

Tentative Agreement Between CWA and Verizon Reached After Months of Talks

SUMMARY OF TENTATIVE AGREEMENT
BETWEEN
COMMUNICATIONS WORKERS OF AMERICA
DISTRICT 2-13 AND DISTRICT 1 NJ
AND
VERIZON MID-ATLANTIC

MARCH 2, 2026



In mid-2025, CWA, IBEW, and Verizon entered early discussions to see if a contract extension could be reached ahead of the 2026 expiration. By late June 2025, talks broke down because Verizon "had not adequately responded to the needs and priorities" of union members. CWA announced it would instead prepare for full bargaining in 2026.

This set the stage for the renewed discussions that ultimately produced the March 2026 tentative agreement.

fordable Care Act comes under threat. This means that care is becoming more expensive for everyone, regardless of your insurance coverage. In the face of these challenges, we have managed to secure an extension agreement that represents a significant achievement for our members. It includes incremental increases similar to what we have seen in past agreements, along with an economic package designed to help offset the rising costs of healthcare. This is a significant victory for our members, offering them a genuine sense of security for their future in these rapidly evolving technological times.

This contract extension includes major gains and no givebacks:

- Increases wages
- Increases pension band values
- Adds a significant number of new CWA-represented jobs
- Adds work to the bargaining unit
- Continues the Work-at-Home Agreement

It includes up to an additional \$1,000 per year healthcare subsidy for pre-Medicare retirees hired on or after August 3, 2008, by increasing the maximum annual benefit to \$15,440 and reduces the number of Net Credited Service years to reach the maximum subsidy amount from 25 to 20.

The agreement also includes improved opportunities for retirement savings for employees hired on or after October 28, 2012, in the form of an additional annual CPS award of \$3,100.

Over the life of the agreement, the compounded value of the wage increase will be 17.62%, which includes an additional 1% added to the July 2026 wage increase negotiated under the previous contract.

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.

Over the past decade since the strike in 2016, our Union has experienced significant changes, and the landscape we are navigating has shifted dramatically. The current federal government has shown that it is not afraid to fire workers who stand up for their rights and is willing to undermine our union contracts. At the same time, the National Labor Relations Board has been weakened, leaving us more vulnerable than ever. On top of all of this, we are grappling with a healthcare affordability crisis that affects people across the nation. Healthcare costs are skyrocketing in every industry, and the situation has only gotten worse as government funding for health care has been slashed and the Af-

Verizon CPS Award For 2025 - \$750.00

The Verizon Corporate Profit Sharing Award for plan year 2025 is \$750.00. The award will be pro-rated for those employees who participated for more than 90 days but less than 12 months in the plan year. Employees who resign or are discharged for cause prior to December 31 of the Plan Year forfeit their eligibility. CPS Distribution for each eligible part-time employee will be prorated as a percent of the normal work week for a full-time employee in the same title.

The Corporate Profit Sharing Award will be paid on **March 13, 2026**.

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>



Understanding Verizon Mid-Atlantic Retiree Pre-Medicare Medical Options

Premium calculation

The total annual premium for each retiree medical plan option is determined before the start of the applicable plan year on an actuarial basis. This calculation is based in part on utilization, claims experience, and the number of covered lives (retirees and dependents) during the two preceding years. For example, 2026 premiums (calculated in 2025) are based in part on 2023 and 2024 utilization, claims, and covered lives data.

Pre-Medicare retirees with an initial hire date prior to August 3, 2008

For pre-Medicare retirees with an initial hire date prior to August 3, 2008 ("Pre-2008 Retirees"), Verizon's annual contribution toward retiree medical coverage is limited. These limits, referred to as the Company Retiree Contribution Caps or "caps", are:

Retiree Only \$12,580, Retiree + 1 \$25,160, Retiree + Family \$31,450

These contribution values subsidize the total annual premium cost of the Verizon medical plans. When the cost of the selected plan option exceeds the cap, the pre-Medicare retiree is assessed and billed the balance of the cost payable to Verizon.

Pre-Medicare retirees with an initial hire date on or after August 3, 2008

For pre-Medicare retirees with an initial hire date on or after August 3, 2008 ("Post-2008 Retirees"), Verizon's annual contribution toward retiree medical coverage is currently \$576 for each full year of net credited service ("NCS") up to a maximum of 25 years.

Alternative options

In past bargaining, CWA and Verizon agreed to explore additional medical plan options and/or a Health Reimbursement Account (HRA). For the 2026 plan year, the premiums for all Verizon-offered pre-Medicare medical plan options exceed the caps. As a result, CWA negotiated an additional plan option and an HRA, which are available to Pre-2008 and Post 2008 Retirees.

Additional medical plan option available in 2026

The Surest Alternative Plan offers a lower premium, varying co-pays, no deductibles, and no coinsurance, but comes with an out-of-pocket maximum higher than the MCN and MEP PPO options. Co-pays vary depending upon the procedure, as well as the provider.

Health Reimbursement Account (HRA) options available in 2026

HRA options are available as an alternative to Verizon medical plan coverage. Eligible Pre 2008 Retirees may elect to assign their cap value to an HRA. Eligible Post-2008 Retirees may elect to assign their NCS-based subsidy value to an HRA. Two HRAs are available: the Pre-Medicare Exchange HRA and the Pre-Medicare HRA. The Pre-Medicare Exchange HRA offers access to medical plans offered by the individual marketplace. The Pre-Medicare HRA requires retirees to have non-Verizon sponsored medical coverage (e.g., through another employer, a spouse's employer, or the VA). The HRAs can be used for reimbursement of certain out of pocket medical expenses such as after-tax premiums, co-pays, deductibles, and prescriptions, as well as certain dental and vision expenses, for the retiree and their eligible dependents. NOTE: Retirees must elect the HRA as opting out of medical coverage does not automatically default to the HRA.

Verizon Benefits Center

Retirees are strongly encouraged to contact the Verizon Benefits Center at 1-855-489-2367 or visit verizon.com/benefits connection for detailed information on specific options available to them.

Health Care Benefits Coordinator (HCBC)

CWA has negotiated for a Health Care Benefits Coordinator (HCBC) to assist retirees with their retiree benefits. Tom Ballek, an active CWA member of Local 13500, serves as the HCBC for retirees. After speaking with the Verizon Benefits Center, retirees may contact Tom to ad-

dress questions they may still have regarding specific benefit eligibility.

Tom Ballek

Thomas.L.Ballek@verizon.com

Ph. 866-248-4449

CWA Pushes For Broadband Oversight

For years now, CWA has been leading the charge to address many problems that are emerging as traditional phone networks are retired and replaced with broadband and VoIP. CWA Locals in Maryland recently attended House and Senate Hearings in Annapolis to provide insight and insist on regulatory oversight to address many concerns that are popping up such as:

•**Declining service quality** — As carriers move away from regulated copper lines, CWA reports that many customers are seeing deteriorating service and slower repairs.

•**Lack of public oversight** — Broadband and VoIP are not regulated like traditional telephone service, leaving states with limited tools to enforce reliability, safety standards, or consumer protections.

•**Uneven access and digital divide** — Without oversight, CWA argues that companies may under invest in rural or low-income areas, worsening inequities in access.

•**Worker impacts** — CWA believes that deregulation contributes to job cuts, outsourcing, and reduced investment in skilled telecom technicians.

Competition has not solved these problems or closed the digital divide either. 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.



CWA members from Maryland and DC push for regulatory reform as Broadband expansion highlights lack of consumer safeguards and how the digital providers respond to major service disruptions.

In the interest of changes in technology and expense to the Local, the CWA Local 2108 Executive Board had proposed a change in the Local's Bylaws to be able to conduct elections by other methods other than the U.S. Postal Service as currently spelled out in Article XIV of the Bylaws. After consultation with the CWA District Office, the following proposed changes to the bylaws were unanimously passed by the membership in attendance at the February, 2026 Membership Meeting.

Existing Language:

Article XIV - Nomination and Election of Officers

Section 2 - Local Elections - Election of Local Officers shall be by secret ballot of the membership by the end of November. The ballot will be conducted through the U.S. Mail.

New Bylaws Language:

Article XIV - Nomination and Election of Officers

Section 2 - Local Elections - Election of Local Officers shall be by secret ballot of the membership by the end of November.

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!!

Retirement Cash Flow Planning

Thursday, March 12, 2026 at 6:30 PM - Via Zoom
On-line workshop for all CWA locals

Retirement - What To Expect

Tuesday, March 24, 2026 at 6:30 PM - Via Zoom
On-line workshop for all CWA locals

How ready are you for retirement? In this session, you'll discover your Retirement Preparedness Score (RPS). This personalized tool helps you measure your readiness and identify areas for improvement. It's a smart first step toward a happy, fulfilling retirement.

CWA District 2-13 Retirement Benefits

Tuesday, January 20, 2026 at 6:30 PM - Via Zoom
On-line workshop for all CWA locals

Reservations are required 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**.



Personals

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

Retiree **Samuel Johnson**, who passed away on December 15, 2025.

Member **Manfred Peay**, who passed away on January 27, 2026.

Welcome to Local 2108

New Members

Zenimax QA

James Alexander	Steven Hoyle	Jeremy Reid
Justin Alexander	Christian Humen	Luis Retana
Logan Allison	Nicholas Janouris	Miguel Reyes Castillo
Patrick Au	Ryan Joyner	Jessica Robertson
Andrew Bakry	Ryan Keating	Pietro Santoro
Natalie Balderstron	Tyler Kelly	Shanon Schildtknecht
Chadwick Bartlett	Adam Kloc	Edward Sciallo
Robert Becker	George Kolenky	Josh Seabolt
Claire Bork	Christopher Krietz	Andrew Seale
Wade Brown	Kevin Kuhn	Dylan Semititsky
Kevin Burns	Sean Lazer	Brian Seo
Amanda Burrelli	Joe Luu	Michael Shearer
Christian Byrnes	Wilson Luu	Kaylein Sheppard
Jonathan Cameron	Zach Lyon	Brady Shumway
Joseph Chambers	Kevin Mannikko	Kinse Sices
Joshua Chang	Brad Martin	Jessica Slater
Marius Cholewa	Daniel Mata Mora	Michael Sobien
George Churchill	Mike Mazzuca	John Stoffelen
Felipe Coimbra	Shawn McCullen	Steven Stores
Emily Crook	Stephanie Miller	Jason Tardencilla
Juniper Dowell	Autumn Mitchell	Matthew Tewksbury
Jordan Duenas	Dylan Mitchell	Kathryn Thomas
Michael Dumbrowski	Aaron Mitschelen	Samantha Thompson
Ilyasha Ellison	Brice Morgan	Sarah Tomesky
Nicholas Evans	Rachel Moskal	Justin Van Deusen
Benjamin Forde	Taylor Mullen	Daniel Varona
Alexandra Fralinger	William Newton	Keith Walton
David Galan-Duque	Kayla Oneda	Gaelen Wells
Bradsby Grabo	Jesse Oresky	Christopher Winings
Naomi Green	William Pegus	Nestor Zerpa
Adam Hampton	Andrew Poff	Jennifer Furmont
Lawrence Hayes	Garrett Pomeroy	Rebecca Miller
Benjamin Hemphill	Tyler Pomplon	Bayley Donatelli
Andrew Henson	Gary Powell	
Skylar Hinnant	Michelle Pucciariello	
Brianne Hogue	Lena Reed	

Congratulations to Recent Retirees:

Leroy Haynesworth	Anthony Cirri
Tawana Serrano	Stephanie Butler-Taylor
Michelle Golden	Tracey Williams
Margarita Lopez	Jonathan P. Murphy
Hafeeza Shabazz	Samuel Paige
Dudley Woolford	Mark Kuhn

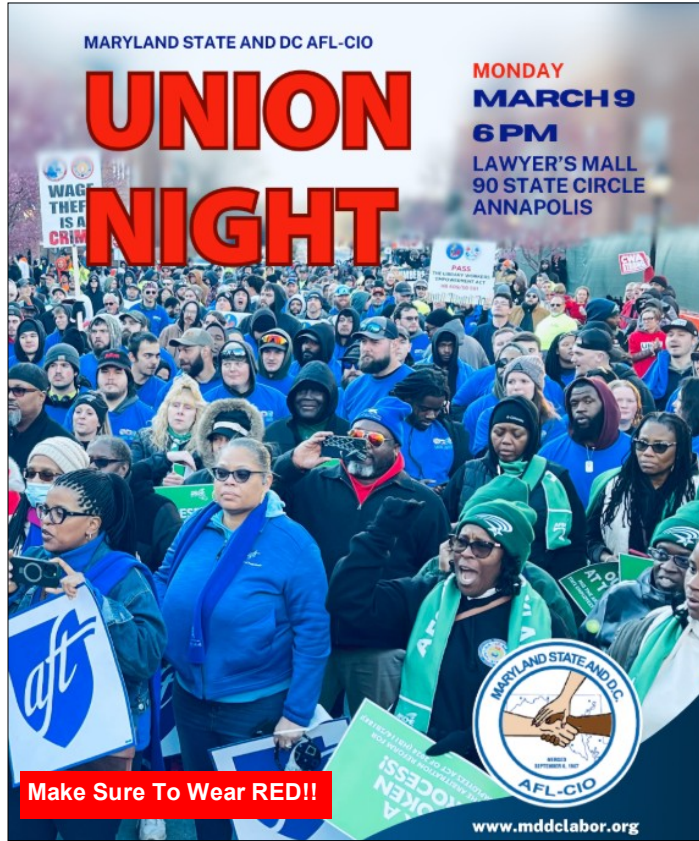
Be There or Be Square!! Union Night 2026 - March 9th, 6:00PM

CWA Local 2108 needs all of our members to show up on March 9 and ask legislators one simple question: Whose side are you on?

On **March 9 at 6:00 PM**, union members from across Maryland will gather at Lawyer's Mall in **Annapolis** for the Maryland State and DC AFL-CIO's annual **Labor Night** and we need you there.

This is our chance to show lawmakers exactly who keeps this state running.

When working people show up together, elected officials pay attention. When we stand shoulder to shoulder, our issues can't be ignored. Whether it's protecting and expanding collective bargaining, defending public services, or fighting for economic justice, Labor Night is about demonstrating our strength in numbers. It is about visibility, energy, and reminding lawmakers that working people power Maryland's economy and public life. When we show up strong, it matters.



Local 2108 Calendar

MARCH 2026

- 8 Daylight Saving Time Begins
Set Clocks Ahead 1 Hour
- 11 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 11 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 17 St. Patrick's Day



- 27 Verizon Contract Ratification
Ballots Counted

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



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

MARK YOUR CALENDAR: Membership Meeting - Wednesday, March 11, 2026 - 6:00pm RMC 2108 Meeting - Wednesday, March 11, 2026 - 11:00am




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Tamera Nelson - Secretary-Treasurer
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