

AFL-CIO Endorsed Candidates

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" Ruppersberger

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



As a result of contract negotiations in 2012, Verizon established a Health Reimbursement Account for eligible employees in the amount of \$850. A bank card was issued to enable employees to utilize these funds to help offset medical expenses. While many of our members have already utilized these funds, a number of folks have varying amounts still credited to their account.

Upon conclusion of the 2016 contract negotiations, CWA and Verizon agreed that to the extent a participant maintains a positive balance in his/her HRA that is **less** than \$50 as of December 31, 2016, such amount shall be forfeited. In addition, any employee who maintains a positive balance in his/her HRA of **any** amount as of December 31, 2017, such amount shall be forfeited. Be sure to use all of the money in your HRA account before the deadlines so you don't lose this negotiated benefit.

If you are unsure of your remaining balance, simply logon to:

www.verizon.com/benefitsconnection

OFFICIAL NOTICE

CWA LOCAL 2108 VICE PRESIDENT NOMINATIONS AND ELECTION

Due to the retirement of Vice President Jenny Sylvester, nominations will be conducted at the **Thursday, October 13, 2016** (*Please note the date change*) membership meeting for one position of Vice President. If the October meeting is cancelled, nominations will be held at the November membership meeting, which will be held on November 9.

Any member in good standing of Local 2108 may run for office if he or she wishes.

Candidates should be present in order to be nominated. If a candidate cannot be present due to extenuation circumstances, a letter of acceptance, written and signed by the candidate, must be presented to Christopher Smith, Election Committee Chair, prior to nominations being held.

Assuming that the October Membership Meeting is held and that the election is contested (more than one candidate is nominated) ballots will be mailed on Thursday, October 27, 2016 and will be picked up at the Post Office and counted by the Election Committee on Friday, November 18, 2016, beginning at 9:30 a.m. Cancellation of the October Membership Meeting would result in these dates being changed.

Nominees may observe the process of assembling and mailing of ballots and the counting of ballots, or may appoint an observer to represent them, provided that individual is a member in good standing of the Local and has a letter from the candidate appointing them as observer. This may not be done on union-paid time.

Any candidate wishing to use the Local's facilities for the purpose of mailing out campaign literature should contact Christopher Smith at the Local on 301 595-2108. As membership list labels will no longer be printed, any candidate who wishes to mail campaign literature should forward their envelopes or flyers to the Local. Names and addresses will be imprinted on the material within four business days. Expenses for campaign literature and postage will be borne by the candidate.

Any member needing a duplicate ballot should contact the Local on or before 10:00 a.m. Thursday, November 10 to request it.

The election will be handled in accordance with Local 2108 Bylaws, the CWA Constitution and federal regulations. A copy of our Election Committee Rules are available on the Local website (cwalocal2108.org) and will be available at the September and October membership meetings. Any questions regarding the elections should be directed to the Election Committee Chairperson, Christopher Smith, at the Local office.

2017 Union Plus Scholarship Program Accepting Applications Now

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.

Evaluation criteria:

This is a competitive scholarship. Applicants are evaluated according to academic ability, social awareness, financial need and appreciation of labor. A GPA of 3.0 or higher is recommended.

The required essays can account for up to half your total score. Scholarship applicants are judged by a committee of impartial post-secondary educators.

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.

Scholarship Award Amounts:

Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the Fall of 2017. Students may re-apply each year.

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>

<u>Geographic Area</u>	<u>Number Of In Person Retiree Meetings</u>	<u>Date</u>	<u>Time</u>	<u>Address</u>
Central MD	2	Mon, Oct 24, 2016	10:00am - 12:00pm 1:00pm - 3:00pm	<u>DoubleTree by Hilton Annapolis</u> 210 Holiday Court Annapolis, MD 21401
Washington Suburban Area MD	3	Tue, Oct 25, 2016	9:00am - 11:00am 12:00pm - 2:00pm 3:00pm - 5:00pm	<u>Greenbelt Marriott</u> 6400 Ivy Lane Greenbelt, MD 20770
Baltimore County	3	Wed, Oct 26, 2016	9:00am - 11:00am 12:00pm - 2:00pm 3:00pm - 5:00pm	<u>Sheraton Baltimore North</u> 903 Dulaney Valley Rd Towson, MD 21204
Baltimore City	1	Thu, Oct 27, 2016	9:00am - 11:00am	<u>Best Western Plus Hotel & Conference Center</u> 5625 O'Donnell Street Baltimore, MD 21224
Hartford County	1	Thu, Oct 27, 2016	2:00pm - 4:00pm	<u>Richlin Ballroom</u> 1700 Van Bibber Road Edgewood, MD 21040

Learn about the Verizon Advantage Plan option coverage and get answers to your questions.

Personals

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

Evelyn Jones, mother of retired member **Janice Crowe** who died on September 8, 2016.

Anthony Howard, an active member of CWA Local 2108, who died on September 19, 2016.

Mary Jane Gibson, mother-in-law of **Wes Obarr**, who died on September 19, 2016.

Congratulations to:

Robert Player on the birth of his daughter, **Ryan Lacey Player** on September 10, 2016.

Welcome to Local 2108

New Members

Derrick Martin

Arthur Landrum	Kaieta Lofton	Christian Berrientos-Leyton
Rashad Gholson	Faith Dunning	Juan Orozo
Anthony Iremiren	Tangula Becton	Anthony Jones, Jr.
Abija Mashava	Josh Foley	Tianna Tolen
Amber Austin	Bruno Deslauriers	Antony W. Smith

Congratulations to Recent Retirees:



Mark Destefano
Scott Liddick



RMC 2108 Retirees Corner

For some time now we have been anticipating the implementation of the Medicare Advantage Plan for retirees at Verizon.

We have been notified that there will be a series of face to face meetings to explain the changes and help answer any questions you may have. For those



of you who live in areas other than the ones listed in the chart to the left, please refer to the mailing Verizon will be sending out to your home to find a location close to you. There will also be a series of teleconference calls for those who can't make it to any location or for those that live out of any designated geographic area. A series of webinars are also planned to help guide you through the changes.

Our next RMC meeting is scheduled for Wednesday, October 12, 2016 at 11:00am at the Local office. Come on out for important information that affects retirees, catch up with old friends and enjoy a great luncheon!!

See you there!!

Calvin C Foster Jr
President- RMC 2108

Local Safety Activists Attend CWA/USW Safety Conference

On September 12-16, 2016 Chief Steward Mike Foster and I attended the CWA/United Steelworkers Health, Safety and Environment Conference in Pittsburgh, PA. The CWA partners with the USW and the Tony Mazzocchi Center to provide worker education through a series of workshops over a five day conference. This is my third year attending and there is always something new to be learned. The standout session this year, was on mental health, in my opinion.

Mark Henick, a member of the board of directors for the Mental Health Commission of Canada shared a powerful story of how he was on the side of a bridge, readying himself to let go when a stranger came over and saved him. This started his career in fighting the stigma of mental health and creating changes in the workplace and government. How does this apply to us? Well they advocate for us to police ourselves. We work around each other day after day, sometimes for decades. We know each other's personalities. What happens when Sue or Joe Member starts acting different, present in body but not in mind, maybe isolating themselves from the group when they used to be very social? What do you do? Do you ignore them or watch at a distance, thinking its something for them to work out? I challenge you to go up to that person and ask them if everything is ok. Tell them about getting help through EAP or their doctor. You don't have to be able to fix the problem, just identify that there may be one and let that person know that you care enough about them to say something. Remind them that they are not alone. Steer them in the right direction.

We also attended an extensive workshop on lead exposure, which outlined possible adverse health effects for members who come into contact, as well as the potential for introducing the contaminate to family members through clothing contact. Other courses we attended focused on investigating safety issues and our legal right to specific information in grievance handling.



Local 2108 Calendar

OCTOBER 2016

- 5 Chief Stewards Meeting - 9:30am
Local Office, Beltsville, MD
- 10-12 CWA District 2/13 Leadership Conference
Hershey, PA
- 12 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 13 Membership Meeting - 6:00pm - *Note Date Change*
Local Office, Beltsville, MD
- 31 Halloween

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

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 - Thursday, October 13, 2016, 6:00pm
RMC 2108 Meeting - Wednesday, October 12, 2016, 11:00am




2108News
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Marilyn Irwin - President
Amory Proctor - Executive Vice President
Johnny Brown - Secretary-Treasurer
LaTasha Carpenter - Vice President
Jenny Sylvester - Vice President

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