

As we near the end of 2024, I find myself reflecting on the immense strides our union has made, the challenges we've overcome, and the difficult road ahead. This year has been one of both progress and setbacks for the labor movement, and we've all been a part of it. From securing better contracts in the telecommunications industry to fighting against legislative rollbacks, our collective strength has never been more evident.



However, as we look toward 2025, we are reminded that the fight is far from over. The political landscape in the United States is shifting, and with it, the challenges we will face as a union and as working people. Many of the political pressures we've confronted this year will continue to intensify, and new threats are emerging. The next year promises to be a crucial one in shaping the future of organized labor.

The election cycle of 2024 has made it clear that unions are under more scrutiny than ever. With changes in leadership at local, state, and federal levels, we must prepare for new policy directions that may not always be in our favor. Whether it's efforts to weaken labor protections or attempts to chip away at our bargaining power, we must remain vigilant. The economic challenges many working families face—from rising costs to stagnant wages—are not going away, and our fight for economic justice must remain our top priority.

One of the most significant political challenges unions will face in 2025 is the continued push for "right-to-work" laws, which erode our ability to organize and bargain effectively. These laws, which weaken union power by allowing workers to benefit from union contracts without paying dues, has been gaining traction in many states. I wouldn't be surprised if national "Right To Work" legislation made its way to the floor next month. But, we must stand united to defend against these laws and continue to demonstrate the vital role unions play in securing fair wages, benefits, and working conditions for all workers.

We also anticipate increased attacks on collective bargaining rights, as well as efforts to privatize public sector jobs and reduce protections for workers in gig and nontraditional employment. These challenges demand that we be strategic, focused, and prepared to mobilize our members in defense of what we've built.

But with these challenges comes an incredible opportunity. The growing movements for economic justice, racial equality, and environmental sustainability align with the values of our union. We must continue to forge strong alliances with these movements to ensure that the labor movement remains a driving force for social change in the coming years.

As we face these political realities, I want to emphasize the importance of solidarity. Our strength lies not only in our ability to negotiate contracts but in our unity as working people. By working together and standing firm in our beliefs, we can overcome the obstacles ahead and continue to make progress for ourselves, our families, and future generations of workers.

Let us enter 2025 with resolve and optimism. I want to wish all the best to you and your families this holiday season and as we wind down 2024. Our movement has always been built on the belief that together, we can achieve what seems impossible. This year, more than ever, we will need each and every one of you—our members, our supporters, and our allies—to stand strong as we face the challenges ahead.

In Solidarity,



Pet Insurance

CWA

Get Affordable Pet Care

Affordable pet coverage is within reach with a Union Plus pet protection plan. Find coverage options as low as \$1/day, whether your household has a new four-legged addition, or you just want to help protect the pets that bring you joy each season!

More About Pet Insurance:

- The Union Plus pet insurance program, provided by Pets Best, reimburses you up to 90% on eligible veterinary bills.
- Our most budget-friendly plan is the Accident Only plan for \$10 or less per month!
- For more coverage options, explore illness and routine care plans customized to your pet and your budget.
- Plus, all Pets Best customers get free access to the 24/7 Pet Helpline staffed by veterinary experts, to answer any pet health or pet behavior concerns.

Get a quote today!

<https://unionplus.click/7ry>

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 2025-2026 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 2025-2026 school year is April 30, 2025.**

To apply online, go to:

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

Labor Board Bans Anti-Union “Captive Audience” Meetings



The National Labor Relations Board (NLRB or Board) made the inevitable official when it recently held that employee attendance at employer-mandated meetings where employers express their views on potential unionization— often referred to as “captive-audience meetings” – violate the National Labor Relations Act. The decision overturns a 1948 Board decision and renders unlawful conduct that had been deemed lawful by the Board for more than 75 years.

The Board’s 1948 decision in Babcock & Wilcox held that captive-audience meetings were lawful. There, the Board relied on Section 8 (c) of the NLRA, which permits employers to express views, arguments, or opinions provided that such are not accompanied by threats of reprisals or promises of benefits. Since that decision, employers have exercised their rights to hold mandatory meetings with employees in which the employer expresses its views and opinions regarding unionization. (Note: Such meetings have been and continue to be unlawful within 24 hours of the start of an election.)

But in Amazon.com Services LLC, the Board overturned this well-established, decades-old precedent. The Board majority asserted that captive-audience meetings infringe upon employee rights protected by Section 7 of the NLRA. First, the Board found that mandating such meetings interfere with an employee’s right to decide whether to engage in protected activity or refrain from doing so. Next, the Board determined that these meetings allow an employer to observe and surveil the employees it is addressing. Third, by compelling attendance at captive-audience meetings on pain of discipline, an employer presents a coercive message regarding unionization, and demonstrates the employer’s “economic power over employees.” The Board will find that employee attendance at a such meetings was compelled if (1) employees could reasonably conclude that meeting attendance is required as part of their job duties, or (2) employees could reasonably conclude that their failure to attend or remain at the meeting could subject them to discipline or any other adverse consequence.

Voluntary meetings, however, will remain lawful. The Board set forth specific guidelines that will provide an employer a “safe harbor” and under which it will find that a meeting in which an employer expresses its views and opinions on unionization is voluntary. Specifically, an employer must notify employees of the following:

- The employer intends to express its views on unionization at a meeting at which employee attendance is voluntary;
- Employees will not be subject to discipline or adverse consequences for failing to attend or leaving the meeting; and
- The employer will not keep attendance records of the meeting.

If an employer provides these assurances and adheres to the assurances, the Board will find that the meeting was not mandatory. The Board clarified that where an employer fails to provide these assurances, it does not automatically render the meeting unlawful – that will depend on the circumstances.

In light of the decades-old precedent permitting such meetings, and employers’ understandable reliance on that precedent, the Board determined that its holding will only be applied prospectively. How long this decision remains Board law, however, is a separate question. With the election of Donald Trump, Republicans will eventually constitute a majority of the Board. This decision will likely be an early target for reversal.

Personals

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

Retiree **Carl Anstine**, who passed away on November 14, 2024.

DO BUY Holiday Dining

<p>TURKEY</p> <ul style="list-style-type: none"> » Boar's Head » Foster Farms » Thumann's <p>HAM</p> <ul style="list-style-type: none"> » Cook's Hickory Smoked Spiral Sliced Ham with Honey » Tyson <p>DINNER ROLLS</p> <ul style="list-style-type: none"> » Arnold » Bimbo Mini Croissants » Bimbo Dinner Rolls » Pillsbury Crescent Rolls » Pillsbury Ready-to-Bake Dinner Rolls » Sara Lee » Schmidt » Wegmans Dinner Rolls <p>VEGETABLES</p> <ul style="list-style-type: none"> » Birds Eye » Del Monte » Dole » Hanover Foods » Ore-Ida <p>CRANBERRIES / CRANBERRY SAUCE</p> <ul style="list-style-type: none"> » Dole » Ocean Spray <p>STUFFING</p> <ul style="list-style-type: none"> » Arnold » Kraft Stove Top » Oroweat » Strohmann » Schwebel's <p>SIDES</p>	<ul style="list-style-type: none"> » Betty Crocker » Kraft Mac & Cheese <p>DESSERT</p> <ul style="list-style-type: none"> » Cool Whip » Dianda's Bakery (San Francisco) » Entenmann's Cookies and Cakes » Marie Callender's » Reddi-Wip » Sara Lee Pies and Cheesecakes <p>RETAIL BAKESHOPS</p> <ul style="list-style-type: none"> » Albertsons » Cub Foods » Dave's Supermarket » Fred Meyer » Giant » Haggen » Jerry's Foods » Jerry's County Market » Kroger » Lunds & Byerlys » Roseauers » Roth's Fresh Markets » Safeway » Schnucks » SuperValu » Vons <p>WINE</p> <ul style="list-style-type: none"> » Almaden » André » Arbor Mist » Balletto » Baries & Jaymes 	<ul style="list-style-type: none"> » Black Box » Carlo Rossi » CK Mondavi » CR Cellars » Charles Krug » Chateau Ste. Michelle » Columbia Crest » Farron Ridge » Gallo Estate » Gallo of Sonoma » Saddle Mountain » Scheid Vineyards » St. Supéry » Tott's » Turning Leaf
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This list does not include all available union-made products and services. We welcome your suggestions and invite you to add your union-made products to our online database at union-label.org.

Please advise the Department if you see a product listed in error. While we do our best to verify accuracy of our listings, some products may be incorrectly listed on occasion.

RMC 2108 Retirees Corner

It's hard to believe that this year is already coming to an end. As retirees with the CWA, there were many challenges we addressed over that past 12 months and there were also many things we can look back on and be grateful for as well. With the political environment shifting in a big way, I'm sure next year won't be any different.



I hope you can find the time to celebrate with us at our holiday luncheon on December 11, 2019 at 11:00am. We ask that you bring an unwrapped toy and canned goods so we can make the holiday season a bit more joyous for those less fortunate than us!!

Come and enjoy!!

Calvin C Foster Jr
President- RMC 2108

Labor Secretary Nominee Lori Chavez-DeRemer Must Hold the Line for Working People



President-elect Trump's nominee for U.S. Secretary of Labor, Rep. Lori Chavez-DeRemer, has shown that she understands the importance of labor union membership and the right to collectively bargain by co-sponsoring the Protecting the Right to Organize Act (PRO) and the Public Service Freedom to Negotiate Act.

This sets her apart from Trump's other nominees and his close advisor Elon Musk. Many of those nominees helped draft Project 2025, a handbook for the second Trump Administration, which

proposes to allow management-run fake unions, repeal of overtime pay and minimum wage laws, elimination of health and safety standards, and abolishing the rights of public sector workers to join unions. Musk has called for the wholesale elimination of federal regulations, including those that protect workers from abuse, exploitation and harm.

Promoting the welfare and rights of working and retired Americans is the central purpose of the U.S. Department of Labor. The two most recent Labor Secretaries, Marty Walsh and Julie Su, have done an outstanding job advancing that mission. We are counting on Rep. Lori Chavez-DeRemer to hold the line for working people and reject attempts by anti-worker extremists in the Trump Administration and Congress to enact Project 2025 and endanger workers' livelihoods and lives.

Local 2108 Calendar

DECEMBER 2024

- 11 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 11 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 14 Hanukah Begins
- 25 Christmas Day
Local Office Closed



JANUARY 2025

- 1 New Year's Day
Local Office Closed
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- 8 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
 - 8 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
 - 20 Martin Luther King Jr. Birthday

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, December 11, 2024 - 6:00pm
RMC 2108 Meeting - Wednesday, December 11, 2024 - 11:00am

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Communications Workers of America Local 2108




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Amory Proctor - Executive Vice President
Tamera Nelson - Secretary-Treasurer
LaTasha Carpenter - Vice President

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