











CWA Endorses Alsobrooks for United States Senate

ANGELA ALSOBROOKS FIGHTS FOR WORKERS.

LARRY HOGAN STANDS WITH CORPORATIONS.

Our union has done the research, and it's clear that Angela Alsobrooks will fight to protect our jobs, our contracts, and our union.

Let's elect Angela Alsobrooks to the United States Senate to fight for CWA members!

	ANGELA ALSOBROOKS	LARRY HOGAN
WORKERS RIGHTS	Supports legislation to make it easier for workers to join unions and bargain strong contracts. 	Opposes legislation to make it easier for workers to join unions and bargain strong contracts. 
HEALTHCARE	Supports protecting Medicare and lowering prescription drug costs. 	Wants to slash Medicare and opposes legislation to lower prescription drug costs. 
TAXES	Supports making corporations and the ultra wealthy pay their fair share. 	Supports extending tax cuts for the wealthy and corporations. 
GOOD UNION JOBS	Supports building out high-speed internet that creates good, union jobs. 	As Governor, he vetoed legislation to raise the minimum wage to \$15 per hour. 
RETIREMENT SECURITY	Has promised to protect our hard-earned retirement benefits and protect Social Security. 	Proposed legislation to weaken the state employees pension system. 

Check the facts: Visit CWA.org/Alsobrooks for citations and links to articles!

The Committee on Political Education (COPE) of the Maryland State and DC AFL-CIO Endorsed the Following Candidates for the 2024 General Elections in Maryland and DC:

U.S. President - Vice President

Kamala Harris
Tim Walz

U.S. Senate:

Angela Alsobrooks

District of Columbia:

Eleanor Holmes Norton (incumbent)



U.S. House of Representatives: Maryland

- District 8: Jamie Raskin (incumbent)
- District 7: Kweisi Mfume (incumbent)
- District 6: April McClain-Delaney
- District 5: Steny Hoyer (incumbent)
- District 4: Glenn Ivey (incumbent)
- District 3: Sarah Elfreth
- District 2: John Olszewski Jr.
- District 1: Blane H. Miller, III

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 past 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



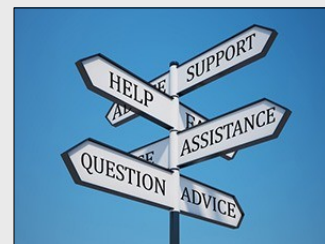
- Permitted employers to implement policies that prohibit employees from engaging in union solicitation conversations while on the job.
- Permitted employers to request workers to persuade their peers to vote against a unionization effort.
- Permitted employers to implement policies that regulate union 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.

EAP Offers Assistance in Times of Need

Stressed out? Need help? Need it NOW? Verizon employees can get assistance from the Employee Assistance Program (EAP) through either the website (<https://www.anthem.com/eap/verizon>) or by calling **1-888-441-8674**. The call is free and confidential and EAP services are available 24/7.

EAP is your resource for assistance with managing problems at home and at work. EAP provides you and eligible family members with a no-cost, confidential and user-friendly resource for life management concerns such as:

- Emotional and mental health well-being
- Maintaining a healthy life style
- Successful communication
- Alcohol and drug abuse
- Relationship issues
- Legal concerns
- Financial concerns
- Dependent adult care
- Childcare needs
- Everyday concerns and resources



While some of the information online about scheduling appointments may be a bit vague and confusing, CWA members in the Potomac Region are entitled to 5 free visits to an EAP counselor, which may be scheduled **"with pay"** during your normal daily tour.

The EAP Program also offers a wide variety of alternative programs designed to assist members with everyday issues such as:

- Adoption Subsidy Programs
- Domestic Violence
- Home Buying or Selling

<https://www.anthem.com/eap/verizon>

No Excuse For Not Voting!!

To ensure that all Verizon employees have the opportunity to participate in the 2024 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.

This policy is just for the 2024 elections. 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.

Are you **"WEARING RED"** on Thursdays?

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.

2025 Union Plus Scholarship Program Accepting Applications

Since 1991, the Union Plus Scholarship Program has awarded more than \$5.6 million to students of working families who want to begin or continue their post-secondary education. Over 4,000 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, 2026.

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, 2025**. 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 2025. Students may re-apply each year.

Award date:

The Scholarship Committee will determine recipients of scholarship awards by May 31st each year. During the first week of June 2024 award recipients will be notified by postal mail, and all applicants will be sent email notification.

To apply, go to:

www.unionplus.org/benefits/education/union-plus-scholarships

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!!

CWA District 2-13 Retirement Benefits

**Tuesday, November 12, 2024 at 6:30 PM
In Person - Gaithersburg, MD**

CWA District 2-13 Retirement Benefits

**Thursday, November 14, 2024 @ 6:30PM
In Person - Vienna, VA**

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

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



Personals

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


Retiree **Gale Tyree**, sister to retired Chief Steward **Dedria Tyree**, who passed away on September 29, 2024.

Leola Jackson, mother to member **Karen Jackson**, who passed away on September 29, 2024.


Mary Lynn Fessler, mother of member **Brian Allen**, who passed away on October 2, 2024.

Welcome to Local 2108

New Members



Moose Singleton
Bernard Staples




Antonio Miller
Janairs Hill

Transferred Members

Adetokunbo Balogun

Congratulations to Recent Retirees:

Claudia Brown	James Wallace
Paula Gibson	Ifedayo Jeter
Denise Chandler	Nicholas Reif
Timothy Goodwin	Sheila Zembower
Johnny Brown	John Craig
Russel Williams	Karen Jackson
Thomas Bawroski Jr.	Katasha Keitt
Scott Young	Angie Shinholster
Leslie Chacon	Educardo Jacob



RMC 2108 Retirees Corner

The General Election Day in Maryland is November 05, 2024. The RMC is recommending that we support candidates who are for issues that support the American worker and their families. The complete list of those endorsed by the AFL-CIO are on our website, www.cwalocal2108.org as well as in this issue of 2108News. By supporting these candidates, you will help ensure our freedom to vote, join a union, and have access to health care and living wages.



Our next RMC meeting will be on November 13th at 11:00am. Folks are encouraged to bring a dessert for the luncheon following the meeting. Save the Republic - Vote!

**Calvin C Foster Jr
President- RMC 2108**

CWA Issues Response to J.D. Vance Crossing Picket Line in Pennsylvania

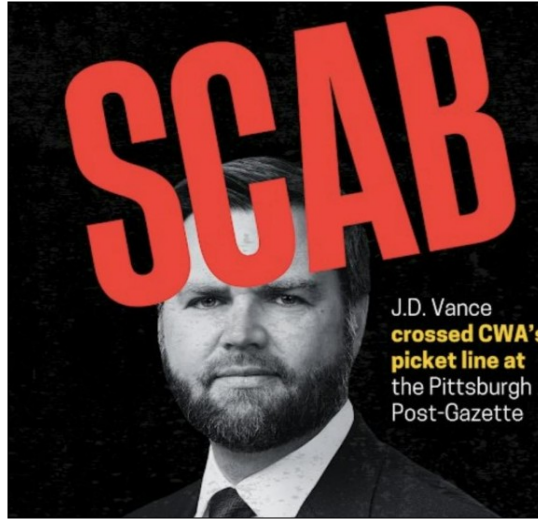
CWA District 2-13 Vice President Mike Davis issued the following statement in response to J.D. Vance's decision to cross a picket line to publish an op-ed in the Pittsburgh Post-Gazette. The Post-Gazette has repeatedly broken federal labor laws and was due in federal court on Monday, October 28th to face the consequences. CWA members have been on strike at the paper since October 6th, 2022 in what is now America's longest running strike.

With less than two weeks before Election Day, J.D. Vance showed his true colors when he crossed our picket line to publish an op-ed in the Pittsburgh Post-Gazette – a newspaper due in federal court in a matter of days to face the repercussions for repeatedly violating U.S. labor laws and the rights of workers.

Working people in Pennsylvania are watching to see whose side J.D. Vance is really on, and his actions today spoke volumes. Just like Donald Trump, J.D. Vance is a scab.

Vance wants the trust of the American people to uphold our laws and our constitution, yet he has crossed a picket line to align himself with a lawbreaking newspaper publisher that sought to undermine our laws and the constitution itself in order to evade the consequences of violating workers' rights.

Our strikers have bravely held their picket lines against the Post-Gazette for more than two years in America's longest running strike. By crossing their picket line, J.D. Vance insulted the striking workers, insulted the people of Pittsburgh, and insulted working people across the country.



Local 2108 Calendar

NOVEMBER 2024

- 3 Daylight Savings Time Ends
Turn Clocks Back 1 Hour.
- 5 Election Day
VOTE!!!



- 11 Veteran's Day
Local Office Closed
- 13 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 13 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 28-29 Thanksgiving Holiday
Local Office Closed



DECEMBER 2024

- 11 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 11 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 14 Hanukah Begins
- 25 Christmas Day
Local Office Closed



MARK YOUR CALENDAR: Membership Meeting - Wednesday, November 13, 2024 - 6:00pm
RMC 2108 Meeting - Wednesday, November 13, 2024 - 11:00am

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Johnny Brown - President
Amy Proctor - Executive Vice President
Tamera Nelson - Secretary-Treasurer
LaTasha Carpenter - Vice President

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Communications Workers of America Local 2108

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