

## Trump: Enemy of the Labor Movement

As CWA members cast their ballots in the Presidential Election this November, they must remember that President Trump is no friend to the labor movement. President Trump has gone out of his way to pursue policies the strip workers of living wages, government services, and protections for union organizing and collective bargaining.

### TRUMP'S IMPACT ON THE NATIONAL LABOR RELATIONS BOARD

President Trump has appointed members to the National Labor Relations Board who have spent much of their careers opposing unions and supporting corporations in union busting campaigns. This Trump NLRB has:

- Prohibited workers from distributing handbills or engaging in other organizing activity in nonwork areas of the workplace if their employer is a workplace contractor.
- Permitted employers to discriminatorily ban unions from soliciting support on their premises, while allowing other organizations to engage in similar activity.
- Permitted employers in certain circumstances to make sweeping changes to Collective Bargaining Agreements, and to refuse to recognize Agreements upon their expiration.
- Amended union election rules to give employers more time to pursue their anti-union campaign, forcing employees to attend "captive audience" meetings and delaying elections through legal challenges, while at the same time making it harder for unions to fight the impact of employer misconduct during the election
- Permitted employers to implement policies that prohibit employees from engaging in union solicitation conversations while on the job.
- Permitted employers to request workers to persuade their peers to vote against a unionization effort.
- Permitted employers to implement policies that regulate union insignia worn by customer-facing employees.
- Permitted employers to misclassify workers as independent contractors without violating labor law.
- Permitted employers to implement policies that restrict workers from using email for communication about a union campaign or workplace issues.
- Denied gig-workers basic labor protections, and made it more difficult for them to organize.
- Dismantled protections for workers who gripe about workplace issues or make pro-union statements while on the job.
- Made it more difficult for workers to self-define the scope of a bargaining unit during organizing.

## No Excuse For Not Voting!!

To ensure that all Verizon employees have the opportunity to participate in the 2020 elections, all U.S.-based employees who are scheduled to work on Election Day will receive paid time off, in order to vote.

If you are a CWA represented employee and you are scheduled to work on Election Day, your work schedule will be adjusted to ensure that you have up to 4 hours in your schedule when you can vote or otherwise participate in the election. Your management team will communicate details to you.

**CWA FOR  
BIDEN &  
HARRIS**



This policy is just for the 2020 elections due to the ongoing COVID-19 pandemic. CWA represented employees are not required to submit proof that they voted or participated in voting-related activities (e.g., volunteering as a poll worker). The 4 hours may only be used on Election Day. CWA members not scheduled to work on Election Day will **not** receive any additional compensation or time off. Employees who voted before Election Day (e.g., early voting or mail-in voting) are encouraged to use the 4 hours on Election Day to help others vote on that day but they cannot apply the 4 hours to any day other than November 3.

## AFL-CIO Endorsed Candidates

### President & Vice President of the United States

Joe Biden & Kamala Harris

### Maryland

**U.S. Senate- MD** - Chris Van Hollen

**Congressional District 2** - C.A. "Dutch" Ruppertsberger

**Congressional District 3** - John Sarbanes

**Congressional District 4** - Anthony Brown

**Congressional District 5** - Steny Hoyer

**Congressional District 6** - David Trone

**Congressional District 7** - Kweisi Mfume

**Congressional District 8** - Jamie Raskin

### Washington DC

**U.S. Congress** - Eleanor Holmes Norton

**Councilmember** - Ed Lazere (At-Large)

**Councilmember** - Robert White (At-Large)

**Councilmember** - Janeese Lewis George - (Ward 4)

**Councilmember** - Trayon White (Ward 8)



**November Membership Meeting Moved  
To Tuesday November 10, 2020 Due To  
Veteran's Day Holiday**

By now I hope that you have listened to the debates and speeches, analyzed the records, platforms and plans of the candidates, prioritized which issues are most important to you and yours, and decided who will receive your vote. CWA, the AFL-CIO and Local 2108 have communicated which candidates we endorse, based on their pro-labor, pro-worker positions. I hope that information will be considered before you decide who will get the honor of your vote.



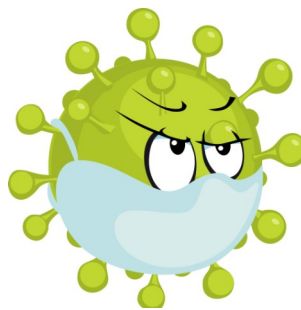
I also hope that you have considered all the different ways we can vote this year (By mail from home, By depositing your mail-in ballot at an authorized Drop Box, In-person during Early Voting or In-person on Election Day, November 3rd) and formulated your plan to vote safely. I requested my ballot by mail and decided to drop it at a Drop Box to avoid the

crowds and germs in the polling places and concerns about the U.S. mail. You don't have to vote for the same candidates as me, nor do you have to cast your ballot in the same manner as me, but I sincerely hope that you make an informed decision about who deserves your vote, and that you VOTE!

I can't stress enough how important it is that you follow all the instructions provided to be sure your vote is counted. For example, for those who requested a mail-in ballot, the instructions state that we should use a black pen and **sign and date the oath on the return envelope**. Failure to sign the oath could mean your vote is not counted, as the Election Board needs to verify that the ballot was received from you, and that you only voted once. In Maryland, you must use a Drop Box in the county in which you reside. Read all instructions and follow them to ensure your vote is counted!

I was pleased to hear that Verizon is granting all employees who are scheduled to work on November 3rd up to 4 hours of excused, paid time to give you the opportunity to vote or to volunteer for vote-related civic activities. Everyone is anticipating long lines at the polls on Election Day. If you plan to vote in person on Election Day please allow sufficient time so that you can start work on time and don't have worries about being considered "tardy". If you take advantage of Early Voting or you vote by mail, please consider driving the elderly to the polls or other volunteer activities during your 4 hours of Election Day excused time.

On a final note, like all of you, I am sick of hearing about COVID-19, social distancing, masks, hand sanitizer, "virtual" learning, "virtual" everything else, etc. etc. etc. 2020 has sucked! I have three great-nephews who I've never met due to travel concerns and I couldn't visit my sister in the hospital after her major surgery. My granddaughter's first day of Kindergarten was spent at her dining room table on a chrome book. I've attended a baby shower, a college graduation, a funeral and many



work-related meetings over Zoom, and binge-watched all 10 seasons of Blue Bloods. I miss giving hugs to people I haven't seen in a while and going to the movies! I'm sure we all agree we wish this Coronavirus stuff was over. But guess what? **IT'S NOT!!!** The highest daily number of positive cases was reported just yesterday. The experts are predicting 200,000 more people could die in the next three months from this deadly virus. **Please don't let your guard down now!** We must remain vigilant and follow all the CDC guidelines, at work and out of work, or the number of Coronavirus deaths could double this fall and winter. It is recommended that we get a flu shot now, stay at least 6 feet from others, avoid most indoor gatherings, wear our masks in public and wash our hands thoroughly and often, or use hand sanitizer if that is not possible. Technicians, please wear all of your PPW and politely insist that all customers wear a mask and maintain proper distancing when you enter their premises. As we near the Christmas and Thanksgiving holidays, these guidelines will be even more difficult to adhere to, but if we are vigilant about following all the guidelines we will see fewer deaths and this God-awful pandemic will be gone sooner. As difficult as this year has been, I still have many blessings to give thanks for this Thanksgiving, as I'm sure you do. May those blessings continue and multiply in the future!

In Solidarity,

*Marilyn*



### CWA & Verizon Extend Covid-19 Agreement

CWA and Verizon have reached agreements to extend an earlier COVID-19 agreement which will protect our members, while at the same time maintaining our network and providing service to our customers. The following agreements have been extended:

**Covid-19 Leave of Absence-** For CWA represented employees who have exhausted 26 weeks of any of the leaves available pursuant to the March 16, 2020 COVID-19 Leave Agreement, the Company will provide up to an additional 26 weeks of such leave **without pay** (terminating sooner if/when the associate is no longer eligible for such leave under the eligibility terms set out in the COVID Leave Agreement).

Associates who have already exhausted the 26 week paid leave period and have not returned to work will have the time since expiration count toward this 26 week unpaid period, except to the extent the individual was on paid time off such as vacation, or on disability. The associate will remain on active benefits and continue to accrue service credit during such leave. While on the unpaid portion of such leave except to the extent the associate receives any other payments from Verizon (e.g., vacation, disability benefit payments), the associate's typical payroll deductions (e.g., employee medical contributions, union dues) will build up and be paid in arrears upon the associate's return to paid status. The Company will determine administrative practices to validate qualification for these leaves of absence which may include periodic re-qualification.

**To receive CWA action alerts via text message,  
Text CWAAction to 69866**

Joe Biden and Kamala Harris announced the steps that they will take to stop outsourcing, including a series of executive actions during their first days in office.

Biden and Harris plan to fix the tax code so that corporations will face a penalty on any profits earned by a United States company from overseas production. This penalty will apply to call centers and manufacturing. In addition, companies will be eligible for a tax credit for making investments that create jobs.

Biden will also sign a series of executive actions during his first week in office to expand "Buy American" rules for federally-funded projects and crack down on companies that falsely label products "Made in America."



Although President Trump has frequently talked about ending offshoring, he has not only failed to follow through on his promises to bring back good jobs, but he has also actively encouraged companies to send jobs overseas. His 2017 corporate tax cut bill lowered taxes for companies on profits from overseas manufacturing and service facilities. The Biden-Harris plan will close that loophole.

Early in his administration, a group of Senators asked Trump to issue an executive order to prevent federal contracts from going to companies that send call center jobs overseas. Trump refused to issue the order.

"We've called on Trump to take executive action, time and time again," said CWA President Chris Shelton. "In fact, I went to the Oval Office and asked him myself. But what did he do about it? Nothing at all. Actually, it's even worse than that – he gave companies a 50% tax break on their overseas profits, giving them a huge incentive to move call centers and other facilities out of the country."

"IUE-CWA members have experienced first-hand having employers close the doors and move jobs overseas," said IUE-CWA President Carl Kennebrew. "Trump's tax bill gave companies a 50% off coupon for moving their money and jobs overseas. That's why I'm glad that we have a candidate like Biden who is serious about reinvigorating American manufacturing and has a strong plan to create millions of new jobs to rebuild our economy."

## Thinking About Retirement?

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

### Dreaming About Retirement Webinar

**Thursday, November 12, 2020 at 6:30 PM** - Please join this meeting from your computer, tablet or smartphone.  
To join by phone - Dial In: **(267) 831-0333 or (301) 715-8592**  
**Webinar ID - 965 6427 1615 Password: 579827**

**Tuesday, November 17, 2020 at 6:30 PM** - Please join this meeting from your computer, tablet or smartphone.  
To join by phone - Dial In: **(267) 831-0333 or (301) 715-8592**  
**Webinar ID - 926 7346 7389 Password: 315219**

Reservations are required and to RSVP you may call Networth at (800)-859-2212, or register online at [Networth.net](http://Networth.net).

### Personals

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

**Prentice Lamont Turner**, brother of **Kevin Darden** who passed away on September 6, 2020.

**Howard Simon**, a retiree and father of **LaToya Montout** who passed away on September 24, 2020.

### Congratulations to:

**Brandon Soffer** on the birth of his granddaughter, **Poppy Cierler Garman** who was born on October 5, 2020.

### Congratulations to Recent Retiree:



**Paula Green**



## Verizon to Provide "No-Cost" Identity Theft Protection

Verizon has notified CWA that they plan to provide Identify Theft Protection Benefits through AllState Identity Protection to all active employees effective January 1, 2021 at no cost. Dependent coverage for anyone residing at an employee's address may be purchased for \$6.00 per month. Cost of dependent coverage will be handled via payroll deductions. Information on how to activate coverage, opt out of coverage and enroll dependents will be sent to employees.



## OFFICER NOMINATIONS COMPLETED; ELECTION UNDERWAY

Local 2108 Officer nominations were conducted at the October 14th Membership Meeting by Election Committee Chairperson Christopher Smith. Those nominated were:

- |                                 |                                  |
|---------------------------------|----------------------------------|
| <b>President</b>                | <b>Marilyn Irwin (unopposed)</b> |
| <b>Executive Vice President</b> | <b>Amory Proctor (unopposed)</b> |
| <b>Secretary-Treasurer</b>      | <b>Johnny Brown (unopposed)</b>  |
| <b>Vice Presidents (2)</b>      | <b>Tamera Nelson</b>             |
|                                 | <b>LaTasha Carpenter</b>         |
|                                 | <b>Drew Franklin</b>             |

Since the offices of President, Executive Vice President and Secretary-Treasurer were not contested, those officers were therefore re-elected by acclamation. They will begin their new three-year term of office on January 1, 2021. As three members were nominated for the two Vice President positions, an election will be conducted for those two positions. The Local 2108 Election Committee will mail ballots to the homes of all members in good standing on October 30th, and will count the ballots on November 20th. If you do not receive your ballot or it is destroyed and you need a replacement, please call the Local on 301 595-2108 and request a duplicate no later than noon on Thursday, November 12th. All duplicate ballots will be mailed at that time. Please follow all instructions included with your ballot, and be sure to mail your ballot in sufficient time to be counted!

## Union Contributions

Did you know that labor unions made the following 10 things possible?

1. 8-hour workday and 40-hour work week
2. Paid sick leave, holidays and vacations
3. Overtime pay
4. Minimum wage
5. Child labor laws
6. Family and medical leave
7. Unemployment
8. Employer health insurance
9. Social security
10. Breaks at work, including lunch



## 2021 Union Plus Scholarship Program

Since 1991, the Union Plus Scholarship Program has awarded more than \$4.8 million to students of working families who want to begin or continue their post-secondary education. Over 3,200 families have benefited from our commitment to higher education.

### 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, 2021.

### 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, 2021**. Applications received after this deadline will not be considered.

### Scholarship Award Amounts:

Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the Fall of 2021. Students may re-apply each year.

### Award date:

The Scholarship Committee will determine recipients of scholarship awards by May 31st each year.

### To apply, go to:

<https://www.unionplus.org/benefits/money/union-plus-scholarships>

# Local 2108 Calendar

### NOVEMBER 2020

- 1 Daylight Savings Time Ends  
Set Clocks Back 1 Hour
- 3 Election Day  
Please make sure you **VOTE!!**
- 10 Membership Meeting - **6:00pm**  
Local Office, Beltsville, MD
- 11 Veteran's Day  
Local Office Closed
- 11 RMC 2108 Meeting - **Cancelled**  
Local Office, Beltsville, MD
- 20 Ballots Counted For Officer Elections
- 26-27 Thanksgiving Holiday  
Local Office Closed

**Happy**

**Thanksgiving**



### DECEMBER 2020

- 2 Chief Stewards Meeting - **Cancelled**  
Local Office, Beltsville, MD
- 9 RMC 2108 Meeting - **Via Zoom**  
Local Office, Beltsville, MD
- 9 Membership Meeting - **6:00pm**  
Local Office, Beltsville, MD
- 25 Christmas  
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 - Tuesday, November 10, 2020 - 6:00pm  
RMC 2108 Meeting - Wednesday, November 11, 2020 - 11:00am - Cancelled



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

Matt Klingman - Vice President

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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