

Demand Our Tax System Benefit Union Workers

Our tax system should reflect our values as American workers. But right now, big corporations can write off the cost of hiring expensive, anti-union consultants—while union workers can't even deduct their dues.

TWO BILLS BEFORE CONGRESS CAN FIX THIS:

- ✓ **No Tax Breaks for Union Busting Act** – Ends tax breaks for companies that spend money fighting workers who want to form a union.
- ✓ **Tax Fairness for Workers Act** – Makes union dues federally tax deductible, ensuring all workers get a fair deal.

CALL: (202) 517-8158
OR SCAN THE QR CODE



Tell your Member of Congress to support fair taxation for workers like you by supporting these two bills.

CWA

Tax Fairness for Working Families

Our tax code shouldn't be rigged against working families. Instead, it should be designed to benefit working people, ensure that the wealthy and multinational corporations pay their fair share, and reward workers when they choose to join a union.

But the current tax code has it backwards: it rewards union busting companies instead of union members. Congress can help unrig the tax code against working families and strengthen unions by passing the following:

No Tax Breaks for Union Busting (H.R.2692 / S.1310)

Research by the Economic Policy Institute found that employers collectively spend \$433 million per year on "union avoidance" consultants. For example, Amazon alone spent \$14 million in 2023 on anti-union consultants dedicated to decimating the organizing campaign at any cost. Current tax law allows companies to deduct money spent on anti-union campaigns from their taxes as a normal business expense! In effect, the tax code rewards companies for opposing workers' union rights.

The *No Tax Breaks for Union Busting Act* classifies corporations' union busting expenditures as political speech under the tax code. It would ban any money spent toward busting unions from being tax deductible business expenses.

Tax Fairness for Workers (H.R.2671 / S.1286)

Prior to the enactment of Trump's Tax Cuts and Jobs Act, the tax code allowed workers to deduct unreimbursed business expenses, such as union dues, business travel costs, uniform expenses, and professional or training classes.

The *Tax Fairness for Workers* restores the deduction for union dues and makes it an above-the-line tax deduction. This allows workers to claim the tax credit without itemizing their taxes and makes it available to more workers.

Please help support the CWA Tax Week of Action. CWA Local 2108 is asking every member to contact their Member of Congress, and urge them to support the **No Tax Breaks for Union Busting** (H.R.2692) and the **Tax Fairness for Workers Act** (H.R.2671).

The **No Tax Breaks for Union Busting Act** ends tax breaks for companies that spend money fighting workers who want to form a union.

The **Tax Fairness for Workers Act** makes union dues federally tax deductible.

The calls only take a few minutes and all that needs to be said is *"My name is _____ and I am a constituent. I would ask that the congressman / congresswoman please support HR 2692 and HR 2671. Thank you."* For folks who would prefer to not speak with someone, you can call outside of business hours and leave a message.

The 2025 Donna Castleberry Scholarship

The NettWorth Financial Group Donna Castleberry Scholarship awards college scholarships to children of union members across the country. Since 2001, nearly \$320,000 has been given to fund the education of hundreds of promising young men and women. The scholarship program is a fitting tribute to our friend who gave so much to so many.



Scholarship applications can be requested by visiting our website:

www.nettworth.net/donnacastleberry/scholarships

Scholarship applications must be submitted by May 31, 2025.

Early Bargaining at Verizon Begins May 21st

As you know, the current collective bargaining agreement between CWA and Verizon does not expire until August 2026. However, Verizon, CWA, and IBEW have announced that we will be entering into early bargaining beginning May 21, 2025, to determine whether it is possible to agree on the terms of a contract extension.



Since this an attempt to secure a contract extension without going into full-blown bargaining, the scope of discussions will be limited.

Be sure to check our webpage (www.cwalocal2108.org) or our Facebook page for updates as they become available.



Microsoft's Bargaining Delays Leave Video Game Workers Without Union Contracts Two Years Later

Video game workers at Microsoft subsidiary ZeniMax Media, represented by Communications Workers of America (CWA) Locals 2100, 2108, and 6215, are calling out Microsoft for the lack of progress toward a union contract.

In early 2023, quality assurance testers at ZeniMax formed the first video game studio union at Microsoft, becoming the first group of workers to organize under a labor neutrality agreement between CWA and the company. The workers began contract bargaining negotiations with Microsoft later that year, on April 25.

Despite early progress, including agreements on artificial intelligence and contractors, talks have stalled as Microsoft has failed to address workers' concerns about a lack of remote work options and the company's unilateral decision to replace in-house quality assurance work with outsourced labor without notifying the union.

"It's become increasingly clear that although Microsoft tries to position itself as a good-faith employer, there's another story being told behind the scenes at the bargaining table," said ZeniMax Workers United-CWA Local 2108 member and Senior QA tester Autumn Mitchell. "We are frustrated. Our union will continue fighting until we secure a first contract, and we're prepared to do whatever it takes—even if that means withholding our labor."

ZeniMax Workers United-CWA (ZWU-CWA) union members overwhelmingly voted to call on leadership to authorize a strike earlier this month, and ZWU-CWA members further ramped up the pressure with pickets outside ZeniMax offices in both Maryland and Texas last week.

"We are approaching the three-year anniversary of CWA's groundbreaking labor neutrality agreement with Microsoft," said CWA Chief of Staff Sylvia J. Ramos. "Thousands of workers have freely and fairly chosen union representation with CWA under the agreement. It's time for Microsoft's negotiators to make bargaining contracts with these workers a priority so that together we can fully realize the promise of our partnership."



2025 Workers Memorial Day: Fight For Our Lives, Safe Jobs Now

Every year on April 28, Workers Memorial Day, we take time to remember workers who have died on the job from work-related accidents and illnesses, and we commit to fighting for safe work conditions and protections.

No worker gives up their right to life and health when they clock in. And yet, every year, thousands of American workers die on the job. This year, the stakes are even higher.

Cuts by the Trump Administration and Elon Musk's DOGE increase the risk of injury and death for every worker as federal agencies tasked with investigating and mitigating occupational hazards and other threats are gutted. The ability to feed one's family, provide for education, and take time away from work to rest and recover are all on the chopping block.

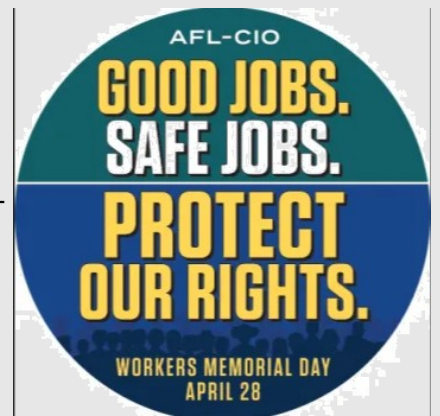
The Workers Memorial Day theme for this year is "Fight for Our Lives: Safe Jobs Now."

This Workers Memorial Day, we honor the memories of these CWA members and others whose deaths over the past year were work-related. They will never be forgotten.

- **Osmar Chavarria**, 39, a shop steward with CWA Local 2108, worked as a service technician for Verizon in Gaithersburg, Md. On July 9, 2024, he was killed while working in a bucket truck when the fiber optic cable he was working with crossed over a 7,620-volt power line. Osmar Chavarria is survived by his wife, Carmen Chavarria, and three children.
- **Rodney Smith**, 53, a member of CWA Local 83799 in Crystal Springs, Miss., worked as a service technician for Hitachi Energy. He died while working inside a transformer due to lack of oxygen in a confined space. Rodney is mourned by his six sons.
- **Ian Epstein**, 54, and **Danasia Elder**, 34, lost their lives in the fatal crash of American Eagle PSA Flight 5342 on January 29, 2025. Ian and Danasia were Charlotte-based Flight Attendants and members of AFA-CWA Local 23075 who began flying in 2020 and 2024, respectively.

CWA, along with other labor unions and organizations, continues to fight for worker safety against unnecessary and destructive cuts that will inevitably lead to increased worker-related injuries, illnesses, and deaths.

Our job is never finished when it comes to worker health and safety protections. We must safeguard the rights we have won and keep fighting for safer working conditions in every workplace, industry, and sector. That is why on Workers Memorial Day we mourn the dead and fight for the living.



Are you "WEARING RED" on Thursdays?

Letter Carriers' "Stamp Out Hunger" Food Drive



ON THE SECOND SATURDAY IN MAY:

 Place a bag of nonperishable food next to your mailbox.

 Your letter carrier will handle the rest!



CWA Local 2108 wants to encourage all members to participate in this year's National Association of Letter Carriers (NALC) Stamp Out Hunger Food Drive, which will occur on Saturday, May 10, 2025.

Last spring, NALC members and other union volunteers collected over 50 million pounds of food. This remarkable feat proves what can be accomplished together with commitment, determination, solidarity and hard work.

While the total pounds of food collected are hard to visualize, the faces of those who are helped by this effort are all too familiar -- children, seniors, and working families struggling to make ends meet.

Working in partnership with the AFL-CIO Labor Liaison Network, United Way Worldwide, our nation's food security advocates and a host of other partners, the NALC gets food into the cupboards of those in need. All people need to do is place a bag of unopened, non-perishable food next to their mailbox before their letter carrier delivers their mail on Saturday, May 11th, and the carrier will do the rest. Once collected, the food is taken back to the postal station, sorted, and delivered by union volunteers to area food banks or pantries.

To find out whether your local letter carrier or post office is taking part in the Food Drive, just call your local post office and ask !!

Mark your Calendar!!

Saturday, May 10, 2025

RMC 2108 Retirees Corner

If you haven't noticed, we are at the crossroads of many happenings. Changes in government operations, military aggression across the globe and serious issues regarding financial stability here at home all play into the insecurities that are shaping headlines.

I wish I had a crystal ball and could look into the future, but we will have to wait and see how these and other issues will shake out over the next few months. In the meantime, you can stay on top of things that affect retirees by joining us each month at our monthly RMC meeting. Please make plans to join us on the second Wednesday each month to hear more about these issues and catch up with some old friends. Our RMC luncheon meeting this month will be held on May 14, 2025 at 11:00am.

We look forward to seeing you there!!

Calvin C Foster Jr
President- RMC 2108



Welcome to Local 2108

New Member

Mike Foster
Robert Davis

Congratulations to Recent Retirees:



Pamela Rhodes
Kevin Koch
Carl Schultz
Triquinta Thomas



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!!

Timing Social Security Benefits

Tuesday, May 13, 2025 at 6:30 PM
Via Zoom

CWA District 2-13 Retirement Benefits

Thursday, May 22, 2025 @ 6:30PM
Via Zoom

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

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

CWA Welcomes Jennifer Abruzzo As Senior Advisor to the President

CWA is pleased to announce that Jennifer Abruzzo has returned to the union as a Senior Advisor to the President.

Abruzzo has spent the majority of her career at the National Labor Relations Board and served as General Counsel of the NLRB during the Biden Administration. Prior to her appointment as General Counsel, Abruzzo worked at CWA as Special Counsel for Strategic Initiatives.

"We are thrilled to welcome Jennifer Abruzzo back to CWA after her trailblazing work as NLRB General Counsel," said CWA President Claude Cummings Jr. "Jennifer is a brilliant attorney who has spent her entire career fighting for workers and ensuring that they are able to exercise their rights under the National Labor Relations Act. Those rights are under attack like never before. As part of our union's leadership team, Jennifer's strategic vision will play a vital role in crafting our response to those attacks and ensuring that workers can continue to join unions, bargain strong contracts, and win a better future for themselves and their families."

"I very much look forward to collaborating, once again, with my CWA colleagues, who continue to work tirelessly and fiercely advocate for employees nationwide," said Abruzzo. "During these extremely challenging times, it's more important than ever for us to consider and implement a multitude of strategies to actively combat assaults by corporate billionaires on working families in this country."

In addition to her role at CWA, Abruzzo will be of counsel at Bush Gottlieb, a California-based firm serving labor unions.

Pittsburgh Post-Gazette Loses Final Appeal, Must Restore Health Care to Striking Workers

On April 29, 2025, the U.S. Third Circuit Court of Appeals rejected two attempts by the Pittsburgh Post-Gazette (PG) to evade its obligation to provide editorial workers the health care plan it illegally tore away from members of the Newspaper Guild of Pittsburgh (TNG-CWA Local 38061) in 2020.

Last month the same court ordered the PG to restore that health care to all Guild bargaining unit employees. The order includes workers who crossed the picket line to work for the PG during the journalists' more-than-two-and-a-half-year strike. The PG appealed this ruling on two fronts. On March 27, the PG asked the court for permission to deny the higher-quality, yet cheaper, health care plan to workers who crossed the picket line and only restore it for strikers. On April 7, the PG asked to have the entire injunction case reheard.

Both attempts failed on Tuesday. The Third Circuit Court panel had the opportunity to offer an explanation for a response on petitions for rehearing when judges find a party to be asking compelling legal questions. The judges chose not to respond to the PG.

"The Post-Gazette's attempts to evade its responsibility have exhausted the courts and exhausted every legal delay tactic, while our strikers' determination and solidarity have only grown," said **Zack Tanner, president of the Newspaper Guild of Pittsburgh-CWA Local 38061**. "The Post-Gazette must immediately restore our health care for every member of our bargaining unit or risk the consequences of being in contempt of court. This ruling is a clear signal that it is time for the Post-Gazette to settle the strike by restoring the terms of our union contract before the courts take further action against the company's lawless mistreatment of dedicated journalists."

The striking newsroom workers are still fighting for their full strike demands: dignified health care and the restoration of their union contract, including paid time off, wages, employees having a guaranteed work week, and the right to question company discipline, among other issues. Newspaper Guild of Pittsburgh members have struck since October of 2022 for these demands.

In 2020, the company illegally and unilaterally tore up the editorial workers' union contract, claiming they had bargained to an impasse. Both an administrative law judge and the National Labor Relations Board in Washington, D.C., ruled that the company broke federal labor law in this instance, in addition to bargaining in bad faith and illegally surveilling its workers.

Local 2108 Calendar

MAY 2025

- 6-7 **Advanced Stewards Training**
Local Office, Beltsville, MD
- 11 **Mother's Day**

- 14 **RMC 2108 Meeting - 11:00am**
Local Office, Beltsville, MD
- 14 **Membership Meeting - 6:00pm**
Local Office, Beltsville, MD
- 26 **Memorial Day**
Local Office Closed

JUNE 2025

- 11 **RMC 2108 Meeting - 11:00am**
Local Office, Beltsville, MD
- 11 **Membership Meeting - 6:00pm**
Local Office, Beltsville, MD
- 19 **Father's Day**

Happy Father's Day
- 19 **Juneteenth**

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, May 14, 2025 - 6:00pm RMC 2108 Meeting - Wednesday, May 14, 2025 - 11:00am

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