

Open Enrollment Begins November 7th at Verizon

2017 Annual Enrollment for both active and retired members will begin on November 7th through November 18th. An enrollment package will be mailed to your home address, with an enrollment guide that will provide details of the plan design changes and the enrollment process.

Because of the changes to our medical plans it is recommended that you begin comparing your options as soon as you receive your Open Enrollment package, to ensure that you have sufficient time to get answers to any questions you may have.

REMINDERS:

Open Enrollment is a good time to review all of your benefits to see if they meet your needs. Because you will be paying more out-of-pocket if you seek medical care beginning next year, a Health Care **Flexible Spending Account (FSA)** may save you money. It allows you to have pre-tax dollars withheld from your paycheck to pay for medical/dental/vision/prescription expenses throughout the year for you and your dependents. This could save you money at tax time, as you don't pay taxes on the money you put into this account. The IRS has strict rules about FSAs, so please review the Summary Plan Description for Flexible Reimbursement Plans to decide if this would benefit you. The SPD is on our website (www.cwalocal2108.org) under "Verizon Core SPDs".

If you are an active member, unmarried, with at least five years of service, please verify that you have named a beneficiary for your Pension or Deferred Vested Pension (DVP)! If you do not have a valid beneficiary on file, your pre-retirement survivor benefit will be paid on your behalf to your estate and may result in the retirement benefit getting tied up in court. (If you are married, your Pension benefit is automatically given to your spouse.) You may change your beneficiary at any time by submitting a new Beneficiary Designation Form.

Also, we wanted to remind you, with the recent hiring spree at Verizon, the waiting period for newly hired full-time associates to receive benefits was eliminated due to recent contract changes. New hires should make sure they compare plan benefits carefully to find coverage that best suits their needs.

The Sage Group Offers Distance Learning to CWA Members

The Sage Group has successfully trained union members for nearly thirty years by positioning itself at the forefront of technological innovation and sharing industry-specific expertise with eager learners nationwide. In addition, Sage has supported CWA Local 2108 and many others for years.

By offering education and training solutions that focus on career advancement, our courses can be taught either on site by our expert instructors, by instructors using distance learning technologies, or online at your own pace. These courses can result in industry certifications and state licenses as well as help you advance in the company.

Our in-demand courses include, but are not limited to, the following:

- **A+ Essentials**
- **Network +**
- **Security+**
- **Cyber Security**
- **CCNA**
- **CDL**
- **Cloud Technologies**
- **Home Inspection**
- **Photovoltaic Systems (Solar)**
- **Fiber Optics & Fusion Splicing**
- **Starting an Online Business and many more.**

Still have education dollars in your pocket? Need more information about courses? Feel free to contact The Sage Group's **Katrina Nidiffer at 615-415-0122 or KatrinaN@thesagegrp.com** to find out about upcoming classes.



Weingarten Rights

What do you do when company management or security call you into a meeting? What are your rights? What can you do....legally?

Well, first off, there are some basics you should know that you are entitled to by the law:

- * **To know the topic of the meeting before participating.**
- * **To have Union representation if the meeting is investigatory or disciplinary in nature.**
- * **To remain silent until your Union representation arrives if the meeting is investigatory or disciplinary in nature.**
- * **To consult with the Union prior to meeting with management or security.**

But the one thing many members fail to do is "ask" for representation. The company is under no obligation to provide representation and in many instances, will try to make you believe there is no need for representation....**YOU MUST ASK !!**

Meetings to outline job processes or work function are not covered by Weingarten Rights and are a normal everyday function of running the business...but if you are called into a meeting by any company manager or security, please tell them;

"If this discussion could any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Union Representative be present at the meeting. Without representation, I choose not to answer any questions."

These are YOUR Weingarten Rights !! USE THEM!!

After last-minute angst about whether she should exchange her costume and be Wonder Woman (or "Wondie" as she is affectionately referred to by my grandchildren), three-year-old Zoey broke from tradition this year and was a princess for Halloween instead of joining her brothers as a super hero. As we flip our calendars to the new month, the 85 degree weather we enjoyed late into October has changed to a chill in the air. As I look at my November calendar, I believe there are four very important acts we much each take this month:

Vote November 8th. Workers in our country need to elect Hillary Clinton for President, and the AFL-CIO-endorsed candidates to work with her in the House and Senate. (Please refer to our Facebook page, website and October newsletter to verify who they are.) We must support labor-friendly candidates who will bring jobs to this country and help to grow the Middle Class. A pro-Right to Work (for Less), anti-right-to-unionize Trump presidency would be devastating for the American working-class.

Honor a Veteran(s) on November 11th. Whether you volunteer your time in support of those who have sacrificed for their fellow Americans or make a contribution to a cause that helps our Vets, we should all find a way to show our appreciation to these brave men and women.

Vote for Vice President of CWA Local 2108. Ballots will be counted Friday, November 18th to elect a Vice President to fill the position vacated by Jenny Sylvester. Please research the two candidates and vote for the one you believe to be best-suited to represent our members into the future. If you didn't receive your ballot or lost it, call the Local (301 595-2108) before 10a.m November 10th to request a duplicate be mailed to you.

Let's all take time to truly be thankful on Thanksgiving. Between the turkey, football and family squabbles it is easy to forget the true reason Americans celebrate Thanksgiving. Our personal reasons to give thanks are individual to each of us. But from a union standpoint, we've all been through a really tough year....The toughest ever, in my opinion. We stood together and weathered a year of bargaining and mobilization, culminating in a 49-day strike. We lost pay and benefits, but our resolve was strong because we knew our fight was just. Because of our hard work and sacrifice we won a contract which helped to safeguard good jobs and great benefits for our members and retir-

ees, and will probably influence contract negotiations in this country for years to come. We successfully fought back against our Verigreedly employer who wanted to downgrade our standard of living and send more good jobs overseas. We often talk about solidarity, but I saw members feel it for the first time during our 2016 strike. For that, I'm thankful. I wish blessings to you and yours.

In Solidarity, *Marilyn*

Local 2108 Election Update

As announced in our September and October editions of the 2108News, nominations were held at the October Membership Meeting to fill the vacant position of Vice President and Convention Delegate which was created by Jenny Sylvester's retirement.

Two members in good standing were nominated at the meeting: **Darrell Jackson** and **Matt Klingman**. The Local 2108 Election Committee mailed ballots to the homes of all members in good standing on October 27. The Committee will collect the ballots at the Post Office Box at 9a.m **November 18** to count. Please mark your ballot and mail it in sufficient time to reach the Post Office Box on or before that date to ensure your ballot is counted.

If you lost your ballot or did not receive one, please call the Local office by 10a.m on **November 10** to request a duplicate be mailed to you.

Health Care Benefits Update

Ines Millard, a CWA Local 2108 member was recently appointed by CWA District 2-13 Vice President Edward Mooney to the position of Verizon Health Care Benefits Coordinator for the Mid-Atlantic Region.

If you questions or concerns regarding FMLA, short term disability, long term disability, medical, dental, vision issues, or if you need assistance in filing an appeal over a denial, Ines can be reached at **888 571-7218**.

Verizon retirees who have questions about their benefits, including issues regarding changes in the new Medicare Advantage Plan can contact Cynthia Ebner, CWA Health Care Benefits Coordinator— for Verizon Retirees, by calling **866-248-4449** or **610-432-2040**.



HILLARY CLINTON		DONALD TRUMP
<p>✓ "I am proud to have the endorsement of most of the unions that have led the fight for \$15." <small>[Democratic debate, 4/15/16]</small></p>	<p>RAISING THE MINIMUM WAGE</p>	<p>✗ "Our wages are too high." <small>[New York Times, 11/11/15]</small></p>
<p>✓ "I'm not going to let anybody undermine collective bargaining rights or prevailing wage standards." <small>[@HillaryClinton, 12/5/15]</small></p>	<p>DEFENDING UNION RIGHTS</p>	<p>✗ "I like right to work. My position on right to work (for less) is 100 percent." <small>[South Carolina Radio Network, 2/17/16]</small></p>
<p>✓ "If I'm president, when companies walk out on America, they'll pay a price." <small>[RealClear Politics, 2/23/16]</small></p>	<p>KEEPING JOBS IN AMERICA</p>	<p>✗ "I have to take the unpopular stance that [outsourcing] is not always a terrible thing." <small>[Trump 'University', 8/29/05]</small></p>
<p>✓ "End the flood of secret, unaccountable money that is distorting our elections [and] corrupting our political system." <small>[Time, 9/9/15]</small></p>	<p>GETTING MONEY OUT OF POLITICS</p>	<p>✗ Hired the president of Citizens United, who helped lead the case that allowed for unlimited money in politics, as his deputy campaign manager.</p>

HILLARY CLINTON IS THE CLEAR CHOICE FOR WORKING FAMILIES.

President & Vice President of the United States

Hillary Clinton & Tim Kaine

Maryland

U.S. Senate- MD, Chris Van Hollen

Congressional District 2, C.A. "Dutch" Ruppberger

Congressional District 3, John Sarbanes

Congressional District 4, Anthony Brown

Congressional District 5, Steny Hoyer

Congressional District 7, Elijah Cummings

Congressional District 8, Jamie Raskin

Washington DC

U.S. Congress- Eleanor Holmes Norton

Ward 2 City Council Candidate, Jack Evans

Ward 7 City Council Candidate, Vince Gray

Ward 8 City Council Candidate, Trayon White

At-Large City Council Candidate, Robert White

Changes in Same-Sex Benefits at Verizon

As a result of recent contract negotiations with Verizon, there is a significant change to the application of benefits for same-sex couples in a domestic relationship, due to changes in marriage laws.

Under the new labor contracts, you must be married by and provide proof of marriage by December 31, 2016 in order to continue health care coverage for your domestic partner effective January 1, 2017.

If you do not take action as noted above, your domestic partner will be dropped from your medical, dental and/or vision coverage effective January 1, 2017. Your domestic partner will receive a COBRA Continuation Coverage Election Notice after January 1, 2017, which will explain his/her entitlement to continued coverage under COBRA due to loss of dependent status and include the 2017 COBRA rates.

RMC 2108 Retirees Corner

All RMC members should be aware that effective January 1, 2017 the Verizon Medicare Advantage Plan will replace current retiree medical plans as a result of recent contract negotiations with Verizon.

There have been several face to face meetings and teleconference calls to outline changes in the benefits plan which have been very informative and have helped alleviate some of the concerns and anxieties associated with changes in the medical program.

If you were unable to attend one of these meetings, we will discuss the upcoming changes at our November 9, 2016 RMC 2108 meeting starting at 11:00am. Please remember to bring canned goods to donate to the needy.

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:

Lillie Newsome, mother of retired members **Sonja Thompson** and **Delois Holmes**, who died on September 3, 2016.

Wilhelmina Vanderhorst, mother of retired member **Joanne Vanderhorst** who died on October 3, 2016.

Carole Fantro, mother of **Tershanda Huff** who died on October 13, 2016.

Karen Brogden, wife of retired member **Carl Brogden** who died on October 19, 2016.

Welcome to Local 2108

New Members

Karen Lewis

Sarah Chandler
Sarah Roy
Marilyn Berges
Miguel Patterson
Katrina Lucas
Darrell Johnson
TeAndra Myers
Parker Tiller
Tiffany Jones
Oluwaseun Adunola
Qunyezjcia Meredith
Kevon Sutton
Nicole Williams
Terrain Wilson
Shakia Carter
Sieddh Eley
Shaniqua Wilson
Nakia Hall
Victoria Barner
Loren Gross Jr.
Marggy Charles
Michael Payton
Kendra Whittington
Hakeem Famuditi
Kendric Mitchell

Gloria Jimenez
Jenee' Cook
Leonard Parker III
Lyndsey Jones
Marieli Cruz
Jasmine Fonce
Kiara Bagley
Kevin Jefferson
Kymberli Edmonson
Katrina Jones
Jesse Shederick
DaJon Copes
DeShawn Pierre
Donnel Faison
Brian Harrison
Alleeyah Branch
Gabriella Coffie
Charli Crawford
Brianna Wheatley
Cydni Wright
David Willoughby
Alexis Davis-Johnson
Alvin Queen
Donte Burley
Darlene Byrd

Rob Willis

Kammar Walker
Roman Osyka
Barron MCCaskill
Christopher Penn
Enrique Urzua
Marshall Hubbard
Donald J Brooks
Kelcie Little

Matt Klingman

Eric Haynes
Christopher Holmes
Daine Johnson
Steven Taylor
Godfred Acquah
Luther Betton
Nicolin Hopewell
Todd Harris
Rashad Brown

Al Muie

Carmen Reavis

Tony Miller

James Hayes
Joshua Scott

Transferred Members

Matt Klingman

Gerald Gaskins

Congratulations to Recent Retirees:

Cassandra Trammell
Vernon Joseph, Jr.
Richard O Jones
Maria T Harris
Tawanna Hatton
Ron Wombacher
Karyn Waters-Woods
Terri T. Anderson
Rosemary Blackshear
Benita Speight
Lisa Waddy
Karen Mahon
Deatra Smith
Mary Kuprewicz



Are you "WEARING RED" on Thursdays?

2017 Union Plus Scholarship Program Accepting Applications

Since 1991, the Union Plus Scholarship Program has awarded more than \$4 million to students of working families who want to begin or continue their post-secondary education. Over 2,700 families have benefited from our commitment to higher education. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation, supported in part by contributions from the provider of the Union Plus Credit Card. (You do not need to be a Union Plus Credit Card holder to apply for this scholarship.)

Eligibility

Current and retired members of participating unions, their spouses and their dependent children (as defined by IRS regulations). At least one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one year membership minimum must be satisfied by May 31, 2017.

Application Timeline:

Applications are available starting in mid-June, and a complete application must be received on or before 12:00 p.m. (Eastern Time) on **January 31, 2017**. Applications received after this deadline will not be considered.

Award date:

The Scholarship Committee will determine recipients of scholarship awards by May 31 each year. During the first week of June award recipients will be individually notified by mail, and all applicants will be sent an email with notification that the [award list has been posted online](#). Please note that due to the volume of applications we cannot provide any information on the status of an application before award announcements are made.

To apply, go to: <https://www.unionplus.org/college-education-financing/union-plus-scholarship>

Children's Hospital 50/50 Raffle Tickets Available Now

CWA Local 2108's annual Children's Hospital 50/50 raffle tickets are now available from your Chief Steward or at the Local office. When you purchase your tickets, your contributions ensure that specialized care is possible for thousands of children in the metro area who otherwise may not receive it. It also reinforces that as a member of CWA Local 2108, you are demonstrating your long standing commitment to the communities where you live and work.

Donations are \$1.00 per ticket and you do not need to be present to win. So when you are approached by your Steward to help support this worthy cause, remember every ticket sold is a winner because of the help it provides. This year's drawing will be held at the Membership meeting on December 14, 2016 in Beltsville, Maryland.

Local 2108 Calendar

NOVEMBER 2016

- 3-4 **Advanced Stewards Training**
Local Office, Beltsville, MD
- 6 **Daylight Savings Time Ends**
Turn Clocks Back One Hour
- 8 **Election Day**
Don't Forget To Vote!!
- 9 **RMC 2108 Meeting - 11:00am**
Local Office, Beltsville, MD
- 9 **Membership Meeting - 6:00pm**
Local Office, Beltsville, MD
- 11 **Veterans Day**
Local Office Closed
- 24-25 **Thanksgiving Holiday**
Local Office Closed

DECEMBER 2016

- 2 **Holiday Gala**
Landover, Md
- 7 **Chief Stewards Meeting - 9:30am**
Local Office, Beltsville, MD
- 14 **RMC 2108 Meeting - 11:00am**
Local Office, Beltsville, MD
- 14 **Membership Meeting - 6:00pm**
Local Office, Beltsville, MD
- 17 **Breakfast With Santa - 9am-Noon**
Local Office, Beltsville, MD
- 26 **Christmas Holiday**
Local Office Closed

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, November 9, 2016, 6:00pm
RMC 2108 Meeting - Wednesday, November 9, 2016, 11:00am



10782 Rhode Island Avenue, Beltsville, MD 20705

Web Address: www.cwalocal2108.org

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

Jenny Sylvester - Vice President

LaTasha Carpenter - Vice President

Johnny Brown - Secretary-Treasurer

Amory Proctor - Executive Vice President

Marilyn Irwin - President

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