

Union Negotiated Benefits Pay Big Dividends in March !

It Pays To Belong

Attendance Award Paid on March 6, 2020

In 2012, CWA and Verizon negotiated language which provided incentives for employees based on good attendance. Employees who use four days or fewer of paid or unpaid incidental absence in a calendar year will receive a lump sum payment which is prorated for part time employees.

The payout for this year's attendance award will be on **March 6, 2020**.

<u>Number of Paid or Unpaid Incidental Absence Days Used in the Calendar Year</u>	<u>Lump Sum Payment</u>
Zero Days	5 Day's Pay
More than Zero Days but less than 2 Days	4 Day's Pay
At least 2 Days but less than 3 Days	3 Day's Pay
At least 3 Days but less the 4 Days	2 Day's Pay
4 Days	1 Day's Pay

2020 Verizon RSU Grant - \$1621.53

Two years ago, Verizon advised CWA that due to the additional savings the corporation was receiving from tax reform they were going to provide all employees 50 shares of restricted stock If you satisfy the vesting requirement for the award. The award you will receive has vested over a 2 -year period, with 50% of the number of units vesting last year on 1/31/2019 and the remaining 50% of the units vesting on 1/31/2020. The actual value of your payout depends upon the closing price of Verizon's common stock on each of the vesting dates, 1/31/19 and 1/31/20, and is subject to any tax withholding obligations and legally required deductions.

This years RSU award of \$1621.53 will be paid out on **March 20, 2020**.

Verizon CPS Award For 2020 - \$829.00

The Verizon Corporate Profit Sharing Award for plan year 2019 is \$829.00. 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 6, 2020**.

Once again, it pays to belong to the Union!

CWA / Verizon Negotiate Broad Based Equity Program

In January, Verizon notified the Union that the Verizon Board of Directors had elected to discontinue discretionary contributions to 401(k) plans for employees hired after October 12, 2012. The Discretionary Contribution was between 0-3% of eligible compensation actually paid during the plan year. These contributions were to help boost retirement accounts due to the fact that those hired after October 12, 2012 were not eligible to participate in the pension plan.

Last month, CWA and Verizon negotiated a new plan to replace those discretionary contributions. Verizon will now implement an annual discretionary broad-based equity program for employees in the form of cash-settled Verizon restricted stock units ("RSUs"), subject to the approval of the Board of Directors of Verizon.

For 2020 awards, employees who are actively at work on March 2, 2020 will receive an award of RSUs with a grant date value as set forth below:

Grant Date Value of 2020 - RSU Award:

\$2,500 - Full-time employees who were first hired as a union-represented associate on or after October 28, 2012 ("Pension New Hires")

\$500 - Full-time employees who are not Pension New Hires

The grant date value for part-time employees who are actively at work on March 2, 2020 will be pro-rated based on the scheduled hours for the employee during the work week that the March 2, 2020 grant date occurs relative to the hours that a full time employee would work in that same title under the applicable collective bargaining agreement.

RSUs will vest over a 3-year period, with 1/3 of the number of units vesting on March 2, 2021, 1/3 of the number of units vesting on March 2, 2022, and the remaining 1/3 of units vesting on March 2, 2023. If you satisfy the vesting requirement for the award, you will receive a cash payment equal to the value of the vested RSUs on the applicable vesting date.

Full time and part time employees on Company-approved leaves of absence, short term disability, and/or accident disability, on the March 2, 2020 grant date will be eligible for the 2020 grant if the employee returns to work prior to December 31, 2020.



Are you "WEARING RED" on Thursdays?

"We will not be touching your Social Security or Medicare in fiscal year 2021 budget."..... Donald Trump tweet, February 8, 2020



Two days later, on February 10, 2020, Trump released his proposed \$4.8 trillion budget for the 2021 fiscal year. That budget proposal calls for **drastic cuts** in Social Security and Medicaid benefits, as well as in a program protecting defrauded student loan borrowers. Medicare spending will also be cut, although the extent to which the reductions would affect benefits is unclear at this time.

There are a lot of "feel good" words used in Trump's budget proposals to avoid using the work **"cut"**:

- His \$844 billion healthcare **cuts** over 10 years are called the "President's health reform vision allowance"
- The 10-year \$193 billion **cut** in Medicaid and the Children's Health Insurance Program is entitled "Modernize Medicaid and the Children's Health Insurance Program (CHIP)"
- **Cuts** in welfare, student loan forgiveness and disability benefits are described as "reforms", as are **cuts** in postal service support.
- **Reductions (cuts)** in federal employee retirement and health benefits are said to "modify".
- The budget proposal to **cut** Social Security and Medicare is presented under the heading, "Restrain spending to protect and respect American taxpayers".

WTF??? (And let me apologize right here if my response offends any of you. While I don't wish to offend any of you, I truly cannot respond any other way.) Again, **WTF???** We're actually supposed to believe that these cuts are being made because we taxpayers are being respected and protected????? Make no mistake about it..... This budget proposal is all about making the poor, sick, children and elderly pay for the tax cuts given to the rich in the Tax Cuts and Jobs Act of 2017, and will shred the federal safety net for those who need it most.

According to calculations by the Tax Policy Center of the Urban Institute and Brookings Institution, 36.5% of the total benefits of the tax cut went to the top 5% of households, with the top 1% collecting 24.1% of the benefits! While the Trump Administration promised the 2017 Tax Act would result in a booming economy, that never happened. As predicted by many (including CWA), corporations took the massive tax cut haul and gave it to their CEOs and largest investors. For example, AT&T CEO Randall Stephenson pledged to create 7000 new jobs if the tax cuts passed, but has instead cut over 37,000 jobs since it went into effect (see AT&T article on page 3). 37,000 jobs in less than two years! I doubt that our CWA brothers and sisters who work or previously worked at AT&T are feeling very respected or protected.

Social Security and Medicare are often referred to as "entitlements", a classification that enrages retirees who have paid into the plans every week for 30, 40 or more years before they begin to collect a penny from them. Whether you are a current retiree or a member who knows it will be many years before you will be able to retire, you should be enraged at the prospect of these cuts also. Saving this economy should not be placed on the backs of the poor or the middle class, as the 1% agonize over which new yacht to buy.

November will be here before we know it. We must ensure that we elect a President and Congress who will protect our jobs, our benefits, our Social Security and Medicare and our right to join a union. America works when the Middle Class is strong and successful, not when Betsy DeVos gets another tax cut. She already has **10 yachts, 4 planes and 2 helicopters**. Enough is enough.

In Solidarity,

Marilyn

Thinking About Retirement?

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

Retirement Benefits Workshop

Thursday, March 5, 2020 at 6:30 PM - Chart House, 300 Second St., Annapolis, MD 21403

Tuesday, March 10, 2020, 2020 at 6:30 PM - Ruth's Chris, 4100 Monument Corner Dr., Suite 101, Fairfax, VA 22030

Wednesday, March 11, 2020 at 2:45PM - Fairland Data Center, 13101 Columbia Pike, Silver Spring, MD 20904

Social Security Workshop

Thursday March 19, 2020 at 4:30PM - Verizon Work Center, 935 V. Street, NE. Washington, DC 20018

Reservations are required and to RSVP you may call Networth at (800)-859-2212, or register online at Networth.net. **Space is limited and the workshops are limited to CWA members 55 and older with 20+ years of net credited service and their spouse only.**

Featuring music by multiple Grammy Award-winning recording artist Sting, "The Last Ship" shows the collective defiance of a community facing the demise of the shipbuilding industry. The performance features some of Sting's best-loved songs including "Island of Souls," "All This Time," and "When We Dance."

Tickets are \$66 and include access to our special Union Night reception. Purchase yours today!

A limited number of Mezzanine level seats are available for the opening night performance. Normally priced at \$99, these tickets are available for \$66 and include admission to a special Union Night pre-show reception.

For more information, please contact Evan Henson at (818) 884-8966 x1102 or evan@sendersgroup.com or Cheri Senders at (818) 884-8966 x1104 or cherri@sendersgroup.com

AT&T Cuts More Than 37,000 Jobs Despite Promises of Job Creation

Recent reports show that AT&T continues to cut jobs and reduce capital expenditures even as the company announced record operating and free cash flow for 2019 and more than \$5 billion in stock buybacks in the past four months. The company has cut 37,818 jobs since the Tax Cuts and Jobs Act (TCJA) went into effect in 2018, including 4,040 in the fourth quarter of 2019. Capital expenditures declined by more than \$1 billion in 2019 as compared to 2018.

AT&T and other corporations continue to be under scrutiny for failing to follow through on their promises to use tax windfalls to create jobs, raise wages and increase investment in infrastructure. AT&T's CEO Randall Stephenson pledged to create 7,000 new jobs if President Trump's corporate tax cuts passed. Stephenson also signed onto a statement as a member of the Business Roundtable committing to invest in employees and support the communities where they live and work. Instead, the company is cutting jobs and outsourcing work, including relying on lower wage subcontractors to build its 5G network.

Meanwhile, AT&T has continued to cater to the demands of controversial vulture hedge fund Elliott Management, which purchased a small stake in AT&T in September 2019. Elliott is pushing AT&T to extract profits from the company by eliminating jobs, outsourcing work, and divesting critical assets. In early October, AT&T announced that it would sell its Puerto Rico and U.S. Virgin

Island Mobility units to Liberty Latin America (LLA), putting at risk the deployment of FirstNet and nearly 900 union jobs.

CWA has called on AT&T's CEO, board of directors, the company's 100 largest investors, and the Business Roundtable to reject damaging proposals from Elliott Management. Last month, the Private Equity Stakeholder Project (PESP) sent a letter to over 140 investors in Elliott Management on CWA's behalf, highlighting the deteriorating performance of Elliott's two primary hedge funds.

"The list of communities being destroyed all across America continues to grow with the elimination of jobs at AT&T, despite promises of job creation from company executives," said CWA President Chris Shelton. "To make matters worse, AT&T is using its profits to enrich wealthy shareholders instead of investing in building the next generation networks that Americans, especially in rural and underserved areas, so desperately need. CWA members and our allies will keep fighting until the company stops eliminating jobs so that they can provide the high-quality service that customers deserve."

More than 25,000 AT&T workers represented by CWA began bargaining for new contracts in February. CWA's contract with AT&T Southwest Mobility expired on February 21, 2020, and CWA's contract with AT&T West will expire on April 4, 2020. In August, 2019, 20,000 CWA members at AT&T went on strike after contract negotiations stalled.

Please be reminded that our next meeting is next Wednesday, March 11, 2020, at 11am. Lunch will be served after our business meeting. Please bring a dessert to share, if you wish.

Also, there are still a few tickets available for the matinee of "Kinky Boots" at Toby's Dinner Theatre in Columbia on Wednesday, March 18, 2020. Tickets are \$50 each and include lunch and the live show. If you have any questions, or would like a ticket to "Kinky Boots", please call Janice Crowe on (410) 533-5370.

Hope to see you there!!

Calvin C Foster Jr
President- RMC 2108



Personals

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

Betty Lytle, mother-in-law of retired member **Calvin Foster** who passed away December 5, 2019.

Ernest Alston, brother of member **Kevin Darden** who passed away on February 10, 2020.

Retiree **Robert Hurly**, who passed away February 22, 2020.

Welcome to Local 2108

New Members

Kendra Whitaker-Hughes

John Mack
Christianna Colbert
Edward White
Chantelle Evans
Gladys Teske
Brianna Teske
Frank Parks, III
Markeese Warner
Joya Batts
Donald Shirley
Nailah Wiggins
Kimberly Putman

Karen Lewis

Parker Tiller

Amanda Brooks

Stephanie Butler-Taylor



Transferred Members

Kendra Whitaker-Hughes

Emojevwe Sowho
Dawn Martin
Vincent Donkor
Tom Allman

Karen Lewis

Tiwana Simpson
Brian Myles
Thomas Cunningham, II
Mohamed Kamara

Congratulations to Recent Retiree:

David F. Harding

\$5,000 Scholarship from Ashcraft & Gerel

Did you know as a member of Local 2108, you have the chance to receive a \$5,000 scholarship for you or an immediate family member?

For more than 40 years, the law firm of Ashcraft & Gerel, LLP has been offering union members and their families throughout the Washington, D.C. area the opportunity to alleviate the stressors that come with paying for the high cost of education.

Each year, the law firm awards a one-time grant of \$5,000 to an eligible student for education expenses. That student could be you or an immediate family member!

If you, your spouse or child plan to pursue education or training full-time, we encourage you to apply. Please remember, all applicants must be enrolled for their post-high school education or training by Fall of 2020 to be eligible for this year's award.

A committee of union volunteers screens the applications, and an independent party selects a finalist. No one at Ashcraft & Gerel, LLP participates in the selection process. This is an equal opportunity program, conducted without regard to race, gender, religion, age or disability.

To obtain your application, please contact CWA Local 2108 on 301-595-2108. Deadline to apply is March 6, 2020.

The CWA District 2-13 Maisano Labor Scholarship Program

This scholarship award is being presented as a tribute to Vince and Patricia Maisano, 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 for the scholarship, follow the link below:

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

U.S. House Passes Protecting the Right to Organize (PRO) Act

Last Month, thanks to the tireless work of CWA members and a broad coalition of labor, civil rights, environmental, religious, immigrant rights, and women's groups, the U.S. House passed the *Protecting the Right to Organize (PRO) Act*, historic legislation to make it easier for workers to join a union.

"The voices of America's working people are finally being heard," said CWA President Chris Shelton. "Members of Congress are starting to understand that the reason our economy has left so many families behind is that corporations have bent labor law to their will. The *PRO Act* restores balance to our system by putting power in the hands of working people. It will make it much easier for workers to join a union, and crack down on the dirty tricks that companies use to make workers afraid of taking collective action to improve their lives."

The *PRO Act* now awaits action by the Senate, where Republican Senate Majority leader Mitch McConnell has failed to move the bill forward. **The Trump administration has indicated that the President would veto the bill.**

Local 2108 Calendar

MARCH 2020

- 8 Daylight Savings Time Ends
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



APRIL 2020

- 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
- 12 Easter Sunday



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, March 11, 2020, 6:00pm
RMC 2108 Meeting - Wednesday, March 11, 2020, - 11:00am



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LaTasha Carpenter - Vice President

Johnny Brown - Secretary-Treasurer

Amory Proctor - Executive Vice President

Marilyn Irwin - President

Printing Done In-House

Published Monthly

2108News

Communications Workers of America Local 2108

ISSN: 0162-248X

ADDRESS SERVICE REQUESTED

Beltsville, MD 20705-2513

10782 Rhode Island Avenue

LOCAL 2108

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