



KAMALA HARRIS

DONALD TRUMP

RIGHT TO ORGANIZE



PROTECTING YOUR UNION RIGHTS.

Harris has led the push to expand workers' rights and make new organizing campaigns easier. Over the past four years, organizing victories have nearly doubled, and she will work to pass the Protecting the Right to Organize (PRO) Act. (White House release, 2/7/22; Axios 7/25/24)

RESTRICTING WORKERS' RIGHT TO ORGANIZE.

Trump will again make it easier for companies to classify workers as independent contractors and harder to organize workplaces. He even plans to allow corporations to fire workers who engage in collective action and organizing. (The Huffington Post, 7/3/21; Mandate for Leadership (Project 2025), pg. 601)

RETIREMENT SECURITY



SAVING UNION PENSIONS.

Harris cast the tiebreaking vote to save the pensions of more than 1 million workers and retirees. This legislation also provided aid for states to ensure public pension plans would be secure for workers' retirement. (H.R. 1319, 3/4/21)

ELIMINATING PENSIONS FOR PUBLIC WORKERS.

Trump has advocated for eliminating pensions for some public sector workers, claiming they are overpaid and receive too many benefits. He has also said he is open to cuts to Social Security and Medicare. (Government Executive, 3/15/19; CNN, 3/11/24)

STANDING WITH WORKERS



PICKETED WITH STRIKING WORKERS.

Harris has walked the walk when it comes to supporting union members. She's walked the picket line with striking workers and withdrawn from events rather than cross a picket line. (Los Angeles Times, 5/9/23; UAW release, 7/21/24)

PRAISED FIRING WORKERS ON STRIKE.

Trump praised Elon Musk for firing striking workers, which the National Labor Relations Board is now investigating as a potential unfair labor practice. Trump has also crossed an IATSE picket line rather than respect striking workers. (IATSE X (Twitter) account, 9/19/23; PBS, 8/13/24)

Donald Trump's Project 2025 Agenda Puts Union Members Under Attack

Donald Trump's Project 2025 agenda has raised concerns among many, particularly regarding its potential impact on union members. Critics argue that some of the proposed policies could undermine workers' rights and weaken labor unions. This could manifest through efforts to limit collective bargaining power, roll back protections for workers, or promote policies that favor right-to-work laws, which can diminish union influence.

For Private Sector workers, the plan would allow states to ban Labor Unions and eliminate overtime protections and the minimum wage. It would eliminate collective bargaining by allowing management controlled "councils" to replace current Labor Unions. For Public Sector workers, Project 2025 would ban all public employee unions. And, as Trump tried to do before, he will remove job protections from Federal workers, allowing him to fire civil servants and replace them with unqualified loyalists. Additionally, Trump has publicly stated that he will repeal Davis-Bacon, ending prevailing wage and letting bad contractors hire low skill workers for low pay.

Maryland AFL-CIO Endorsed Candidates 2024

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

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

District of Columbia:

Eleanor Holmes Norton (incumbent)

CWA Local 2108 Conducts New Steward Training



On September 18-19, 2024, CWA Local 2108 conducted New Stewards Training at the local to help them assist members with day to day workplace issues. Please make sure to thank our newest group of workplace advocates for stepping up to the plate and volunteering their services to represent you !!

Pictured above:

(Front Row) LaTasha Carpenter - Instructor, Marisa Birchfield - Trade Zone Garage, Michael King - Kirby Rd Garage, Carlton Collins - Kirby Rd Garage, Tiffani White - Mission Dr Garage, Tammy Nelson - Instructor, (Back Row) Brandon Cason - Kirby Rd Garage, Brian Harrison - Chesapeake Complex, Retention Group, Omari Bolt - Wilkins Ave Garage, Rikki Perkins - Wilkins Ave Garage, Jamar Taylor - Wilkins Ave Garage,

Verizon Open Enrollment Begins October

Annual Enrollment for Verizon employees and retirees will take place from October 8-17 this year, and elections made will be effective January 1, 2025. As in the past, if you are happy with your current benefits elections there is no action for you to take, and your current elections will carry over for 2025. In 2025, all medical plan enrollees will automatically receive the \$100 Well-being Activity Credit even if the health assessment is not completed.

To enroll, go to Benefits Connection at www.verizon.com/benefitsconnection. From the home page, go to Annual Enrollment>Enroll Now. From there you can add or drop dependents, review your plan options and update your elections. If you have questions or need assistance, call the Verizon Benefits Center on 855.489.2367 M-F, 8a-6p. This is also an excellent time to review your beneficiary information to ensure it is accurate and up-to-date.

We have already heard from many pre-Medicare retirees (who retired 01-01-2013 or after) who are shocked at the increase in their monthly healthcare premium for next year. That increase is because the 2025 cost of the premiums in the Mid-Atlantic exceeds the negotiated amount VZ must contribute toward retiree healthcare. If your premiums are increasing, please examine your options to determine if a change to the pre-Medicare MCN or MEP PPO would be a better choice for you in 2025. For plan year 2025, there is a HRA option that will be available as an alternative to Verizon group plan coverage. Please refer to your open enrollment guidelines for additional information if this option works better for you.

Pre-Medicare Retiree (Who retired on/after 01/01/2013)

Anthem MCN

- Retiree Only -- \$240.08/month
Retiree +1 -- \$480.17/month
Retiree + Family --- \$600.25/month

Anthem MEP/PPO (Who retired on/after 01/01/2013)

- Retiree Only --- \$230.00/month
Retiree +1 --- \$460.00/month
Retiree + Family --- \$575.00/month

Retirees who have any questions about changes to this year's annual enrollment can contact:

Thomas Ballek

CWA Retiree Health Care Benefits Coordinator
Ph: 866-248-4449 / 610-432-2040
thomas.l.ballek@verizon.com



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, October 8, 2024 at 6:30 PM - Via Zoom

CWA District 2-13 Health, Insurance & Medicare

Thursday, October 17, 2024 @ 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 & Verizon Negotiate Extension For "Reserve Time" Agreement

A few years ago, CWA and Verizon negotiated language that dealt with the administration of "Reserve Time" vacation. Under that agreement, employees were able to schedule all remaining carryover days as Reserve Time. As long as vacation scheduling percentages hadn't been exceeded, the employee could use them on any day available up to March 31st of the following calendar year. This agreement has now been extended into 2026.

For Calendar Year 2024, Vacation and Excused Work Days, which may currently be scheduled as "Reserved Time", "Not Scheduled" or are currently scheduled during 2024, can be requested and scheduled between the effective date of the Agreement and



March 31, 2025. Any and all requests for specific dates to be used between the effective date of the Agreement and March 31, 2025 will be considered on a first come, first serve basis and approval will be based on the contractual 18% and 12% ratios set forth in the "Vacation Scheduling Percentages" Letter of Understanding. Any 2024 Vacation, paid or unpaid Excused Work Days not selected and not taken by March 31, 2025 shall be forfeited and not eligible for selection or "in lieu of" payment after March 31, 2025.

Pursuant to Article 31, Section 10(c) of the CBA, scheduling of 2025 Day-at-a-Time Vacation and Excused Work Days will take place during the second and final round of selections. During this round, days shall be selected from those available during the current calendar year (2025). However, pursuant to this Agreement, the Company will also allow days to be selected from those available in the first quarter of the following calendar year (January 1, 2026 - March 31, 2026). At the completion of 2025 Day-at-a-Time Selection, any subsequent requests for days between January 1, 2025 and March 31, 2026 will be approved on a first come, first serve basis on the contractual 18% and 12% ratios set forth on the "Vacation Scheduling Percentages" Letter of Understanding.

If an employee chooses not to schedule allotted 2025 Vacation, paid or unpaid Excused Work Days, the remaining number of days will be set aside as "Reserve Time". "Reserve Time" for purposes of this Agreement shall be defined as days not currently scheduled but available for request during calendar year 2025 through March 31, 2026. Any 2025 Vacation, paid or unpaid Excused Work Days not selected and not taken by March 31, 2026, shall be forfeited and not eligible for selection or "in lieu of" payment after March 31, 2026.

RMC 2108 Retirees Corner

While we are truly enjoying the weather today, enjoy it while you can. We all know that the weather can change around here as fast as politics in DC can.

There is much at stake for the average American on the outcome of this Presidential Election. This election has the possibility of altering many things that we all have relied on such as Health care, law & order, voting rights, education. Things that always made our country the gold standard in the eyes of the world.

We Retirees have much to be thankful for, we shaped the groundwork for future generations and we should make sure that we continue to do the same for future retirees. Please make sure you are registered to vote and make plans to cast your ballot.

The RMC will have our luncheon meeting on October 9, 2024 at 11:00am. If you are so inclined, deserts are very much appreciated. See you there!!



Calvin C Foster Jr
President- RMC 2108

Personals

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

Retiree **Deborah Williams**, who passed away. (No Date Provided)

Retiree **George "Corky" Battisfore**, who passed away on September 9, 2024.

Congratulations to Recent Retiree:



Sharon Tabak

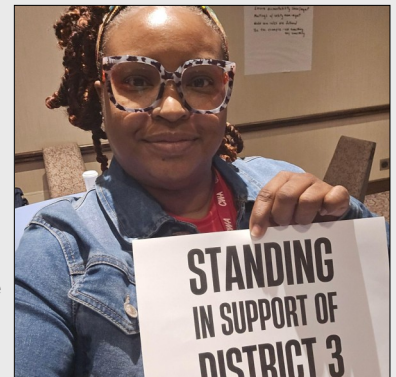


By: Tammy Nelson - Secretary-Treasurer

CWA Safety Conference Provides Essential Industry Training

On August 19, 2024 I had the pleasure of attending the (USW) United Steel Workers Health, Safety, and Environment Conference in Pittsburgh, PA. CWA along with other unions were also invited to attend. The interesting thing about this safety conference was the Steel Workers invite management to attend alongside the membership.

The conference opened with a joint union-management meeting where we discussed some of the safety concerns the steel workers faced in the workplace. Although management was invited to the conference, they were not on the panel of speakers. The Steel Workers honored the members that lost their life in the past year with a ringing of the bell and moment of silence. I hope we never have to experience that again. We were also asked to take a picture of us standing in support of our union siblings at ATT. They are trying to get the company to bargain in good faith.



The main lobby was a hub of information. There were several different organizations represented, including firefighters, first responders and OSHA. The Pittsburgh Post Gazette had a table at the conference. These workers have been on strike since October 2022! I bought some merchandise and made a donation to help support our members, and I suggest everyone else does the same.

The conference offered over 50 different sessions I could attend, which included Prevention of Workplace Violence and Stopping Behavior-Based Blame-the-Worker Programs.

I chose to attend a session on Mental Health and a 10-hour OSHA certification session. The mental health session emphasized how to recognize someone who may be having a mental crisis and how to approach them. Some of the members shared their experiences with loss and grief, and how they navigated through that. The OSHA certification session taught us how to report incidents and accidents, what forms to fill out, and how an incident should be investigated. The workplace accidents and fatality videos were graphic.

I really enjoyed the Safety conference and look forward to going next year. I made some new friends and connections with members in other unions with common interests.

★ DEFEND YOUR UNION AND YOUR CONTRACT ★



ANGELA ALSOBROOKS

FOR U.S. SENATE

Having served as Prince George's County executive, Angela Alsobrooks is a strong supporter of working people and our families. In the Senate, she will fight for workers' rights, increasing the minimum wage and collective bargaining rights for all workers.

FIGHTING FOR WORKERS' RIGHTS. Alsobrooks supports the Protecting the Right to Organize (PRO) Act to expand the rights of workers to organize and collectively bargain in their workplaces, cut down on illegal union-busting and improve working conditions. (Candidate website, accessed 9/12/24)

CREATING GOOD-PAYING UNION JOBS. Alsobrooks supports strong investments in infrastructure and building projects that will bring good-paying union jobs to our communities and improve our quality of life. (ABC News, 8/23/24)

PROTECTING ACCESS TO HEALTH CARE. Alsobrooks will stand up for and protect the fundamental right of working families to make health care and family planning decisions on their own terms. She will work to make health care more accessible and affordable. (The 19th News, 4/25/24)



THIS CANDIDATE WILL DEFEND YOUR UNION AND YOUR CONTRACT.

ANGELA ALSOBROOKS FOR U.S. SENATE

In-person early voting is available Oct. 24–Oct. 31.

VOTE ★ NOV. 5

Local 2108 Calendar

OCTOBER 2024

- 1-3 CWA District 2-13 Conference
King of Prussia, PA
- 9 RMC 2108 Meeting - 11:00am
Local Office, Beltsville, MD
- 9 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
- 24-31 MD Early Voting - 7am-8pm Daily
- 31 Halloween



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





MARK YOUR CALENDAR: Membership Meeting - Wednesday, October 9, 2024 - 6:00pm | RMC 2108 Meeting - Wednesday, October 9, 2024 - 11:00am

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Amory Proctor - Executive Vice President
Tamera Nelson - Secretary-Treasurer
LaTasha Carpenter - Vice President

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