

## 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 October 13, 2016 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](http://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.

## Workers Helping Workers.. You Make a Difference !!

That's what the Community Services Agency of the Washington Metro Council AFL-CIO is all about. Reaching out to local working families in need. Workers helping workers in their own communities.

### To contribute through the United Way:

Use designation number **8253** or make a direct contribution to the Community Services Agency by going to [www.dclabor.org](http://www.dclabor.org), click on "Community Services", then click on "Donate Now" to reach the secure on-line giving portal.

### Your tax deductible donation will:

- Help laid-off or striking workers and families in financial crisis buy groceries, avoid utility cutoffs, evictions and other emergencies.
- Provide holiday baskets of food, clothes and gifts to families that would otherwise go without.
- Educate youth about careers with good wages and benefits, and help adults needing job training.

And so much more!

To find out more - [www.dclabor.org](http://www.dclabor.org) • 202.974-8220 • Email: [kmckirch@dclabor.org](mailto:kmckirch@dclabor.org)



## Have You Scheduled Your Floating Holiday?

It seems that almost every year CWA Local 2108 has had to file grievances for members who haven't scheduled their "floating holiday" prior to October 1st of the calendar year. Verizon then denies the ability to schedule after that date causing them to lose it altogether. It is the Unions position that if an employee has not scheduled it by October 1st, it is the company's responsibility to notify the employee to schedule it at that time.

So to avoid dealing with this issue at all, CWA Local 2108 wants to remind all of our members working under the Verizon agreement to schedule their "floating holiday" prior to October 1, 2016. This way they cannot deny you the ability to schedule your holiday. Just keep in mind that even though they cannot deny you the ability to schedule they can still require you to work on your "floating holiday". You will receive holiday pay treatment just as if you worked any other negotiated holiday.

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

I have to admit that I got a little choked up when I wrote the article on the front page announcing nominations for Vice President at our October Membership Meeting, due to Jenny Sylvester's retirement.



While you should never tell a woman's age, I will tell you Jenny was hired by C&P Telephone Company as a clerk in 1972. She then worked in the Repair Bureau and on the frame before becoming a Services Technician in 1985. She held that position until she retired from Verizon in 2003.

I think Jenny's union history is much more important and impressive than her company history. Jenny became a union steward shortly after her daughter was born in 1975. **That means she served the members of Local 2108, as a Steward, a Chief Steward or Vice President for forty years!**

You could say Jenny was born into this union. Both parents were CWA members, her mom an Operator and her dad a Telephone Repairman, when they met. They were married for 65 years before her dad, Edwin Lewinski, died last year, fittingly on Labor Day. While her mom quit her job to raise four children, Mr. Lewinski became very active with the CWA, becoming president of CWA Local 2101, then a Staff Rep and finally Administrative Assistant to the Vice President of District 2. In that position he was the chief bargainer for our contract, and you will still find Letters of Understanding near the back of our General Agreement with his signature. Jenny was very proud of her dad, and of the fact that he gave her the first CWA Membership card she ever signed, and swore her in as Vice President when she was first elected in 2000. I might be missing someone, but I know Jenny's sister, brother, husband, brother-in-law and at least one nephew were CWA members at one time or another, too.

My first really close interactions with Jenny were in 1991. When we settled our 1989 strike, CWA negotiated the Managed Care Network for the first time. As the MCN was rolled out, meetings were held with every member to explain the changes and improvements to our medical plan. Each Local got to choose two representatives to conduct the training. Our new local president (a wonderful woman who I mistakenly and regrettably hadn't voted for) chose Jenny to be a trainer. Jenny convinced her to choose me, also. Being selected to conduct that training opened the door for me to learn more about our benefits than most get the opportunity to learn. It gave me the opportunity to get to meet lots of our members, and for our officers to get to know me. Shortly after the training ended, with Jenny's input, I was made a Chief Steward, a position I held until we were both elected as Vice Presidents in 2000. I'm not sure that I would have ever become a chief steward or officer in this local without Jenny advocating for me.

Jenny and I are very different people, with different styles. I always joked that she was the good little Catholic girl, and I wasn't. We haven't always agreed, a fact that I'm fine with. She was never comfortable with the profanities that came out of the mouths of the rest of us during discussions, but she tolerated it, most of the time.

My two favorite things about Jenny? Her kindness and her caring. (She kinda scares me a little when she gets angry, since it happens so seldom!) I couldn't begin to count the number of members of our Local she has helped, or the number of stewards and chief stewards she has coached and developed throughout the years. Jenny really stepped up to the plate during our strike this spring and volunteered to handle the CWA Solidarity Fund applications from our Local, a job which took a toll on her. It was her

job to collect the pertinent information from our members who needed financial assistance, pass it on to the District Coordinators, and communicate the status of their requests with our members. I think if you asked her she would tell you having to tell our striking members who had a real need for help that the Fund had run out of money was the most difficult thing she ever did in her forty years of service to our membership.

I suggested to Jenny that we go out to dinner to celebrate her retirement. She told me to donate the money I would have spent for dinner to the Community Services Agency to help replenish their funds, since they had helped so many of our members during the strike. A very Jenny response!

Even after more than forty years, Jenny isn't leaving CWA all together. This past year she was elected as President of the Retired Members Council for District 2-13, so her service will continue in that capacity. Please join me in thanking Jenny for her years of service to our members, and in wishing her nothing but the best in the future. She will be missed!

In Solidarity,

*Marilyn*

## "EISP" Must Be My Lucky Day

With the recent announcement from Verizon regarding a "Special Enhanced EISP" offer for certain job titles throughout the Potomac footprint, there have been a number of questions and misconceptions swirling around the newly negotiated contract provision.

During the last round of bargaining CWA and Verizon negotiated the ability for Verizon to offer employees a special incentive package without having to conduct interim negotiations. This contractual provision allows Verizon to offer an employee, once a year, this modified separation package. This does not mean that they are obligated to offer every employee once a year. In fact, due to high workloads, many work groups may not see an offer at all. The only way an employee may see two or more offers a year are if the employee moves to a different title or location. **The company, in its discretion, will determine how many associates will be separated in each job title, work group and location.**

Under the terms of the agreement, employees who are eligible for the special enhanced EISP will receive a lump sum payment of \$40,000 plus a \$10,000 voluntary termination allowance. Employees with greater than 30 years of net credited service will have their EISP payment capped at 40 years rather than 30 at \$2,200 per year of service.

The Pension Plan will be amended such that service pension eligible employees who leave the service of the company pursuant to a special EISP will not have the age-based reduction for early commencement, if any, applied to the calculation of their pension.

Employees who leave pursuant to the special EISP offer will be eligible for the next scheduled pension band increase as well as interest rate protections applied in the calculation of the pension.

CWA Local 2108 will be devoting most of the membership meeting on September 14th at 6:00pm to discuss the special EISP offer. We will also be holding an open forum on the offer along with specific applications to the pension plan on Saturday, September 17 at 10:00am at the Local Office. Scott Ferguson from Nettworth Financial Services will also be in attendance to discuss your retirement and financial planning options. So, whether you were offered the Special Enhanced EISP or want to get your questions answered to be prepared if you receive the offer in the future, you are welcome to attend.

# Hillary Clinton

## For President



*I've always believed that when unions are strong, families are strong and America is strong. That is not a slogan for me. That is a statement of fact. You created the strongest middle class in the history of the world. You led the fight for affordable health care more than half a century ago. And today, you're leading the fight to raise the minimum wage, which will lift 35 million working Americans out of poverty.*

Hillary Clinton, March 2, 2016

Labor unions helped build America's middle class, and organized labor remains critical to fulfilling America's basic bargain: If you work hard and do your part, you should be able to get ahead and stay ahead. We need to strengthen and protect America's workforce.

### As president, Hillary Clinton will:

- **Invest in good-paying jobs.** In her first 100 days as president, Hillary will work with both parties to make bold investments in infrastructure, manufacturing, research and technology, clean energy, and small businesses. This will create millions of good-paying jobs, including for labor and other hard-working Americans across the country.
- **Restore collective bargaining rights for unions and defend against partisan attacks on workers' rights.** Hillary was an original co-sponsor of the Employee Free Choice Act. Hillary will fight to strengthen the labor movement and to protect worker bargaining power. She will continue to stand up against attacks on collective bargaining and work to strengthen workers' voices.
- **Prevent countries like China from abusing global trade rules, and reject trade agreements, like the TPP, that don't meet high standards.** Hillary will strengthen American trade enforcement so we stand up to foreign countries that aren't playing by the rules—like China is doing right now with steel, and fight for American workers. She will say no to trade deals, like the Trans-Pacific Partnership, that do not meet her high standard of raising wages, creating good-paying jobs, and enhancing our national security.
- **Raise the minimum wage and strengthen overtime rules.** Hillary will work to raise the federal minimum wage to \$12, and support state and local efforts to go even higher—including the "Fight for \$15." She also supports the Obama administration's expansion of overtime rules to millions more workers.
- **Invest in high-quality training, apprenticeships, and skill-building for workers.**
- **Encourage companies to invest in workers.** Hillary will reward companies that share profits and invest in their workers. She will crack down on companies that move profits overseas to avoid paying U.S. taxes and she will make companies that export jobs give back the tax breaks they've received in America.
- **Protect workers from exploitation,** including employer misclassification, wage theft, and other forms of exploitation.
- **Ensure policies meet the challenges families face in the 21st century economy.** Hillary will fight for equal pay for women and guarantee paid leave, two changes that are long overdue. And she will provide relief from the rising costs of necessities like child care and housing.
- **Protect retirement security.** After working hard for decades, Americans deserve a secure and comfortable retirement. Hillary will fight to protect retirement security, enhance—not privatize—Social Security, and push back against any efforts to undermine retirement benefits.

## Welcome to Local 2108

### New Members

#### Mike Foster

Kingsley Ojo  
Shadina Pennybaker  
Melvin Prudente  
Brendan Butler  
Kurtis Green  
Rashad Lowe



#### Tony Meeks

David Osifo  
John C. Taylor  
Christopher Gilmer

#### Amory Proctor

Adam Alston  
Brandon McGowan

#### Derrick Martin

Michelle Mitchell-Quick

### Transferred Members

#### Ed Anderson

Charles Tynes  
Tiara Brooks

#### Derrick Martin

Ivin Dye-Henderson

### Congratulations to Recent Retirees:



William R Walker  
Regina Brunson



## 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>

# The Medicare Advantage Program Rolls Out This Fall

As a result of 2016 contract negotiations, beginning January 1, 2017 Verizon Medicare-eligible covered retirees will be enrolled in a Medicare Advantage plan. While we understand that there are concerns about the transition into a new plan, CWA will do everything to help ensure that the switch goes smoothly. Recently, the Request for Proposal (RFP) process concluded and the Company has selected "United Healthcare" to be the provider.



### The tentative implementation timeline is as follows:

- **Mid to late September**- Verizon will send an overview letter to Medicare eligible retirees.
- **Late September to early October**- Verizon will send an "Introduction to Medicare Advantage Guide".
- **October to November** - United Health Care will send several written communication pieces to retirees and will send written invitations for informational seminars or informational teleconference calls.
- **Early October** - United Health care call center and pre-enrollment website opens.

- **October to early November** - Retiree education meetings will be held in key locations where large numbers of retirees reside, and teleconference calls will be held for retirees and family members who are unable to attend live meetings.
- **November** - Annual enrollment (dates to be announced).
- **Mid to late December** - United Health Care will send "Post Enrollment Welcome Packets" and ID cards.

A more specific timeline and copies of any communications to retirees will be provided to you as soon as they are made available. In addition, our Health Care Benefit Coordinators will be provided additional training on this issue in late September and will be able to assist retirees with any issues regarding Medicare Advantage.

# Local 2108 Calendar

### SEPTEMBER 2016

5 Labor Day  
Local Office Closed



- 12-16 CWA/USW Safety Conference  
Pittsburgh, PA
- 14 RMC 2108 Meeting - 11:00am  
Local Office, Beltsville, MD
- 14 Membership Meeting - 6:00pm  
Local Office, Beltsville, MD

### 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

### **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, September 14, 2016, 6:00pm  
RMC 2108 Meeting - Wednesday, September 14, 2016, 11:00am



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

Jenny Sylvester - Vice President

LaTasha Carpenter - Vice President

Johnny Brown - Secretary-Treasurer

Amory Proctor - Executive Vice President

Marilyn Irwin - President

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# 2108News

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