

BLOCK THE CORPORATE CABINET

Don't let billionaire corporate raiders take over our government to benefit their bank accounts at our expense.



Funded By: Goldman Sachs

Known as "The Foreclosure King," Mnuchin helped bring on the 2008 Financial Crisis.

Aggressive Foreclosures on Seniors

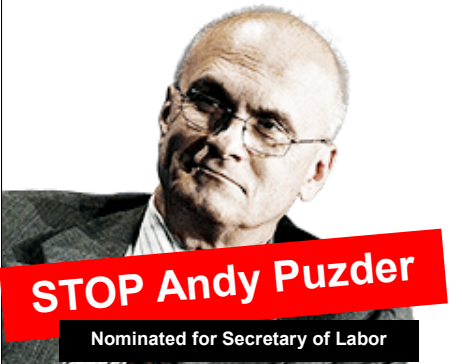
OneWest, a bank owned by Mnuchin, stopped at nothing to foreclose on struggling homeowners during the financial crisis—including a 90-year-old woman who owed just 27 cents. [*New York Daily News*, 12/1/16]

All the Worst Practices on Wall Street

Sen. Elizabeth Warren said Mnuchin "participate[d] in all the worst practices on Wall Street...spending two decades at Goldman Sachs helping the bank peddle the same kind of mortgage products that blew up the economy." [*Politico*, 11/29/2016]

His Top Priority is Deregulating the Big Banks

Mnuchin has even admitted that his number one goal as Treasury Secretary is attacking the reforms intended to rein in "too big to fail" banks after the financial crisis—so they can go back to their dangerous ways. [*Politico*, 11/30/2016]



Funded By: Hardee's/Carl's Jr.

This fast food multi-millionaire wants to slash worker protections.

Opposes Living Wage & Overtime Protection

Puzder would block an increase to the federal minimum wage and cut overtime protections, while making millions of dollars a year off the backs of minimum-wage fast food employees. [*Business Insider*, March 2016]

A Record of Union-Busting

Puzder's company has hired union-busting firms and been charged with firing workers for engaging in union activity. [DOL; NLRB]

Cutting Jobs & Automating Service

Puzder wants to open fully automated restaurants, so he can replace workers with machines instead of paying a higher wage—and so he won't have to worry about being sued for discrimination. (*Business Insider*, March 2016)



Funded By: WL Ross & Co.

This vulture investor made billions on the backs of workers.

Offshoring Thousands of Jobs

Ross is known as a "master of outsourcing to China." Ross has a record of gutting American manufacturing companies, slashing their operations and offshoring their jobs to Mexico and China. [*Daily Beast*, 11/17/2016]

Firing Workers and Busting Unions

Ross "squeezes every last nickel out of [companies] by firing workers and shipping business lines offshore, and manages to profit in the exchange, usually by navigating the companies through bankruptcy." [*The Nation*, 11/30/2016]

Neglecting Worker Safety, Leading to 12 Miners' Deaths

Ross owned the Sago coal mine where a dozen West Virginia miners were killed in 2006. He knew about hundreds of safety violations but did nothing. [*The Nation*, 11/15/2016]



Funded By: Big Drug and Insurance Companies

If Tom Price is confirmed as Secretary of Health and Human Services, he will lead the charge to privatize Medicare.

A Tool of Big Drug and Insurance Companies

In Congress, Price received hundreds of thousands of dollars in contributions from big drug and insurance companies that would benefit from his privatization agenda—and hurt working families.

Radical Views

Price's extreme positions favor corporate profits and hurt working families. He said, "nothing has had a greater negative effect on the delivery of health care than the federal government's intrusion into medicine through Medicare." [*Politico*, 2009]

Wants to Privatize Medicare

According to the *Washington Post*, "Price is a longtime advocate of a Medicare [privatization] where the government would provide assistance for seniors to buy private health insurance plans.

Block the Corporate Cabinet (continued on page 3)

"When injustice becomes law, resistance becomes duty." -

Thomas Jefferson

I love that quote! Sadly, for the next four years it's probably going to become the mantra of the 99% of Americans who make up the middle class and the poor in this country. The Executive Orders issued and the billionaires nominated for Trump's "Corporate Cabinet" (see front page) since January 20th show that, unless you are one of the "1%", you are under attack.

"I love the right to work," Trump said on the campaign trail last February. "It is better for the people. You are not paying the big fees to the unions." Surprise, surprise, less than two weeks after Trump's inauguration, Representative Joe Wilson (R-SC) and Steve King (R-IA) introduced a bill to amend the National Labor Relations Act and the Railway Labor Act to prohibit "security clauses". These provisions permit union-management contracts that require all employees to join a union, or to at least pay dues, as a condition of employment.

Wilson and King claim that "at least 80% of Americans are opposed to forcing employees to pay dues", and that their bill would protect workers by eliminating the forced-dues clauses in federal statute. They go on to say that this is "common-sense reform, which is needed to protect American workers and create jobs." I know that some of our members prefer not to have profanities in our newsletter, so I guess I'll just call "Alternate fact! Alternate fact!" instead of calling bullshit.

Wilson and King introduced a version of this bill in 2015, but previous efforts to advance this type of federal legislation typically gained little traction. Right-to-work fans have reason to be more optimistic this time, though, with Republicans who support such laws in control of both chambers of Congress, plus the White House, for the first time in years.

Right-to-work laws give workers the option to stop supporting their unions, while still enjoying all of the benefits of union representation and collective bargaining. This is commonly called "free riding". Under U.S. labor law, a union must represent all employees in a workplace it has unionized, even those who may not want to be in a union. Unions argue that it's only fair for all workers to contribute money to help cover the costs of bargaining and representation. It's hard enough to accept the fact that scabs enjoy the same negotiated pay and benefits as those who walked a picket line for 49 days last year at Verizon. Imagine if they could choose not to pay any dues, while reaping the rewards of your sacrifice!

With the recent additions of Wisconsin, Kentucky and West Virginia, currently 28 states have passed right-to-work laws. The passage of a national right-to-work bill would make it the law of the land in all states, regardless of their own statutes.

Even if Dems can beat back such proposals in Congress, right-to-work may spread anyway, thanks to the Supreme Court. Unions narrowly dodged a bullet last year when the case known as Friedrichs died with a split decision, following Justice Antonin Scalia's death. A conservative majority could have ruled in favor of the plaintiffs, a group of public school teachers in California who argued that public-sector workers should not be required to pay any union fees. Right-to-work backers plan to try again once a solid conservative majority is in place on the Supreme Court. Trump put forth a conservative nominee, Neil Gorsuch, just last week.

AFL-CIO President Richard Trumka explained the dangers of this right-to-work bill very well: **"Right-to-work is a lie dressed up in a feel-**

good slogan. It doesn't give workers freedom—instead, it weakens our right to join together and bargain for better wages and working conditions. **Its end goal is to destroy unions.** Numbers don't lie. Workers in states with right-to-work laws have wages that are 12% lower. That's because unions raise wages for all workers, not just our members. A recent Pew survey shows that 60% of Americans support unions. They clearly see the value of coming together with their co-workers to tackle inequality. Right-to-work is not the will of the people; it's legislation pushed on working people by corporations that want to ship jobs overseas, cut health and safety protections and pay lower wages. This is an attempt by corporate CEOs to further tip the scale even more in their favor, at working peoples' expense."

Right-to-work legislation will destroy the only effective voice American workers have on the job. It's intention is to cut organized labor off at the knees by making it impossible to finance the tough work American unions do to represent and protect working people. If America's unions go broke, corporate CEOs can steamroll over their workers, with no one to stand in the way. Remember that since 1978 the percentage of American workers in labor unions has been cut in half. During that same period of time the average pay has increased **997%** for CEOs and **10.9%** for workers. This is no coincidence.

The time has come. **Resistance is now our duty.** Please call your Senators on 866.692.1725 today and tell them you are opposed to Trump's billionaire cabinet. Watch the 2108News, our Facebook page and our website for upcoming days of action to call or write to your legislators in support of or in opposition to future nominees and legislation, such as this right-to-work bill. Stay informed. Stay involved. It's our duty!

In Solidarity,

Marilyn

The Vincent & Patricia Maisano Labor Scholarship Program

This scholarship award is being presented as a tribute to the second CWA District 13 International Vice President and the former Secretary-Treasurer of CWA Local 13000. Both of these individuals retired in April of 2005. Vince and Pat both placed a high priority on education.

All CWA District 2-13 members, their spouses, children and grandchildren (including dependents of laid-off, retired or deceased CWA District 2-13 members) who are or were members in good standing at the time of separation from the Union may apply. 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. Prior winners may not apply.

One (1) scholarship, to be paid at the rate of \$1,000.00, will be awarded to an eligible applicant from the District 2-13 Potomac Region.

Applications will be accepted during the months of December through March. Final deadline is March 31st of the year in which the scholarship will be awarded.

The winners will be chosen by lottery drawing. To apply online, go to:

<https://district2-13.cwa-union.org/pages/scholarship-d213>

No matter who we voted for last November, none of us wants a cabinet filled with Wall Street billionaires or fast-food executives who prefer robots to human workers. That's why CWAers are mobilizing to [Stop the Corporate Cabinet](#).

You need to Call your Senators now at **1-866-692-1725**. Tell them to block the corporate takeover of our government.

CWA has been working to block Trump's cabinet picks which include **Commerce Secretary** pick Wilbur Ross, a billionaire known as the "king of bankruptcy," who devastated communities by buying up companies and shipping jobs overseas; **Secretary of Labor** pick Andrew Puzder – CEO of fast-food conglomerate CKE Restaurants, who opposes minimum wages and overtime; Tom Price for **Secretary of Health and Human Services**, who has a radical plan to destroy Medicare and force seniors to rely on private insurance; and **Secretary of Treasury** pick Steve Mnuchin. For a presidential candidate who railed against Wall Street "getting away with murder," naming Mnuchin as Treasury Secretary is a slap in the face of millions of working families who will be victimized by this Wall Street-rigged economy.

The 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.

Fifteen partial college scholarships of \$3,000 each are being offered for the 2017-2018 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.

Applications are accepted during the months of November through April. Final deadline for the 2017-2018 school year is April 30, 2017.

To apply online, go to:

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

Welcome to Local 2108

New Members

Monica Jones

Elijah Thorne, III

Muhammad Ghanizadeh

Jamar Terrell

Ken Singleton

Yusuf Washington

Elvis Cigarruista

Tony Meeks

Marie Harrison

Transferred Members

Tony Meeks

DaShawn Ennis

Congratulations to Recent Retirees:

Mike McCall

John Lozupone



By: Matt Klingman

What is the Contract?

Hopefully everyone reading this understands the Contract is a Collective Bargaining Agreement (CBA) between the CWA and Verizon. This means that the company has the ability to manage the business however they see fit except where the CBA states limitations on the company. One item that is huge, but not often thought about is wage tables. I get paid my hourly amount on exactly two things, my job title and my seniority. It doesn't matter my age, race, gender, who my parents are or what my favorite football team is. Ask anybody who has a non-Union job if that's the case and I doubt you will find that corporations that are not forced by a CBA to treat their employees equally, do so.

Reading and understanding the CBA is something every member should try and do. Within its covers you can find many things, some great, some good and some that could use improvement. When you understand what our contractual rights are, you empower yourself against misinformation and possible disregard by management.

Forced overtime is usually a hot topic which generates a lot of questions. On page 235 you can read about what we were successfully able to bargain to limit the amount of overtime we can be forced to work, how much notice we must be given and what steps Verizon must take before they can force anyone to work overtime. Prior to this language, the company could force whenever and how much overtime they wished, without prior notice.

Article 30 speaks to Holidays. It speaks to pay compensation, but does not guarantee you will be assigned off. Working a Holiday is not considered forced overtime or a sixth day assignment.

When contract negotiations come around, understand that is exactly what is happening. The Union is negotiating with the company everything within the CBA. Everything that we have fought for in the past is up for grabs so it is paramount to show unity and conviction to the cause. The company would certainly prefer that we have no voice in the running of their business. It is in our best interest not only to protect our rights but to try to expand them. That is the why behind what we do. We wear red on Thursdays. We wear a button or stickers to show our support for different issues and causes. Get involved with politics because who is in office can have an effect on your ability to support your family. Get involved and stay involved and understand what we are fighting for in between contract expirations. An educated member is a powerful member, one that management will not be able to bully and abuse. The time for us to show solidarity is now, not just on the picket line.

Want to know more? Speak to your Steward or Chief Steward!

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



Sweets and Treats

- ♥ Allan Candy Company
- ♥ Brown & Haley
- ♥ Dare Foods Limited
- ♥ Frankford Candy & Chocolate
- ♥ Ghiradelli Chocolate Company
- ♥ Parrson's Candy Company
- ♥ Hershey Foods Corp.

(Hershey operates a number of non-union manufacturing facilities in the U.S. and Mexico that produce Hershey products, including Reese Peanut Butter Cups and more)

- ♥ Sconza Candy Company
- ♥ See's Candy
- ♥ Jelly Belly Candy Company
- ♥ Nestle USA
- ♥ Tootsie Roll Industries
- ♥ Russel Stover
- ♥ Necco



Wine

- ♥ Andre Champagne
- ♥ Columbia Crest
- ♥ Saddle Mountain
- ♥ Farron Ridge
- ♥ Balletto
- ♥ Charles Krug
- ♥ C.K. Mondavi
- ♥ C.R. Cellars
- ♥ Gallo of Sonoma
- ♥ Gallo Estate
- ♥ Turning Leaf
- ♥ Arbor Mist
- ♥ St. Supery
- ♥ Tott's Champagne

- ♥ Almaden
- ♥ Berelli Creel
- ♥ Bartles & James
- ♥ Black Box
- ♥ Carlo Rossi
- ♥ Scheid Vineyards Inc.
- ♥ Chateau Ste. Michelle



Flowers and Gifts

These union supermarkets offer flower arrangements created by union workers.

- ♥ Vons
- ♥ Safeway
- ♥ Pavillions
- ♥ Gelson's
- ♥ Costco
- ♥ Ralphs
- ♥ Giant
- ♥ Teleflora

(Offered through Union Plus, union members save 20% on orders when they shop through the www.unionplus.org website)



Local 2108 Calendar

FEBRUARY 2017

- 1 Chief Stewards Meeting - 9:30am
Local Office, Beltsville, MD
- 8 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 8 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 14 Valentines Day



- 20 President's Day
Local Office Closed

MARCH 2017

- 8 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 8 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 17 St. Patrick's Day



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, February 8, 2017, 6:00pm RMC 2108 Meeting - Wednesday, February 8, 2017, 11:00am



10782 Rhode Island Avenue, Beltsville, MD 20705
 Web Address: www.cwalocal2108.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
 Martlyn Irwin - President

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