

CWA Outlines Legislative Agenda - Workers' Rights Issues Take Center Stage

CWA leaders will be convening in DC the first week of June for the Presidents meeting and immediately following that conference, the Legislative/Political Conference will begin. CWA Locals will be setting up meetings with their legislators to discuss issues that affect our members and workers across the country.

CWA Worker Power Agenda

It is increasingly clear that billionaires and corporations have come to dominate our political system. As a result, public policy reflects the preferences of those very powerful interests. We have seen huge tax cuts for the super-wealthy and corporations that offshore jobs, the gutting of worker protection agencies and attacks on union rights, and the green-lighting of technologies that worsen or displace jobs in order to enhance corporate profits. And what has the working class received? Job cuts, health care cost increases, ever-higher prices, and attacks on our unions. It is time to reclaim our power and put workers over billionaires.

For years, CWA members have faced attacks on our jobs and our unions from greedy corporations and anti-worker politicians. In recent years, many of those problems have worsened with the gutting of worker protection agencies, the increasing use of artificial intelligence systems without guardrails, and a tax code that increasingly rewards profits instead of good job creation. It's time for policies that protect good jobs and strong unions.

H.R. 20/S. 852, the Protecting the Right to Organize (PRO) Act: This bill would restore the right of workers to freely and fairly form a union and bargain together for changes in the workplace. The PRO Act would strengthen penalties against companies for illegally firing workers for union activity, ban mandatory anti-union captive audience meetings, prevent worker misclassification, protect workers' right to strike, and utilize arbitration to help workers get their first contracts sooner.

H.R. 2736/S. 1352, the Public Service Freedom to Negotiate Act: This bill would set minimum standards to ensure that all state, local and municipal workers nationwide have the right to organize and collectively bargain. If enacted, public employees would have the freedom to join together in a union, collectively bargain, access mediation or arbitration mechanisms, use voluntary payroll deduction for union dues, and sue in court to enforce their labor rights.

H.R. 5206/S. 2731, the Empowering Striking Workers Act: This bill would help to protect workers from the financial and personal risks of striking. It would make workers across the country who go on strike, or who are being locked out, eligible for unemployment benefits after 14 days of striking.

H.R. 995/S. 409, the No Tax Breaks for Outsourcing Act: This bill would eliminate the tax breaks that motivate companies to move much needed American jobs overseas. H.R. 1, the massive budget bill enacted in 2025, creates permanent lower rates for foreign profits, creating incentives for companies to move money and jobs overseas. The No Tax Breaks for Outsourcing Act would level the playing field and incentivize domestic investment.

H.R. 6371, the No Robot Bosses Act: This bill would prevent dis-

crimination and wrongful discipline by prohibiting employers from relying exclusively on an automated decision system in making an employment-related decision, enhancing protections for both job applicants and company employees.

H.R. 4954/S. 2495, the Keep Call Centers in America Act: This bill would create accountability measures for companies that continue to disinvest in our communities and eliminate customer service jobs. To better protect call center workers and American consumers, the bill would require businesses to notify the Department of Labor before relocating a call center overseas, create a public list of employers that have offshored jobs, require all call center work performed on federal contracts to be performed in the U.S., and require call center agents to immediately disclose the physical location of the call center and upon request by the customer transfer to a call center in the U.S. It would likewise give customers speaking to Artificial Intelligence agents the right to be transferred to an actual person.

Union Night at The Yard - Get Your Tickets Now!!

Union Night
AT
Camden Yards

FRIDAY JUNE 12TH

PADRES VS ORIOLES

7:05 PM

\$5 OF EVERY TICKET SOLD WILL BE DONATED TO COMMUNITY SERVICES

Use access code:
UNION26

To purchase tickets Scan Here!

UPPER LEVEL - \$17
LOWER RESERVE - \$20
RF TERRACE - \$25
LF LOWER BOX - \$35

* Taxes and fees not included. Pricing is subject to change.

For Game Information
William Parks
(443) 500-8081
wparks@mbaflcio.org

For Group Tickets (15 or more)
Cory Snee
(410) 547-6283
csnee@orioles.com

2026 Verizon Proxy Voting Recommendations

Item 1. Election of Directors

Recommendation: No Recommendation / Vote your conscience

Background: The Board of Directors consists of 10 individuals, 8 of whom are independent according to the company, except for Dan Schulman, Verizon's CEO. Shareholders may wish to vote on a case by case basis.

Item 2. Advisory Approval of Executive Compensation

Recommendation: Vote AGAINST

Background: The proposal asks shareholders to approve a compensation program already in place. The vote is only advisory and would not be binding on the company. The proxy statement includes principles for setting pay and a detailed discussion of all aspects of executive pay. This is the ninth year public companies must report the ratio of CEO pay to median employee compensation at the company. Current CEO Dan Schulman was appointed in October 2025 and has already received \$34.31 in compensation, 95.5% of which is stock awards, for a CEO/worker pay ratio of 248 to 1. Former CEO Hans Vestberg received total compensation of \$31.18 million in 2025 compared to \$24.16 million 2024. Votes AGAINST the approval of the executive compensation plan are warranted.

Item 3. Approval of Verizon's 2026 Long-Term Incentive Plan

Recommendation: No Recommendation / Vote your conscience

Background: This proposal asks shareholders to approve the 2026 Incentive Plan, which has already been approved by the Board. New awards will not be made under the Incentive Plan until stockholder approval is obtained for the Plan. This Plan would replace the 2017 Incentive Plan. All employees of Verizon are eligible for the Incentive Plan to compensate eligible management employees with equity and cash awards. Shareholders may support this as a policy that aligns employee pay with stock price performance.

Item 4. Ratification of the Appointment of Ernst & Young as Independent Auditor

Recommendation: Vote AGAINST

Background: Ernst & Young has been the auditor for Verizon since 2000. The Board's Audit Committee has re-appointed the firm for another fiscal year, through December 31, 2026. With this vote, shareholders are asked to affirm the Committee's decision. Corporate governance experts believe that such lengthy relationships can compromise the independent perspective necessary for a trustworthy review of financial results. 1 Regular auditor refreshment is a key corporate governance principle. Votes AGAINST this proposal are warranted for the lack of regular auditor refreshment.



Item 5. Board Oversight of Material Issues Related to Climate Change

Recommendation: Vote FOR

Background: Green Century Equity Fund proposes the board issue a report on climate change describing how the board oversees material issues related to climate change, including whether and how Verizon is bringing operational and supply chain emissions into alignment with its existing climate-related goals, and disclosure of any metrics or poli-

cies that the board is monitoring. The proponent believes this request addresses a lack of transparency: Verizon did not publish a sustainability report in 2025, as it had annually since 2004. Given the proposed report will provide greater disclosure to shareholders regarding climate risks, support FOR the item is warranted.

Item 6: Independent Board Chair

Recommendation: Vote FOR

Background: This proposal from shareholder National Legal and Policy Center requests that the board adopt a policy that the Chair and CEO be two separate people, and that the Chair be an independent director, whenever possible. This proposal is supported by many institutional shareholders because it is a structure designed to ensure greater board oversight of management. This proposal has been on the proxy in previous years and received significant support, yet has not been adopted. Accordingly, support FOR the proposal is warranted.

Item 7: Risks of Non-Fiduciary Executive Compensation Metrics

Recommendation: Vote AGAINST

Background: This proposal from shareholder the American Family Association requests that the Board of Directors of Verizon issue a report evaluating the risks to shareholder value, corporate reputation, and legal compliance associated with incorporating environmental, social, and governance (ESG) and diversity, equity, and inclusion (DEI) metrics into executive compensation plans. The proponents believe that the only metrics that should be considered are related to profit, not the wellbeing of workers and the planet. This orientation is anti-worker and short-sighted and therefore merits a vote AGAINST.

Thinking About Retirement?

You may want to check out these important workshops presented by **Networth Financial Group** to see if the reality of retirement is on your horizon!!

Retirement Cash Flow Planning

Thursday, June 4, 2026 at 6:30 PM - Via Zoom

On-line workshop for all CWA locals

Retirement – What to Expect

Tuesday, June 9, 2026 at 6:30 PM

On-line workshop for all CWA locals

Reservations are required for all workshops and to RSVP you may call Networth at (800)-859-2212, or register online at :

<http://www.networth.net/event/marylanddcvirginia>



Are you "WEARING RED" on Thursdays ?

Thousands of students every year start school without essential supplies for academic success. Moreover, teachers spend hundreds of dollars out of their own pockets annually to stock their classrooms properly.

Education is essential to unlocking a student's potential and achieving financial success. However, for many families in the National Capital Area, the cost of buying school supplies can be a significant burden. By providing backpacks and school supplies, United Way of the National Capital Area sets students up for academic success, while increasing the economic opportunity of students' families.

CWA Local 2108 is asking you to make a positive impact on a local middle school student by participating in the United Way NCA's Stuff the Bus campaign for the upcoming 2026-27 school year by providing school supplies to middle schools students in DC and surrounding counties in Northern Virginia and Maryland.

This year, there are three ways to participate:

- Purchase and donate a gift from our Amazon Wish List
- Volunteer to stuff backpacks full of school supplies for students at our in-person volunteer event.
- Make a monetary contribution.

Please go to this link for complete details!!

<https://unitedwaynca.org/stuff-the-bus>



Congratulations to Recent Retirees:



Yavivreci Watson
Joseph Brooks
Reginald King
Dorothy Dobbins



CWA Fights to Ensure Reliable 911 Service

As carriers phase out traditional phone service over copper wires, Americans risk losing public oversight of voice service altogether. To ensure reliable service for all and protect good, union jobs, the Communications Workers of America (CWA) submitted a public petition to the Federal Communications Commission (FCC) urging the agency to classify Voice over Internet Protocol (VoIP) as a "common carrier" telecom service under Title II of the Communications Act. The petition was signed by over 3,500 people across the country, including nearly 1,700 telecommunications workers who are members of CWA.

While a majority of phone calls are now completed over the internet as opposed to traditional copper wire, the federal government still exercises oversight of those calls under legacy rules. As legacy networks are phased out, the federal government is set to lose this oversight authority and will be unable to require large providers to ensure service quality or to interconnect with other providers. The end result could be large gaps in vital services, including emergency 911 calls.



"There have been many changes since I first started working in the telecommunications industry decades ago. But what hasn't changed in over two decades is how the FCC regulates phone service over the internet," said **Claude Cummings Jr., President of the Communications Workers of America.** "CWA is dedicated to reversing decades of deregulation and achieving democratic oversight of the communications networks of the 21st century. Classifying VoIP as a common carrier is a key part of that strategy."

"As a worker in the telecommunications industry, I've seen firsthand how the lack of federal oversight on VoIP impacts my community, for example, the increased risk of outages," said **CWA Maryland State Broadband Lead and CWA Local 2108 member Marcus Chambers.** "My neighbors don't understand the risks when their phone service over VoIP is not regulated like a traditional connection. They just expect that their phone will work if they need to call 911 or make another vital call. It's time for the FCC to take action so that phone calls over the internet are regulated in the same way as phone calls placed over traditional copper wire."

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.

D A D

**Union-Made
Father's Day Shopping Guide**

<p>Tools</p> <ul style="list-style-type: none"> • Armstrong • Black & Decker • Chanellock • Craftsman • Klein • Rigid • SnapOn • Stanley • Wright 	<p>Sporting Goods</p> <ul style="list-style-type: none"> • American Athletic • Louisville Slugger • Nordic Track • Spalding • Standard Golf • Top-Flite 	<p>Bourbon</p> <ul style="list-style-type: none"> • Basil Hayden • Benchmark • Blanton's • Bulleit • Eagle Rare • Elijah Craig • Four Roses • Jim Beam • Knob Creek • Van Winkle
	<p>BBQ Grills</p> <ul style="list-style-type: none"> • Weber 	

CWA Political Action Fund: The Best Investment You'll Ever Make!

There is plenty at stake and you can make a difference!!

It's a simple reality: Everything we win at the bargaining table can be taken away by the state legislature, an act of Congress or the stroke of the President's pen. Wealthy, powerful special interest groups are spending hundreds of millions of dollars trying to do just that and silence the voice of working families in our nation.



That's why we've got to use our voice and demand our seat at the table where political decisions are made that affect our lives.

In politics, money matters. Like it or not, campaign contributions are critical to electing friends of working families. As Union members, we will never have the money to match Corporate America. But we have a resource the wealthy special interest can never match – people.

CWA-PAC is the political action committee of the Communications Workers of America. Your voluntary contribution – as little as \$1.00 a week – combined with the donations of thousands of other CWA members, make us a powerful voice.

Your contribution to CWA-PAC makes a difference by helping us:

- Mobilize CWA Members in support of political candidates who support our issues;
- Make campaign contributions to candidates who support working families;
- Inform you and other CWA members about where the candidates stand on the issues, Ensure that when we speak, our elected officials listen and respond.

Politics is not a spectator sport. If we sit on the sidelines, we lose. But this is no game. The consequences involve everything that matters to us, our jobs, our standard of living, our health insurance, our children's education, our retirement security, and so much more.

Invest in your future. Sign up for CWA-PAC by contacting CWA Local 2108 on 301-595-2108 or talk with the Union Stewards in your workplace today.

Local 2108 Calendar

JUNE 2026

- 1 CWA Bi-Annual President's Mtg. Washington DC
- 2-3 CWA Legislative Conference Washington DC
- 10 RMC 2108 Meeting - 11:00am Local Office, Beltsville, MD
- 10 Membership Meeting - 6:00pm Local Office, Beltsville, MD
- 12 Union Night at Camden Yards Padres –vs– Orioles - 7:05pm Baltimore, MD
- 19 Juneteenth



21 Father's Day



JULY 2026

- 4 Independence Day Local Office Closed



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

MARK YOUR CALENDAR: Membership Meeting, - Wednesday, June 10, 2026 - 6:00pm RMC 2108 Meeting - Wednesday, June 10, 2026 - 11:00am

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