

## Zenimax Workers Rally For Juneteenth Holiday



In a significant victory for workers' rights, CWA-ZeniMax Workers United proudly announced last month that employees at Microsoft's ZeniMax video game studio will now enjoy an additional Personal Day, which can be used to celebrate Juneteenth or another date of particular significance. This triumph comes after persistent negotiations with Microsoft management, culminating in the acknowledgment of this essential federal holiday.

After workers secured an agreement on the additional Personal Day, ZeniMax management announced the new policy for employees worldwide. Furthermore, contractors who will become employees once the full collective bargaining agreement is ratified will also benefit from a paid day off on Juneteenth. This achievement marks a significant step in the workers' ongoing mission to ensure fair treatment and recognition for all ZeniMax workers.

In addition to securing Juneteenth as a holiday for the global ZeniMax workforce, workers have also secured the reinstatement of Christmas Eve (December 24th) as a paid holiday for members of the union.

"Recognizing Juneteenth as a holiday was a priority for our union members, and we are proud

that our efforts resulted in this positive change for all ZeniMax employees. That's what having a union is all about: taking collective action to improve our workplace. We are continuing to negotiate with the company on other issues and look forward to finalizing our first union contract soon," said Veronica Martinez, Contract QA Tester and member of CWA-ZeniMax Workers United.



On January 3, 2023, ZeniMax QA workers in Maryland and Texas received recognition as the first video game studio union at Microsoft. The workers organized their union under the terms of

CWA's groundbreaking labor neutrality agreement with Microsoft. CWA-ZeniMax Workers United represents over 300 quality assurance workers at Microsoft subsidiary ZeniMax Media.



CWA President Claude Cummings Jr., CWA Secretary-Treasurer Ameenah Salaam, CWA Telecommunications and Technologies Vice President Lisa Bolton, CWA Chief of Staff Sylvia J. Ramos, and members, retirees, and leaders from CWA Locals 2108 and 2100 attended a rally hosted by CWA-ZWU in Rockville, Md., to celebrate winning recognition of the Juneteenth holiday.

### Local 2108 Member Wins Scholarship Award

Congratulations to CWA Local 2108 member Priscilla Ruth whose daughter, Maeona Dotson, has been selected as a \$1000 winner of the 2024 Nettworth Donna Castleberry Scholarship. The scholarship is awarded to children of union members across the country. Since 2001, more than \$240,000 has been given to fund the education of dozens of promising young men and women. Maeona is attending Towson University. Congratulations Maeona!!



Are you "WEARING RED" on Thursdays?

### Verizon Wage Schedules To Increase on 8/4/24

CWA Local 2108 has received a number of inquiries about when the next scheduled wage increase will take place at Verizon. The next scheduled wage increase will go into effect on August 4, 2024. A 3% increase will be applied to all wage steps in all wage tables of the current collective bargaining agreement.



# CWA & Verizon Negotiate Discounts to Wireless Service

Last month, CWA and Verizon negotiated additional discounts for Union represented employees and retirees who utilize Verizon Wireless services.

Verizon Wireless will make available to Union represented employees who are **“actively”** employed by Verizon and only while they are employed by Verizon, the same discounts on wireless products and services that are available to active employees of the company that are not Union represented. **(See chart below)**

Before	After
<ul style="list-style-type: none"> <li>No discount on Unlimited</li> <li>25% off Metered Account Fee</li> <li>No Line Access Fee discount</li> <li>Accessories discount:                             <ul style="list-style-type: none"> <li>25% in digital</li> <li>10% in rep assisted</li> </ul> </li> <li>Free 2-3 day shipping</li> <li>Credit check</li> <li>No waived activation / upgrade fees</li> <li>Autopay discount                             <ul style="list-style-type: none"> <li>\$10 per line on Unlimited</li> <li>\$5 per line on \$55 for 5 GB metered</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>50% off Unlimited</li> <li>50% off Metered Account Fee</li> <li>50% off Line Access Fee</li> <li>Accessories discount:                             <ul style="list-style-type: none"> <li>25% in digital</li> <li>25% in rep assisted</li> </ul> </li> <li>Free 2-3 day shipping</li> <li>No credit check</li> <li>Waived activation / upgrade fees</li> <li>No autopay discount</li> </ul>

Before - No discount		
Mix & Match - Play More Unlimited Line 1 XXX.XXX.XXXX Monthly Charges		\$80.00
Mix & Match - Play More Unlimited Line 2 XXX.XXX.XXXX Monthly Charges		\$80.00
Enrolled in Autopay (\$10 per line)	Yes	(\$20.00)
<b>Total Bill</b>		<b>\$140.00 + Surcharges, Taxes &amp; Gov't Fees</b>

After - 50% Off		
Mix & Match - Play More Unlimited Line 1 XXX.XXX.XXXX Monthly Charges 50% discount	<del>\$80.00</del>	\$40.00
Mix & Match - Play More Unlimited Line 2 XXX.XXX.XXXX Monthly Charges 50% discount	<del>\$80.00</del>	\$40.00
Enrolled in Autopay	Yes	(\$0.00)
<b>Total Bill</b>	<del>\$160.00</del>	<b>\$80.00 + Surcharges, Taxes &amp; Gov't Fees</b>

In addition, Verizon Wireless will make available to Union represented employees who retire on or after August 1, 2024 a discount applicable to the unlimited account fees so long as the Post-August 1, 2024 associate retiree retires on or after August 1, 2024 **and is enrolled in the Active Unlimited Unlimited Discount at the time of retirement.** This discount shall be called the Retiree Unlimited Discount. Currently, the Active Unlimited Discount includes a 50% discount on unlimited account fees, and pursuant to this agreement, the Retiree Unlimited Discount will include a 25% discount on unlimited account fees.

For retirees who are retired prior to August 1, 2024, Verizon Wireless will continue to make available the same discounts on wireless products and services that were available to Active Associates prior to this agreement. Retirement eligibility for former union represented employees shall be based on the 2008 Memorandum of Understanding. The attachment below details the discounts on wireless products and services that were available to active associates prior to this agreement that will continue to be available to retirees.

Current Actives and Retirees*
<ul style="list-style-type: none"> <li>No discount on Unlimited</li> <li>25% off Metered Account Fee</li> <li>No Line Access Fee discount</li> <li>Accessories discount:                             <ul style="list-style-type: none"> <li>25% in digital</li> <li>10% in rep assisted</li> </ul> </li> <li>Free 2-3 day shipping</li> <li>Credit check</li> <li>No waived activation / upgrade fees</li> <li>Autopay discount                             <ul style="list-style-type: none"> <li>\$10 per line on Unlimited</li> <li>\$5 per line on \$55 for 5 GB metered</li> </ul> </li> </ul>

# The CWA 2024 Presidents' Meeting and Legislative and Political Conference

On June 24-26, 2024, CWA members and retirees from across the country gathered in Washington, D.C., for two events: the Presidents' Meeting and the Legislative and Political Conference.

CWA President Claude Cummings Jr. presided over the Presidents' Meeting, which was attended by delegates and members of the Executive Board. Participants joined together in a show of solidarity with members who are bargaining contracts at AT&T West, AT&T Southeast, United Airlines, Piedmont Airlines, and the Pittsburgh Post-Gazette, where workers have been on strike since October 2022. Following the meeting, Secretary-Treasurer Ameenah Salaam delivered an in-depth financial update and outlined the measures the Secretary-Treasurer's office has taken to streamline spending and make every dollar work for CWA members.

President Cummings opened the two-day Legislative and Political Conference which featured a host of notable speakers including Acting Secretary of Labor Julie Su, Ambassador Katherine Tai, Senator Bernie Sanders (D-Vt.), and House Democratic Leader Hakeem Jeffries (D-N.Y.). Senator Chuck Schumer (D-N.Y.) addressed the gathering via video message, where he spoke highly of President Cummings and urged members to continue to support President Joe Biden.

During his opening remarks, President Cummings focused on the importance of re-electing President Joe Biden and Vice President Kamala Harris and pro-worker U.S. House and Senate candidates. "We, as a union and as a nation, need to be looking forward to a brighter future our children will inherit. That future doesn't arrive packaged neatly with a bow on top. It's the result of the struggles and victories we create today. I'm not interested in going back. There's no time in the past I can think of that is better than the promise of what we have in our future," Cummings said. He also debuted a new video, which features CWA members discussing how they are working side-by-side with President Biden and his pro-union, pro-worker Administration to create good union jobs.

Acting Secretary of Labor Julie Su spoke at length about the many ways the Biden Administration has stepped up to protect and promote the rights of workers. "We know the right thing to do. We know that unions make America strong. We know that what you are doing is what this country needs. Keep on organizing, keep on building power, and know that we will always have your back."

House Democratic Leader Hakeem Jeffries returned to this year's Legislative and Political conference and, again, delivered an uplifting speech, this time focused on both his commitment to the labor movement and reiterating the Biden Administration's many accomplishments. "It's been an honor to stand with organized labor, with CWA, and I will be honored to stand with you as House Leader in the future." Jeffries went on to say, "We know that, in America, when you work hard and play by the rules, you should be able to afford a comfortable life. That's the American Dream, and no one has done more to promote the great American Dream than organized Labor."

Leader Jeffries has made the Protecting the Right to Organize (PRO) Act and the Public Service Freedom to Negotiate Act a central part of the Democratic legislative agenda this session.

Volunteers from the conference mailed over 3,000 handwritten post-cards in support of Angela Alsobrooks in Maryland, the CWA endorsed candidate for U.S. Senate.





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

Thursday, July 18, 2024 at 6:30 PM - Via Zoom

### Timing Social Security Benefits

Tuesday, July 30, 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>

NettWorth is also advising members who are considering retirement to schedule an appointment to evaluate your company supplied pension calculations. Over the past 20 years, Nettworth has uncovered numerous calculation discrepancies and their Independent Pension Analysis can help verify accuracy.



## RMC 2108 Retirees Corner

On behalf of the RMC 2108 Executive Board, we would like to wish everyone a happy July 4<sup>th</sup>. We hope you enjoy your summer and I personally hope we have some milder days to get out and enjoy the weather.

At our June meeting, the RMC members voted to recess our monthly meetings until September.

We will have our next meeting on September 11, 2024 at 11:00am. Hopefully, the political environment will be more up-beat by then. But whatever it is, we will get you caught up on all the info that concerns retirees. See you there!!

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



*The CWA Retired Members Council National Board met in Washington, D.C., prior to the Legislative and Political Conference.*



To receive CWA action alerts via text message, Text CWAAction to 49484

### Personals

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

Member **Harriett Mobley**, who passed away on June 15, 2024.

### Welcome to Local 2108

#### New Members



Kevin Hockaday  
Caleb Carter  
Anthony Branham Sr.  
Christian Douglas



## Important Maryland Election Dates

The Presidential Election Day is **November 5, 2024**.

To vote by mail, you must request a mail-in ballot from the State Board of Elections or your local board. Your request for a mail-in ballot for the Presidential Election must be received (not just mailed) by October 29, 2024.

If you want to receive your ballot via the internet, your request must be received by 5 pm, Friday, November 1, 2024 for a request sent in the mail, or by 11:59 pm, Friday, November 1, 2024 for a request sent by fax or submitted online. If you hand deliver your request and the ballots are ready, you can pick up your mail-in ballot. You may take your mail-in ballot with you and return it by mail or you can vote it at the local board office and give it to an election official. The deadline to request a mail-in ballot in person is election day, November 5, 2024 by 8 pm. Please visit your local board of elections' website for hours of operation

Mail-in ballots must be postmarked or placed in a designated ballot drop box by 8 pm on November 5, 2024 for the Presidential Election.

To vote in person, Marylanders can vote during early voting or on election day:

- For the 2024 Presidential General Election, early voting will be available from Thursday, October 24, 2024 through Thursday, October 31, 2024 (including Saturday and Sunday) from 7 am to 8 pm. You can vote early at any early voting center in the county you live in.
- The Presidential General Election day is November 5, 2024 from 7 am to 8 pm. To vote in person on election days, vote at your assigned polling place.

#### Register to Vote

You can register to vote during early voting. Go to an early voting center in the county where you live, and bring a document that proves where you live. This document can be your MVA-issued license, permit, ID card, or change of address card, or your paycheck, bank statement, utility bill, or other government document with your name and new address.

You can register to vote on election day. Go to the polling place assigned for your residence, and bring a document that proves where you live. The document can be your MVA-issued license, permit, ID card, or change of address card, or your paycheck, bank statement, utility bill, or other government document with your name and new address.

You can update your address during early voting or on election day. Go to the polling place assigned for your new address. At your polling place, you will provide your new address, vote a provisional ballot, and election officials will update your address and count your provisional ballot.

# 2025 Union Plus Scholarship Program Accepting Applications Now

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 2025 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](http://www.unionplus.org/benefits/education/union-plus-scholarships)

# Local 2108 Calendar

### JULY 2024

4 **Independence Day**  
Local Office Closed



10 **RMC 2108 Meeting - Canceled**  
Local Office, Beltsville, MD  
10 **Membership Meeting - 6:00pm**  
Local Office, Beltsville, MD

### AUGUST 2024

12 **RMC 2108 Meeting - Canceled**  
Local Office, Beltsville, MD  
12 **Membership Meeting - 6:00pm**  
Local Office, Beltsville, MD

## 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, July 10, 2024 - 6:00pm  
RMC 2108 Meeting - Wednesday, July 10, 2024 - 11:00am - Canceled




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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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