

All Roads Lead To Washington, DC on June 29, 2024

Poor People's Campaign

A NATIONAL CALL for MORAL REVIVAL



Mass Poor People's & Low-Wage Workers' Assembly & Moral March on Washington, D.C. & to the Polls

Bishop William J. Barber, II
National Co-Chair
Poor People's Campaign
A National Call For Moral Revival
President and Senior Lecturer
Reparers of the Breach



Rev. Dr. Liz Theoharis
National Co-Chair
Poor People's Campaign
A National Call For Moral Revival
Executive Director
Kairos Center

REPAIRERS OF THE BREACH • POOR PEOPLE'S CAMPAIGN • KAIROS CENTER

Please plan to Join CWA Local 2108 on Saturday, June 29, 2024 at 10:00am as we mobilize and march in solidarity with the Poor People's Campaign. This historic National Assembly and Moral March in Washington, DC will be a convening of activists, labor leaders and community leaders that you will not want to miss. This will be an excellent opportunity to bring the entire family!

Please plan on arriving at CWA Headquarters at 10:00am on the morning of the march at 501 3rd St. NW, Washington, DC where a light breakfast will be provided along with a commemorative t-shirt to wear during the march.

Local 2108 members who are interested in attending this event should call the Local on 301-595-2108 to RSVP.

CWA Enters Neutrality Agreement with ZeniMax Studios

Late last month, the CWA and Microsoft announced they have extended their ground-breaking labor neutrality agreement to cover workers at Microsoft subsidiary ZeniMax Media Inc, enabling all eligible ZeniMax workers to freely and fairly make a choice about union representation.

"Thousands of our ZeniMax co-workers now have a free and fair path to organize together for better working conditions. When we organized our union under a similar legal agreement the process was clear and management did not try to influence anyone's decision and the company did not try to interfere with the voting process. There is strength in numbers, and as our numbers grow at ZeniMax, at Microsoft, and in the video game industry, we will gain the respect we deserve and raise the standards of working conditions for everyone across the video gaming industry. When we benefit, the consumer and the company will ultimately benefit with us and help keep this industry stable for current and future workers," said Page Branson, Senior II QA Tester and member of ZeniMax Workers United-CWA.

Last month's agreement is similar to the legally binding Labor Neutrality Agreement forged between CWA and Microsoft in 2022, which covered Activision Blizzard and went into effect in April of this year, as well as

the agreement covering Quality Assurance testers at ZeniMax. Under the agreement, Microsoft will take a neutral approach when covered employees express interest in joining CWA; covered employees will be able to easily exercise their right to communicate with other employees and union representatives about union membership in a way that encourages information sharing and avoids business disruptions; and employees will have access to a streamlined process for choosing whether to join CWA which allows them to maintain confidentiality and privacy of that choice if they wish. The agreement also establishes a dispute resolution and arbitration process if a disagreement arises between CWA and Microsoft under the agreement.

"We continue to put our labor principles into practice by entering into a neutrality agreement with the Communications Workers of America (CWA) on behalf of workers at ZeniMax. We appreciate CWA's collaboration in reaching this agreement and look forward to continuing our positive labor management relationship," said Amy Pannoni, Vice President and Deputy General Counsel, HR Legal at Microsoft. Quality Assurance workers at Zenimax formed ZeniMax Workers United-CWA last year and have reached a watershed tentative agreement on the use of AI in the workplace as they continue to bargain their first collective contract. CWA represents video game workers at Microsoft, Sega and more organizing for a protected voice on the job.



Congress Introduces Legislation To Protect Call Center Workers

Last month, the United States Call Center Worker and Consumer Protection Act was introduced in both the U.S. House and Senate. The bill has been strongly endorsed by CWA for protecting call center workers from seeing their jobs offshored and for protecting American consumers whose data could be at risk under the control of foreign companies and governments.

Under the proposed law, call center agents would be required to disclose their location, and customers would have the right to ask to be transferred to a call center located in the United States. The bill would penalize companies that outsource call centers overseas by withholding federal grants and contracts. It would further require that all call center work performed on federal contracts be done in the U.S., protecting the work from offshoring.

"As the union representing the largest number of workers in the call center industry, we understand how devastating call center offshoring is to U.S. workers, consumers, and communities," said Dan Mauer, CWA Director of Government Affairs. "U.S. workers and communities rely on these good-paying jobs, and consumers rely on our data privacy laws to keep their personal identifiable information protected. We applaud the introduction of the bill and urge Congress to pass this legislation!"

The bill was introduced by Senators Bob Casey (D-Pa.), Sherrod Brown (D-Ohio), and Catherine Cortez Masto (D-Nev.) in the Senate and Representatives Sharice Davids (D-Kan.) and Brian Fitzpatrick (R-Pa.) in the House.



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!!

CWA District 2-13 Health Insurance and Medicare
Tuesday June 4, 2024 at 6:30 PM - Via Zoom

Retirement Cash Flow Planning
Thursday, June 6, 2024 @ 6:30PM - Via Zoom

Retirement - What to expect
Thursday June 27, 2024 at 6:30 PM - 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.



LABOR NIGHT AT NATIONALS

Friday, July 5, 2024 - 6:45PM



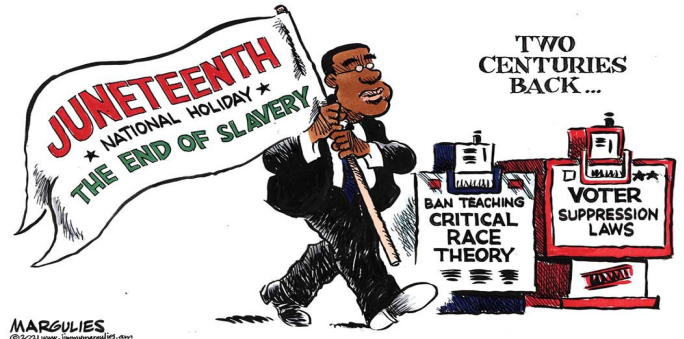
Washington Nationals –vs– St. Louis Cardinals

Join CWA Local 2108 on July 5, 2024 at 6:45pm for the 15th Annual Labor Union Day at Nationals Park. Through this special ticket offer, members, their families and friends will enjoy \$21 Labor Union Day tickets. A portion of every ticket benefits the Community Services Agency, AFL-CIO, helping workers and their families since 1991. To purchase tickets, please go to this link on your web browser:

Fevo-enterprise.com/aflcio

Tickets will be delivered via the MLB Ballpark App and must be accessed using the email address on the purchase. Tickets are not refundable nor can they be resold.

ONE STEP FORWARD...



RMC 2108 Retirees Corner

During this election cycle, we are now hearing from candidates about many issues and some are making statements and promises about how they will lead the USA over the course of their term. It's times like these I wish I had a crystal ball because the future is very hard to imagine especially for retirees with fixed incomes and benefits. CWA & the RMC will continue to collect as much information as possible for you to make an informed decision on Election Day.



Please make plans to join us at our monthly luncheon meeting to provide yourself an opportunity to catch up with some old friends and stay informed of any information of interest for us retirees. Our next meeting will be held on June 12, 2024 at 11:00am... desserts are appreciated!!

Calvin C Foster Jr
President- RMC 2108

Are you "WEARING RED" on Thursdays?

If you are covering the cost of a COVID-19 funeral, FEMA may be able to help. You may qualify for up to \$9,000 per funeral for expenses. FEMA has given \$2.8 billion to eligible applicants for COVID-19 Funeral Assistance.

Who is Eligible?

FEMA may provide COVID-19 Funeral Assistance to you if:

- you are a U.S. citizen, non-citizen national, or qualified non-citizen.
- the death occurred in the United States, including U.S. territories and the District of Columbia;
- the death was attributed to COVID-19; and
- you are responsible for the eligible funeral expenses incurred on or after January 20, 2020.

What is Covered:

- funeral services
- Cremation
- Interment
- costs associated with producing death certificates
- costs due to local or state government laws or ordinances
- transportation for up to two people to identify the person who died
- transfer of remains
- casket or urn
- burial plot
- marker or headstone
- Clergy
- funeral ceremony
- funeral home equipment or staff



What is Required:

You must provide FEMA a copy of an official death certificate that shows the death occurred in the United States, including U.S. territories and the District of Columbia, occurred after January 20, 2020, and was attributed to COVID-19.

If the death certificate was issued between January 20 and May 16, 2020, it must either 1) attribute the death directly or indirectly to COVID-19 or 2) be accompanied by a signed statement from the original certifier of the death certificate, or the local medical examiner or coroner from the jurisdiction in which the death occurred, listing COVID-19 as a cause or contributing cause of death. This signed statement must provide an additional explanation or causal pathway, linking the cause of death listed on the death certificate to COVID-19.

You must provide FEMA with a signed funeral home contract, invoice, receipts, or other documentation that includes:

- your name, showing you are responsible for some or all of the expense
- the name of the person who died
- itemized expenses
- proof that the expenses were incurred on or after January 20, 2020.

To apply, call 844-684-6333 toll-free between 9 a.m. to 9 p.m. Eastern Time, Monday-Friday. FEMA representatives will take your application, and multilingual services are available. COVID-19 Funeral Assistance applications must be completed with a FEMA representative; you cannot apply online. FEMA will continue to provide funeral assistance until Sept. 30, 2025, to those who have lost loved ones due to this pandemic.

Personals

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

Retiree **Mary Nelson**, who passed away on January 31, 2024.

Antoinette Haynesworth, daughter of member **Leroy Haynesworth**, who passed away.

Retiree **Terry Wayne Reed**, who passed away on May 12, 2024.

Nicole Home, daughter of member **Charles Steckler**, who passed away on May 14, 2024.

Welcome to Local 2108

New Members

Rob Willis
Sevon Tillman

Congratulations to Recent Retirees:



Charles Grottendick
Sandra Hall
Deborah Fabien



NetBenefits Enables Additional Login Security

Verizon notified CWA at the beginning of June that participants in the Savings Plan will be notified over the next couple of weeks that there will be extra login security added to their Fidelity NetBenefits Account.



According to Verizon, Fidelity will be enabling multi-factor authentication (MFA) for your NetBenefits account. With MFA, an extra layer of security is added to your account to prevent someone from logging in, even if they have your password.

What to expect:

- In early July, you'll be prompted for an extra security step when logging into your NetBenefits account.
- Most users will be prompted to receive a security code via SMS text message to their mobile phone number according to Fidelity's records. Once received, you'll enter the security code on Fidelity NetBenefits and complete your login.
- Users who have the Fidelity Mobile® app can complete the extra security step using a push authentication on the Fidelity Mobile app.

You'll have the option to select "remember me" so that you will not be prompted for the extra security step each time you log in on a trusted device.

Important Notes:

- You must have a mobile phone number on file to enable MFA. If you have not yet provided Fidelity with a mobile phone number, you will be prompted to provide a mobile phone number when accessing Fidelity NetBenefits going forward.
- There will be no change to your login experience if you previously enrolled in MFA.



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

CWA Political Action Fund: The Best Investment You'll Ever Make!

There is plenty at stake and you can make a difference!!

It's a simple reality: Everything we win at the bargaining table can be taken away by the state legislature, an act of Congress or the stroke of the President's pen. Wealthy, powerful special interest groups are spending hundreds of millions of dollars trying to do just that and silence the voice of working families in our nation.



That's why we've got to use our voice and demand our seat at the table where political decisions are made that affect our lives.

In politics, money matters. Like it or not, campaign contributions are critical to electing friends of working families. As Union members, we will never have the money to match Corporate America. But we have a resource the wealthy special interest can never match – people.

CWA-PAC is the political action committee of the Communications Workers of America. Your voluntary contribution – as little as

\$1.00 a week – combined with the donations of thousands of other CWA members, make us a powerful voice.

Your contribution to CWA-PAC makes a difference by helping us:

- Mobilize CWA Members in support of political candidates who support our issues;
- Make campaign contributions to candidates who support working families;
- Inform you and other CWA members about where the candidates stand on the issues. Ensure that when we speak, our elected officials listen and respond.

Politics is not a spectator sport. If we sit on the sidelines, we lose. But this is no game. The consequences involve everything that matters to us, our jobs, our standard of living, our health insurance, our children's education, our retirement security, and so much more.

Invest in your future. Sign up for CWA-PAC by contacting CWA Local 2108 on 301-595-2108 or talk with the Union Stewards in your workplace today.

Local 2108 Calendar

JUNE 2024

- 12 **RMC 2108 Meeting - 11:00am**
Local Office, Beltsville, MD
- 12 **Membership Meeting - 6:00pm**
Local Office, Beltsville, MD
- 16 **Father's Day**

- 19 **Juneteenth Day**
- 24 **CWA President's Meeting**
Washington, DC
- 25-26 **CWA Legislative Conference**
Washington, DC
- 29 **Poor People's Rally - 10:00am**
Washington, DC

JULY 2024

- 4 **Independence Day**
Local Office Closed
- 10 **RMC 2108 Meeting - 11:00am**
Local Office, Beltsville, MD
- 10 **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, June 12, 2024 - 6:00pm RMC 2108 Meeting - Wednesday, June 12, 2024 - 11:00am

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Communications Workers of America Local 2108




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

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