryland.

Local 2108 Calendar

DECEMBER 2016

- 2 Holiday Gala
Landover, Md
7 Chief Stewards Meeting - 9:30am
Local Office, Beltsville, MD
14 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
14 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
17 Breakfast With Santa - 9am-Noon
Local Office, Beltsville, MD
26 Christmas Holiday
Local Office Closed



JANUARY 2017

- 2 New Years Holiday
Local Office Closed
11 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
11 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
16 Martin Luther King Day
20 Inauguration Day
Local Office Closed
21-24 Telecommunication & Technologies Conf.
San Juan, PR



MARK YOUR CALENDAR: Membership Meeting - Wednesday, December 14, 2016, 6:00pm
RMC 2108 Meeting - Wednesday, December 14, 2016, 11:00am



10782 Rhode Island Avenue, Beltsville, MD 20705

Web Address: www.cwacal2108.org

Local Office: (301) 595-2108 :: Local Fax: (301) 595-2412

Matt Klingman - Vice President

LaTasha Carpenter - Vice President

Johnny Brown - Secretary-Treasurer

Amory Proctor - Executive Vice President

Marilyn Irwin - President

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