

## 2016 Verizon Strike

# SCABS Who Turned Their Backs On Their Co-Workers

Without a doubt, the success in bargaining was directly attributed to the solidarity of our members on the picket line. Never have we seen the cohesiveness that was displayed by our membership in order to win a fair and equitable contract. But even in victory, there will always be the selfish few who don't have the foresight to realize that by standing together, we can achieve greater success. We here in Local 2108 call them "SCABS".

Now some of our members may be offended by the word "SCAB", but the American Heritage Dictionary defines a "SCAB" as: A) a worker who refuses membership in a labor union B) a person who works while others are on strike C) a person hired to replace a striking worker D) a low or contemptible person. We won't forget those who trespassed against us and will always remember the cowardice and selfishness they displayed while we fought for the benefits they now enjoy. The following is a list of "SCABS" we compiled while we fought the good fight. If you know of a deserving person who may have been inadvertently omitted, please give us a call here at the Local on 301-595-2108 so we can add them to our list along with their contemptible peers.

Abdullah, Takiya  
Aiken, Bob  
Ajiri, Christopher  
Akoto, Leslie  
Alexander, Marcus  
Allen, Joselle  
Ames, Marcus  
Anderson, Dave  
Arif, Dana  
Avery, Suzanne  
Bailey, Kiana  
Barrett, Candace  
Bates, Keinan  
Berg, Charles  
Berger, Tamara  
Blackwell, Christopher  
Blier, Kevin  
Boias, Beth  
Boyd, Aprell  
Boyd Sr, Michael  
Brown, Donovan  
Brown, Michael  
Brown, Nickesha  
Brown, Paulus  
Brown, Shelia  
Brown-Johnson, Arnetta  
Burke, Tyron  
Burwell, Denard  
Butler-Taylor, Stephanie  
Bynaker, Kimberley  
Camacho, Edwin

Carle, Tabatha  
Chabouksavar, Shamim  
Charles, Nigel  
Chatman, Monica  
Choate, Robert  
Clark, Jamere  
Clark, Nicole  
Clarke, Julius  
Colbert, Steven  
Coleman, Tasha  
Collins, Jonathan  
Consolly, John  
Cooper, Cheena  
Cooper-Conaway, Denise  
Cornish, Brooks  
Crawford, Traci  
Curtis, Trent  
Dalton, Marquita  
Davis, Catherine  
Davis, Durrell  
Davis, Reggie  
Day, Theresa  
Decker, Stephanie  
Delemar, Lawrence  
Diaz, Javier  
Dickerson, Ginele  
Dieterman, Michael  
Diggs, Ronald  
Dillon, Greg

Dixon, Patrick  
Doane, Randy  
Farley, Peter  
Fevrier, Tori  
Fitzgerald, Carlita  
Fleming, Kenneth  
Flemings, Demetria  
Fletcher, Andre  
Flowers, Sharon  
Foster, Breyana  
Fox, Lynn  
Franklin Jr. Donald  
Freeman, Josie  
Garcia, Jeffrey  
Gary, Adrian  
Gerkin, TJ  
Gilchrist, Lisa  
Good, Michelle  
Goodwin, Timothy  
Gordon, Jihad  
Gower, Steven  
Green, Shara  
Griffin, Delores  
Griffin, Theresa  
Guyah, George  
Hall, Roy  
Hamlin, Michelle  
Hamm Sr, Gary  
Harney, Barbara Jean  
Harrell, Cynthia  
Harris, Charles

Harris, Edward  
Harrison, Marie  
Hawkins, Duane  
Hayes, Dwayne  
Haynes, Pat  
Henry, Patnetia  
Henry, Porche  
Hicks, Matthew  
Holloway, Otha  
Hopkins, Polly  
Huff, Jennifer  
Hughes, Jumel  
Hurdle, Venus  
Ignacio, Andrew  
Ivey, Delores  
Jackson, Karen  
Joefield, Armani  
Johnson, Ashley  
Johnson, Dana  
Johnson, Geraldine  
Johnson, Kenneth  
Johnson, Mildred  
Jones, Dorothy  
Jones, Eleanor  
Jones, Talesha  
Jones, Tonya  
Jones-Temple, Janet  
Keitt, Katasha  
Keys, James Russell  
Kokiko, Charles  
KongPollard, Ann-

Marie  
Kufuo, Morowa  
Lawrence, Gregory  
Lawson, Folorunso  
Lea, Keith  
Leahy, Sean  
Lewis, Lolaine  
Lewis, Michael  
Livezey, Josephine  
Lorenz, Richard  
Lorick, Peter  
Marcus, Keil  
Marshall II, James E  
Martin, Dana  
McCants, Denise  
McCormick, Quintoria  
McGill, Natasha  
McKelvin, Brenda  
McKnight, Lori  
Minor, Christine  
Minor, Deborah  
Mitchell, Alissa  
Mitchell, Giselle  
Mitchell, Kenya  
Mitchell-Quick, Michelle  
Montgomery, Monique  
Moore, Keith  
Moore, Michele  
Moran, Mike  
Morrisey, Larna

Morusiewicz, Mark  
Mosley, Tomiko  
Murphy, Carroll  
Murray, Joel  
Nichols, Stacy  
Nnabuife, Ifeany  
Nock, Jerome  
Nock, Sean  
Nunez, Angel  
O'Banner, Kurt  
Owens, Wayne  
Paige, Derek  
Parr, Crystal  
Parr, Matthew  
Parris, Russell  
Parrish, Willa  
Patterson, Melanie  
Peele, Mervin  
Pettross, Kimberly  
Phang, Andrew  
Picking, Glen  
Pinnix, Charles  
Planter, Christina  
Poole II, Anton  
Poston-Garrison, Tyra  
Powers-Thomas, Denise  
Proctor, Nina  
Pugh, Jennifer

(continued on page 2)



It saddens and sickens me to share this page of our newsletter with the names of scabs. The selfishness and short-sightedness of each and every one of them hindered us in our battle against Verigreedy Verizon and extended the strike, and I, for one, will not forget it. I don't want to hear their excuses about not being able to strike due to needing health-care or having bills to pay. It's all bullshit, because their situations are not one bit different than those of our members who sacrificed and struck for 49 days. I hope the scabs hang their heads in shame as they collect their pay raises and ratification bonuses, use our excellent benefits and continue to work for a company that wanted to send their jobs to workers in the Philippines who are paid \$1.76 per hour, or force them to work out of state for months at a time. I hope they suffer pangs of guilt as they enjoy the fruits of our labor and our sacrifice.



With that being said, I've made a conscious decision not to think about the scabs anymore. Don't misunderstand---I won't ever forget what they did, and I will keep this list in my wallet every day for easy reference. I'm just choosing to wipe the scabs from my mind, because they are not worthy of my thoughts.

Instead, I choose to think about Chica Mouzon, and how my heart skipped a beat when I watched her tv interview on the first day of the strike. As she patted her 8-month pregnant belly, Chica told the reporter that, while the timing of the strike wasn't really convenient for her, "at least my daughter will be born knowing that her mom does the right thing".



I choose to think about Willie Perkins, holding his 3 year old son on the platform at the Rally on the White House. Willie's wife held their 1 year old twin daughters beside him as his son yelled into the microphone, asking the 700+ attendees, "What do we want?" and "When to we want it?" to their rousing responses of "A contract!" and "NOW!!!"

I choose to remember the two technicians whose first question when they heard that we had a tentative agreement was "But did the VZ Wireless workers get their first contract?" These techs realized (after two years and the firing of a union activist) that the wireless workers would never get a first contract from VZ without our collective strength. They knew that first contract for those 100 workers will open the door to the possibility of organizing tens of thousands of VZW workers in the future....a move that will increase our power at bargaining tables in the future.

I choose to think about the members, stewards and chief stewards who supported and manned the picket lines---not just 8 hours per week, but three, four, five days each week. Those who toted water, dumped trash, brought the spirit to lift up others who were struggling during the battle, helping them to realize they could indeed do this "one day longer". Those who did whatever needed to be done. I choose to remember the members who didn't cave to Verizon's mind games and intimidation by running back to work when VZ cancelled our benefits.

Lowell counted on that heartless move destroying this union, and our members saw right through it, using his corporate callousness to strengthen their resolve.

I choose to think about Darrell Rasin's thoughtful Facebook post late at night May 31st. We were returning to work the next morning, but he couldn't sleep because of all the thoughts running through his mind about the previous 49 days. Darrell wrote about the things he will always remember (the relationships forged on the picket lines, the feelings of solidarity and support for each other, his appreciation for the chief stewards) and the things he will never forget (Verizon's ten months of uncalled-for giveback demands, the billions of dollars they wasted attacking and disrespecting their employees, the very people who do the work and take care of their customers). Darrell's post was raw, honest, and right on time.

I'll write more next month, but in closing I want to ask each of you to take time to reflect on what we just accomplished. We stood up against Goliath, a corporation with profits that exceed \$1.5 billion per month, at a time when union membership is at an all-time low in this country, and WE WON! I've never been more proud to be a union member, and it is because of all of you.

In Solidarity,

*Marilyn*

( "SCABS" from front page)



Ragin, John  
 Reavis, Carmen  
 Redding, Christopher  
 Richburg, Charles  
 Rideout, Steven  
 Rizzutto, Justin  
 Robinson, Cleopatra  
 Rogers, Valicita "Monte"  
 Royster, Gerald  
 Sallitt, Daniel  
 Santiago Cuevas,  
 Radames  
 Saunders, Wayne  
 Savoy-Mitchell, Tanya  
 Searcy, Tisheena  
 Sellman, Jacinta  
 Seward, Valerie  
 Sherrrod, Valisa  
 Simmons, Fluerdli  
 Missy  
 Simmons, Michelle  
 Sloane, Kerry  
 Small, Pamela  
 Smead, Eugene  
 Smith Jr, Franklin  
 Smith, Keith L

Smith, Kia  
 Smith, Latoya  
 Smith, Shantelle  
 Nicole  
 Smola, James  
 Souder, Craig  
 Spence, Tameka  
 Spencer, Rachel  
 Spiker, James  
 Stashak, Paul  
 Stokes, Iyana  
 Stottlemeyer, Jennifer  
 Sutch, Christopher  
 Sylverain, Henry  
 Taylor, Janelle  
 Templeman, Gwen  
 Tidwell, Carolyn  
 Tongue, Robert  
 Trexler, Miriam  
 Tucker, Twanda  
 Valera, Alfonso  
 Vansant, Daungjai  
 Vereen, Vanessa  
 Verrett, Annitta  
 Wade, Lexi  
 Washington, Lisa

Waller, Tabitha  
 Wangalia, Mercy  
 Wanzer, Kristal  
 Washington, Jan  
 Washington-Bressand, Sherris  
 Watson, Kwesi  
 Webb, Andrew  
 Webb, Tandra  
 Wheeler, Dawn  
 White, Ivy  
 White, Kevin  
 White, Tania  
 Wilder, Dean  
 Willette, Andrene  
 Williams, Bradford  
 Williams, Kia-Tanya  
 Williams, Kimberly  
 Williams, Tiqua  
 Wolde, Sam  
 Wooten, Sharron  
 Woodson, Shantae

On June 17, 2016 Verizon workers along the East Coast overwhelmingly voted to ratify new contracts that were negotiated following a historic 45-day strike by nearly 40,000 workers.

Voting separately, CWA members in the New York-New England region (CWA District 1) and the Mid-Atlantic (CWA District 2-13) and in New Jersey overwhelmingly ratified four-year contracts.

Workers represented by IBEW Locals 827 (Mid-Atlantic) and 2213, New York, and T6 in New England also overwhelmingly ratified the contracts.

Verizon Wireless technicians ratified a separate agreement by an overwhelming vote. That contract covers about 100 VZW technicians in New York, and contract gains include a 10.9 percent wage increase over the four-year term, a \$1,250 signing bonus, new paid parental leave benefits and improvements in stand-by pay.

For Verizon Wireless retail store workers in Brooklyn, NY, and Everett, Mass., who overwhelmingly approved a separate contract, the first-ever contract makes major improvements in job security and other areas. The contract provides a first-ever grievance and arbitration procedure, protections against arbitrary discipline and firing, and restrictions on the company's ability to subcontract work. In a big gain, \$2,000 of performance-based pay now will be guaranteed as part of workers' base pay. The contract also gives workers the right to swap schedules, enabling workers to better balance their work and family lives.

Workers at Verizon Connected Solutions also ratified a separate four-year agreement that provides for the same benefit improvements as the core wireline agreement, and in a big gain for workers, maintains a key job title that ensures that these workers will receive wage raises according to the negotiated pay scale.

## BACKGROUND

On April 13, nearly 40,000 Verizon workers from Massachusetts to Virginia went on strike to fight back against the growing outsourcing, offshoring and contracting out of good jobs by the company. It was the largest strike in recent history, and ended after 45 days with a groundbreaking agreement that will create good jobs, significantly raise pay for tens of thousands of working families, and secures the first contract ever for Verizon's wireless retail workers. The terms of the new contracts were described in the New York Times as a "**real shot in the arm for unions**" and by other media outlets as a "**huge victory for all workers**" and proof that "**strikes still work.**" Experts on modern working standards said it showed "**that the labor movement can expand and thrive in today's economy.**"

## Highlights from the ratified wireline contracts include:

- **A 10.9 percent raise over the next 4 years with compounded interest**, including 3% upon ratification, and 2.5% on each anniversary of the contract.
- **\$1250 signing bonus in the Mid-Atlantic and and a minimum of \$700 in Corporate Profit Sharing payments in each of the next four years.**
- **All call centers that had been threatened with closure in the Mid-Atlantic region will remain open.**
- An increased percentage of customer service work will be handled by unionized workers. As a result, **Verizon will add 1,300 call center jobs**, 850 in the Mid-Atlantic and 450 in the Northeast.
- **Existing job security language is preserved**, as is existing language on transfer and seniority protections for retirement incentives. All of the company's proposals on forced interstate transfers of technicians were withdrawn.
- There will be **three 1% increases in the Defined Benefit pensions** over the life of the agreement.
- The parties agreed to changes to active and retiree healthcare that generate savings to the company while protecting excellent plan designs for medical care.

## Personals

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

**Bonita Jonas**, sister of **Lufrey Jonas** who died in March.

**Cheryl Smith Crawford**, sister of **Julie Butler** and **Lynette Smith** who died on February 28, 2016.

**Eloise McCowan**, mother-in-law of **Judy Profit McCowan** who died on March 11, 2016.

**William H Anthony**, father of retired member **Dedria Tyree** who died on March 13, 2016.

**Jeffrey Pickwick**, an active member who died on April 1, 2016.

**Agnes Trolia**, wife of retired member **Tom Trolia** who died on April 1, 2016.

**David Levi Washington, Sr.**, father of **David Washington**, who passed away April 2, 2016.

**Mary M. Goldbeck**, mother of **Paul Goldbeck** who died on April 15, 2016.

**John H. Lloyd, Jr.**, father of **Joan Turner** who died on May 2, 2016.

**Michael Carter**, an active member who died April 27, 2016.

**William E Lester**, father of **Robin Barnhart**, father-in-law of **Melissa Lester**, who passed away May 9, 2016.

**Randall W. Kramer**, an active member who died May 17, 2016.

**Ted Bailey**, husband of member **Belinda Bailey**, who passed away May 28, 2016.

**Marla Owens Williams**, an active member who died on June 11, 2016.

**Angela Vargo**, mother-in-law of **Dean Smith**, who passed away June 15, 2016.

**Steve Carzon**, a retired member who died on June 16, 2016.

**Carl Anderson**, father of **Michael Anderson** and father-in-law of **Terri Anderson** who died on June 22, 2016.

## Congratulations to:

**Wes Obarr** on the birth of his grandson, **Dominic Wayne Hammond** on March 20, 2016.

**Michele Moore** on the birth of her granddaughter, **Brooklyn Nicole Munck** on April 11, 2016.

**Chica Mouzon** on the birth of her daughter, **Maya Chimere Mouzon** on May 27, 2016.

**Tershanda Huff** on the birth of her twin boys, **Masen and Mehki Huff**, born June 2, 2016.

## Congratulations to Recent Retirees:

Frederick Vermillion  
David Keister  
John Beles



Roger Dumas  
Ed Torres

### RMC 2108 Retirees Corner

So, I know you're thinking now that the CWA-Verizon contract has been ratified we can go back to the daily routine of retired life and enjoy the summer...not so fast!! Do you know how your retiree benefits are affected and understand the changes that may or may not change in the new agreement?



Your questions and other issues surrounding the new contract will be explained at the July Retired Members Council meeting.

Also, come out to take pleasure in seeing some old friends and enjoy our summer luncheon on July 13, 2016 at 11:00am.

See You There!!

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



## 10th ANNUAL LABOR NIGHT

FRIDAY, JULY 22 • 7:05 PM



VS.



**Enjoy Exclusive \$10 Labor Night Tickets at Nationals Park!**

A portion of the proceeds benefit  
Community Services Agency, AFL-CIO

To order tickets, contact:

**CWA Local 2108**

301-595-2108

Tickets are limited and sold on a first come-first serve basis.

See you at the game!!

## Local 2108 Calendar

### JULY 2016

4 Independence Day  
Local Office Closed



13 RMC 2108 Meeting - 11:00am  
Local Office, Beltsville, MD  
13 Membership Meeting - 6:00pm  
Local Office, Beltsville, MD

### AUGUST 2016

3 Chief Stewards Meeting - 9:30am  
Local Office, Beltsville, MD  
10 RMC 2108 Meeting - 11:00am  
Local Office, Beltsville, MD  
10 Membership Meeting - 6:00pm  
Local Office, Beltsville, MD  
21-24 CWA Human Rights Conference  
Atlanta, Georgia

### 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, July 10, 2016, 6:00pm  
RMC 2108 Meeting - Wednesday, July 10, 2016, 11:00am



10782 Rhode Island Avenue, Beltsville, MD 20705

Web Address: [www.cwalocal2108.org](http://www.cwalocal2108.org)

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

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LaTasha Carpenter - Vice President

Johnny Brown - Secretary-Treasurer

Amory Proctor - Executive Vice President

Marilyn Irwin - President

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LOCAL 2108

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