

First Woman to Head Labor Federation

Liz Shuler Elected AFL-CIO President

The AFL-CIO Executive Council elected Liz Shuler, a visionary leader and long-time trade unionist, to serve as president of the federation of 56 unions and 12.5 million members. Shuler is the first woman to hold the office in the history of the labor federation. The Executive Council also elected United Steelworkers (USW) International Vice President Fred Redmond to succeed Shuler as secretary-treasurer, the first African American to hold the number two office. Tefere Gebre will continue as executive vice president, rounding out the most diverse team of officers ever to lead the AFL-CIO.



The election of Shuler and Redmond comes after the unexpected and untimely passing of Richard Trumka, who served as AFL-CIO president from 2009 until his death on Aug. 5, capping a more than 50-year career of dedication to America's unions and working people. President Trumka was a national and global labor leader but he lived and worked here in Washington. He always had time for the local battles that he knew not only meant so much to metro-area workers and their families, but which always had national implications.

"I am humbled, honored and ready to guide this federation forward," Shuler said after her election. "I believe in my bones the labor movement is the single greatest organized force for progress. This is a moment for us to lead societal transformations—to leverage our power to bring women and people of color from the margins to the center—at work, in our unions and in our economy, and to be the center of gravity for incubating new ideas that will unleash unprecedented union growth."

Shuler grew up in a union household—her father, Lance, was a power lineman and longtime member of Electrical Workers (IBEW) Local 125 at Portland General Electric and her late mother, Joyce, worked as an estimator in the company's service and design department. In 1993, Shuler was hired as an organizer at Local 125. When energy giant Enron Corp. tried to muscle electricity deregulation through the Oregon Legislature, Shuler worked with a broad-based coalition of labor, community and environmental activists to challenge and ultimately overcome Enron's powerhouse lobbying campaign, a victory that sparked her passion for mobilizing workers to make change even when faced with overwhelming odds.

In 1998, Ed Hill, then-secretary-treasurer of the IBEW, assigned Shuler to California where she mobilized IBEW members to help defeat Prop. 226, the so-called paycheck protection initiative that threatened to silence union members in the political process. That victory prompted John J. Barry, then president of the IBEW at that time, to hire her as an international representative in the union's Political/Legislative Affairs Department in Washington, D.C. In that role,

Shuler ran grassroots political mobilization efforts and lobbied Congress on a range of issues important to working families. In 2004, she was promoted to assistant to the international president, where she served President Hill, who had succeeded to that position, in driving the agenda of the nearly 1-million member union.

In 2009, she joined forces with Trumka, becoming the first woman elected to the position of secretary-treasurer at an AFL-CIO convention and the youngest woman ever on the federation's Executive Council. As secretary-treasurer, she also served as the chief financial officer, turning deficits into surpluses and steering the federation through multiple fiscal crises, including the COVID-19 pandemic.

In addition to her stewardship of the federation's finances, Shuler led the AFL-CIO's initiatives on the future of work, retirement security, the clean energy economy, public safety reform, workforce development, and empowering women and young workers. She is committed to busting myths about labor, leveraging the labor movement's diversity for innovative approaches to social justice and making the benefits of a union voice on the job available to working people everywhere.

Redmond has been a USW member since 1973, when he went to work at Reynolds Metals Co. in Chicago. He became active in his local union almost immediately, serving as shop steward and eventually vice president. He served three terms as local president.

As international vice president for human affairs, Redmond oversaw the Civil and Human Rights Department, as well as the union's shipbuilding, health care and public sector bargaining, and worked with USW allies across the country in responding to attacks on voting rights and in combating economic inequality. Redmond has a long history of leadership on various boards, including the Coalition of Black Trade Unionists and the A. Philip Randolph Institute. In 2021, Redmond was elected president of the Trade Union Confederation of the Americas, a prestigious international post.

CWA Wins Labor Protections in Historic Broadband Infrastructure Agreement

The U.S. Senate's passage of the bipartisan infrastructure bill, which will invest \$65 billion in our country's broadband network, is welcome news to the millions of Americans who do not have affordable high-speed internet service. This investment, along with programs that will help low-income and rural households obtain service and devices and a mandate that the Federal Communications Commission adopt rules to prevent digital redlining will provide equal access to education, health care, work and business opportunities that increasingly require broadband internet connections.



In a historic first for federal broadband funding, this agreement also recognizes the importance of ensuring that companies who receive these funds adhere to high labor standards. The proposed legislation, which creates a new state broadband grant fund to expand high-speed internet service, prioritizes broadband projects from entities that have a demonstrated record of and plans to be in compliance with Federal labor and employment laws.

CWA will continue to urge the Senate to ensure that companies that receive federal funds support workers' rights, that they strengthen those rights by passing the Protecting the Right to Organize (PRO) Act.

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

Last month, on the evening of August 4th, thousands of mine workers and their allies from as far away as Pennsylvania gathered at a park in Brookwood, Alabama in support of the ongoing coal miner strike against Warrior Met Coal, Inc. It was one of the largest rallies in Alabama labor history. The rally was called to support more than a thousand United Mine Workers of America (UMWA) workers who had walked off their jobs at Warrior Met in April. The protracted strike had become violent and destructive, with the UMWA filing Unfair Labor Practice charges with the NLRB related to Warrior Met's conduct during negotiations and Warrior Met offering a \$10k reward for information on damage caused on three occasions in May and June. The Union said the workers had sacrificed to bring the company out of the Walter Energy bankruptcy five years earlier, and now that Warrior Met was doing well they needed to share their success with the workers by providing a fair contract with better health benefits.



At the rally, attendees had the honor of hearing remarks recorded by AFL-CIO President Richard Trumka. (As you may be aware, Trumka was the former president of the UMWA, serving in that position from 1982 until 1995.) He spoke that evening, as he always did, with his trademark strength, gusto and ability to inspire. Trumka declared, "It's time to regrow America's labor movement, to restore our rights, and to reclaim our power! To Warrior Met and all the union-busters out there: No matter how much you intimidate us, no matter how hard you try to break us, working people are not going to cave or capitulate! We're not going to give in or give up. We will prevail. **One day longer. One day stronger!**"

The following morning, Trumka unexpectedly passed away from a heart attack at the age of 72.

I find it so poignant that Richard Trumka's final work day was spent leading and inspiring striking mine workers. As president of the UMWA, he had led the union to victory in one of its toughest strikes in history against Pittston Coal in 1989. After the coal company stopped paying for retiree healthcare, the union struck for 10 months before the mine-workers won. Some of the attendees hearing Trumka's call to action at the August 4th rally were the same members who fought alongside him against Pittston more than 30 years ago.



Richard Trumka embodied everything it meant to be a union man. Born in a small coal town in Pennsylvania, he followed in the footsteps of his father and grandfather to become a third-generation coal miner and member of UMWA Local 6290. His lifelong passion for workers' rights was born from talks around the family dinner table

about the union's struggle for decent wages, working conditions and pensions. His years spent in the sweat and dirt and dust of the coal mines only made his conviction stronger. He left the UMWA to serve as Secretary-Treasurer of the 12.5-million member AFL-CIO, and then as President from 2009 until his death last month.

President Joe Biden remember Trumka by saying, "For Rich, work was synonymous with a word that defined his life: dignity. In the more than thirty years of our friendship, he was a fierce and forceful champion for the dignity of the American worker." President Barack Obama wrote: "From the coal mines of Pennsylvania to the halls of Congress, Rich Trumka was a fierce advocate for working Americans. He loved this country, and he never missed an opportunity to remind us what we can be." Labor Secretary Marty Walsh added: "From the commercial airways 30,000 feet in the air to the deepest mine shafts 10,000 feet be-

low ground, there is no part of our world that was not touched by his grace and commitment to what he believed was right."

As so many have said, Richard Trumka dedicated his entire life to making sure every institution he touched---the United Mine Workers of America, any of the 56 unions that comprise the AFL-CIO, the U.S. government and the world community---served working people and the public interest, comforted the affected and affected the comfortable.

Trumka is survived by his wife of thirty-nine years, Barbara, and his son, Richard Trumka, Jr. While his loss will be felt my many, I'm sure the UMWA members will always remember him as one of their own--- a leader who came home, one last time, to bring them together and push them forward.

Thank you for your inspired leadership, Richard Trumka, and Rest in Peace.

In Solidarity,

Marilyn

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 2023.

For Calendar Year 2021, Vacation and Excused Work Days, which may currently be scheduled as "Reserved Time", "Not Scheduled" or are currently scheduled during 2021, can be requested and scheduled between the effective date of the Agreement and March 31, 2022. Any and all requests for specific dates to be used between the effective date of the Agreement and March 31, 2022 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 2021 Vacation, paid or unpaid Excused Work Days not selected and not taken by March 31, 2022 shall be forfeited and not eligible for selection or "in lieu of" payment after March 31, 2022.

Pursuant to Article 31, Section 10(c) of the CBA, scheduling of 2022 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 (2022). 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, 2023-March 31, 2023). At the completion of 2022 Day-at-a-Time Selection, any subsequent requests for days between January 1, 2023 and March 31, 2023 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 2022 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 2022 through March 31, 2023. Any 2022 Vacation, paid or unpaid Excused Work Days not selected and not taken by March 31, 2023, shall be forfeited and not eligible for selection or "in lieu of" payment after March 31, 2023.

CWA was recently advised by Avaya Labor Relations that the new fleet vehicles that Senior Technicians are being assigned has technology that tracks things such as:

- Harsh braking
- Hard acceleration
- Harsh cornering
- Speeding (through all speed zones)
- Seat belt usage
- Possible collision
- Engine light on
- Battery drain
- Unauthorized device removal
- Engine abuse
- Backing up when leaving
- Excessive idling
- EV low charge



According to Avaya, managers will use the data to bring repeated "unsafe risks" to the Technician's attention, however, we have agreed it will be undocumented and not considered progressive discipline unless it becomes a consistent pattern. If there is a pattern of repeated "unsafe risks" amongst the drivers, the Company will consider discipline but will contact CWA to discuss beforehand. CWA Local 2108 is encouraging all our technicians to be safe and not to take unnecessary risks just to meet customer demands.

Have You Scheduled Your Floating Holiday?

It seems that almost every year CWA Local 2108 hears from members who haven't scheduled their Floating Holiday prior to October 1st of the calendar year and then Verizon denies that employee the ability to schedule after that date, causing them to lose it altogether. It is the Union's position that if an employee has not scheduled it by October 1st, it is the company's responsibility to notify the employee to schedule their Floating Holiday at that time.

With that being said, CWA Local 2108 strongly suggests that all of our members working under the Verizon agreement schedule their Floating Holiday prior to October 1, 2021. This way you cannot be denied the ability to schedule your holiday. Keep in mind that you can still be required to work on your Floating Holiday. In that case you will receive holiday pay treatment just as if you worked any other negotiated holiday.

RMC 2108 Retirees Corner

I hope everyone has had an enjoyable summer and all our friends and families have remained safe and healthy. Because of the recent surge of Covid-19 cases, the RMC Executive Board has decided to resume our monthly meetings via Zoom until local health guidelines give us the all clear to resume our meetings in person. As much as we would like to see everyone, it's not worth the risk of putting anyone's health in jeopardy. We hope to return to normal some day soon.

The next meeting will be on September 8, 2021 at 11:00am. Notifications will be sent out by email with access information the day before. If you have any questions about login issues, please call Janice Crowe on 410-533-5370.

Stay safe!!

Calvin C Foster Jr
President- RMC 2108



Personals

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

Stanley English, a retired member who passed away on May 26, 2021.

Stephen A. Beverly, brother **Roslyn Beverly-Spears** and **Hafeeza Shabazz** who passed away on August 6, 2021.

Gilbert Armstrong, Sr., father of **Gilbert Armstrong, Jr.** who passed away on August 7, 2021.

Charlie Houston, a retired member who passed away on August 21, 2021.

Congratulations to:



Retiree **Arnita Pinkard** on the birth of her great grandson **Carter Anthony Cooper** on August 3, 2021.

Welcome to Local 2108

New Members

<u>Kendra Whitaker Hughes</u>	<u>Latasha Carpenter</u>
Jamar Seaward	Shelia King

Congratulations to Recent Retirees:

	Darrel Prather Dawn Martin	
---	-------------------------------	--

Pension Band Increases at Verizon

Per the 2018 contract extension between CWA and Verizon, on September 15, 2021 all eligible associates in the Mid-Atlantic region will see an increase of 1% across all pension bands.

In addition, if any eligible associate leaves the service of the company under a Special Enhanced Income Security Plan (Special EISP), they will automatically qualify for the next scheduled pension band increase

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!!

Retirement Benefits Webinar

Thursday, September 16, 2021 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 - 929 1976 0163 Password: 680386

Medicare Basics Webinar

Thursday, September 30, 2021 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 - 963 5231 8690 Password: 658604

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

Union Label Department Unveils New "Do Buy" Database



In its most comprehensive redesign ever, the Union Label and Service Trades Department, AFL-CIO, has built a new "Do Buy" database of union-made products and services.

"We set out to clean up and update our database of products currently housed on our website," explains ULSTD President Rich Kline. "As we worked on the update, it became clear that we had an opportunity to create something more special, more user friendly, and information-packed than we have ever had before."

The database not only contains union made products and services, it also links to information about each of the national and international unions, houses collective bargaining agreements, and as it continues to evolve, will hold information about each of the local unions that make the union-made products.

The project, which has taken more than a year to put together, was built by the Department's union communications firm, Kenefick Communications. Kenefick employees are members of the Columbia Typographical Union 101-12.

This new iteration of the Department's database is a relational database that links information throughout each listing. When a product is linked to a union, the union, or unions, linked show other products made by that union. As well, it shows the associated collective bargaining agreements negotiated by the union and information on union leadership. As the database becomes more granular, information about the local unions representing the workers will also be added.

The database is available on the Department's website at unionlabel.org and union members are encouraged to add their employers' union-made products and services using the provided form.

The mission of the ULSTD is to promote buying union-made products and services. This database will make it easier to find union-made products and services, learn more about the unions that make them, and, we hope, become a clearing house of information for anyone looking for information about unions.

Local 2108 Calendar

SEPTEMBER 2021

6 Labor Day
Local Office Closed



8 RMC 2108 Meeting - 11:00am - Via Zoom
8 Membership Meeting - 6:00pm
Local Office, Beltsville, MD

OCTOBER 2021

6 Chief Stewards Meeting - 9:00am
Local Office, Beltsville, MD
13 RMC 2108 Meeting - 11:00am - Via Zoom
13 Membership Meeting - 6:00pm
Local Office, Beltsville, MD
18-19 78th CWA Bi-Annual Convention Via Zoom
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 8, 2021 - 6:00pm
RMC 2108 Meeting - Wednesday, September 8, 2021 - 11:00am - Via Zoom



10782 Rhode Island Avenue, Beltsville, MD 20705
Web Address: www.cwalocal2108.org
Local Office: (301) 595-2108 :: Local Fax: (301) 595-2412
Tamera Nelson - Vice President
LaTasha Carpenter - Vice President
Johnny Brown - Secretary-Treasurer
Amory Proctor - Executive Vice President
Martlyn Irwin - President

Published Monthly
Printing Done In-House
2108News

Communications Workers of America Local 2108

ADDRESS SERVICE REQUESTED
ISSN: 0162-248X

COMMUNICATIONS WORKERS OF AMERICA
LOCAL 2108
10782 Rhode Island Avenue
Beltsville, MD 20705-2513

Non-Profit Organization
U.S. POSTAGE
PAID
Permit No. 5128
Hyattsville, Md.