



## LABOR NIGHT AT NATIONALS PARK

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](https://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.

## CWA Local 2108 Town-Hall Meetings

Can't make the membership meetings? Have questions about issues in your workplace?

Join us online to discuss your concerns and find out what's going on in other areas of our Local. Attendees will have the opportunity to speak and fully participate in the discussions.

### **Wednesday, May 23, 2024 at 7:00pm - via Zoom**

This Zoom meeting will be primarily geared toward Verizon technicians and other members working in outside locations such as Central Offices and garages.

To join this meeting, please copy this Zoom link and paste in your browser:

<https://us06web.zoom.us/j/83193858125?pwd=3QkCmJYt1PRBbrbmk60B3iA3AsRt0d.1>

### **If joining by phone:**

Meeting ID: 831 9385 8125

Passcode: 244966

### **Wednesday, May 29, 2024 at 7:00pm - via Zoom**

This Zoom meeting will be primarily geared toward Verizon members working in a call center environment and those working from home.

To join this meeting, please copy this Zoom link and paste in your browser:

<https://us06web.zoom.us/j/88620491504?pwd=skQUcKi472GhtY8QllwSIEjqXmWSy.1>

### **If joining by phone:**

Meeting ID: 886 2049 1504

Passcode: 664511

### **Dial by your location:**

- +1 646 931 3860 US
- +1 929 436 2866 US (New York)
- +1 301 715 8592 US ( DC)
- +1 305 224 1968 US
- +1 309 205 3325 US
- +1 360 209 5623 US
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**Item 1. Election of Directors****Recommendation:** Vote your conscience

**Background:** The Board of Directors consists of 12 individuals, 11 of whom are independent according to the company, except for Hans Vestberg, Verizon's CEO who also serves as board chair. Current board member Melanie Healy announced she is not running for reelection, marking the end of her term. Current board member Gregory Weaver is not running for reelection because he has reached the mandatory age for retirement from the board.

**Item 2. Advisory Approval of Executive Compensation****Recommendation:** Vote AGAINST

**Background:** The proposal asks shareholders to approve a compensation program already in place. The vote is only advisory and would not be binding on the company. The proxy statement includes principles for setting pay and a detailed discussion of all aspects of executive pay. This is the sixth year public companies must report the ratio of CEO pay to median compensation at the company. CEO Hans Vestberg received total compensation of \$19.8 million in 2022, for a ratio of 130 to 1. For 2023 Mr. Vestberg made \$24.15 million for a ratio of 144 to 1. Votes AGAINST the approval of the executive compensation plan are warranted.

**Item 3. Ratification of the Appointment of Ernst & Young as Independent Auditor****Recommendation:** Vote AGAINST

**Background:** Ernst & Young has been the auditor for Verizon since 2000. The Board's Audit Committee has re-appointed the firm for another fiscal year, through December 31, 2024. With this vote, shareholders are asked to affirm the Committee's decision. Corporate governance experts believe that such lengthy relationships can compromise the independent perspective necessary for a trustworthy review of financial results. Regular auditor refreshment is a key corporate governance principle. Votes AGAINST this proposal are warranted for the lack of regular auditor refreshment.

**Item 4. Shareholder Proposal: Prohibit Political Contributions Study****Recommendation:** Vote FOR

**Background:** Trillium ESG Global Equity Fund proposes that the board commission, oversee, and publish an independent third-party study which examines the impact on the company, the sector, and American democracy of the company adopting a policy prohibiting the use of corporate or PAC funds for direct or indirect contributions to political candidates. The study should provide recommendations and potential next steps. Given the proposed report will provide greater disclosure to shareholders regarding the value of political spending which sometimes conflicts with the company's stated values and goals, support FOR the item is warranted.

**Item 5. Shareholder Proposal: Lobbying Activities Report****Recommendation:** Vote FOR

**Background:** Alyson Pytte and a co-sponsor propose the board prepare a report, updated annually, disclosing:

1. Company policy and procedures governing lobbying, both direct and indirect, and grassroots lobbying communications.
2. Payments by Verizon used for (a) direct or indirect lobbying or (b) grassroots lobbying communications, in each case including the amount of the payment and the recipient.
3. Verizon's membership in and payments to any tax-exempt organization that writes and endorses model legislation.
4. Description of management's decision-making process and the Board's oversight for making payments described in sections 2 and 3 above. The proposed report will provide greater disclosure to shareholders regarding political spending which sometimes conflicts with the company's stated values and goals. Support FOR the item is warranted.

**Item 6. Shareholder Proposal: Amend Senior Executive Compensation Clawback Policy****Recommendation:** Vote FOR

**Background:** Thomas M. Steed proposes the Board of Directors amend the Company's Senior Executive Clawback Policy to state that "conduct" – not "willful misconduct" – may trigger application of that policy. The proposal asks that the Board or its Human Resources Committee report to shareholders the results of any deliberations about whether to cancel or seek recoupment of compensation paid, granted or awarded to a senior executive. This policy would empower the board to take action against unscrupulous NEO behavior at any level which would guard against reputational risks and protect shareholder investments. Support FOR this proposal is warranted.

**Item 7. Independent Board Chair****Recommendation:** Vote FOR

**Background:** Kenneth Steiner proposes that the Board of Directors adopt a policy requiring that two separate people hold the office of the board chair and CEO and the board chair should be independent whenever possible. This type of proposal is supported by many institutional shareholders because it is a structure designed to assure greater board oversight of management. Currently Hans Vestberg is both Chair of the Board and Chief Executive Officer of the corporation, and before August 2018 Lowell McAdam held both positions. This proposal has been on the proxy in previous years and received significant support, yet has not been adopted. An independent board chair provides balance to the influence of the executives and an unbiased view of company operations. Support FOR the proposal is warranted.

**Item 8: Civil Liberties in Digital Services****Recommendation:** Vote AGAINST

**Background:** The American Family Association proposes the Board of Directors of Verizon conduct an evaluation and issue a report within the next year evaluating how it oversees risks related to discrimination against users or customers based on their race, color, religion (including religious views), sex, national origin, or political views, and how such discrimination impacts users, customers, and other individuals' exercise of their constitutionally protected civil rights. Taken in context of the supporting statement, the proponent is seeking to restrain the company from supporting Diversity Equity & Inclusion (DEI) initiatives focused on the LGBTQ community based on an ultra-conservative definition of religious civil liberty and related analysis based on questionable methodology. The American Family Association is a right wing think tank which promotes anti-Environmental, Social, Governance (anti-ESG) shareholder proposals designed to urge issuers to adopt policies or disclose data which is intended to make a political point. Votes AGAINST this proposal are warranted.

**Item 9: Lead-Sheathed Cable Report****Recommendation:** No position, because CWA continues to bargain directly with Verizon regarding workplace lead-related issues.

**Background:** The Association of BellTel Retirees Inc. proposes that the company undertake a comprehensive independent study and publicly release an independent report by December 2024 that demonstrates the Company has assessed all potential sources of liability related to lead-sheathed cables, including a comprehensive mapping of the locations impacted and conclusions on the potential cost of remediation, along with the most responsible and cost-effective way to prioritize the remediation of sites that pose a risk to public health. CWA is neutral on this proposal because the union continues to bargain directly with Verizon regarding workplace lead-related issues.

**Item 10: Political Expenditures Misalignment****Recommendation:** Vote FOR

**Background:** The Woodcock Foundation and two co-sponsors propose the Board annually report on Verizon's political and electioneering expenditures, identifying and analyzing incongruence between such expenditures and the Company's operational and strategic needs and its stated values and policies. The report should state whether Verizon has made, or plans to make, changes in contributions or communications as a result of identified incongruities. Considering this disclosure would enable shareholders to assess potential risks related to the

*(continued on page 3)*

company's support of political candidates and causes, support FOR the proposal is warranted.

**Meeting Logistics**


2024 Annual Meeting of Stockholders: Thursday, May 9, 2024, 10:00 AM, Eastern Daylight Time Online virtual meeting site: [meetnow.global/VZ2024](https://meetnow.global/VZ2024)

The 2024 Annual General Meeting is virtual. You will not be able to attend the meeting at a physical location. To access the online meeting you will need a control




**Personals**

**Congratulations to Recent Retirees:**



**Weather McGraw**  
**Timothy Wilson**



**The 2024 Donna Castleberry Scholarship**



The NettWorth Financial Group Donna Castleberry Scholarship awards college scholarships to children of union members across the country. Since 2001, nearly \$300,000 has been given to fund the education of hundreds of promising young men and women. The scholarship program is a fitting tribute to our

friend who gave so much to so many.

Scholarship applications can be requested by visiting our website: [www.nettworth.net/donnacastleberry/scholarships](http://www.nettworth.net/donnacastleberry/scholarships)

Scholarship applications must be submitted by May 31, 2024.

**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!!

**Navigating an ISP**

**Thursday, May 9, 2024 at 6:30 PM - Via Zoom**

**CWA District 2-13 Health, Insurance & Medicare**

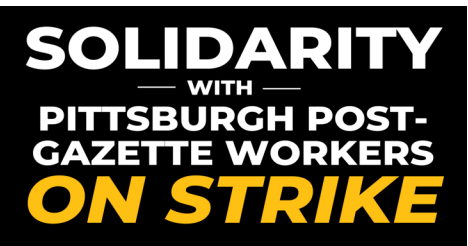
**Thursday, May 23, 2024 @ 6:30PM - Via Zoom**

**Reservations are required** and to RSVP you may call Nettworth at (800)-859-2212, or register online at :

<http://www.nettworth.net/event/marylanddcvirginia>

**After 18 Months on Strike, Hope is on the Way**

Late last month, the National Labor Relations Board (NLRB) announced that it is seeking an injunction in federal court against the Pittsburgh Post-Gazette for dozens of ongoing Unfair Labor Practice violations. Members of CWA Locals 14827 and 14842, the Newspaper Guild of Pittsburgh-CWA (TNG-CWA Local 38061), and PPWU have been on strike for 18 months in a fight to compel the newspaper to follow the law, bargain in good faith, and provide health insurance to workers.




The Post-Gazette has had the ability to settle the strike at any time, simply by complying with the law, as ordered by the courts, and through NLRB decisions. Since the newspaper has continued its lawless behavior, the injunction, if granted, could impose consequences and protect the rights of the workers.

"As striking workers, we've stood strong against Post-Gazette management and the Block family for the last 18 months as they've violated labor law and tried to ignore and break our unions," said Zack Tanner, a striking interactive designer and president of the Newspaper Guild of Pittsburgh. "Today's signal that the NLRB will finally be seeking injunctive relief through the courts is validation that our fight is just and will be won in short order."

The strikers have risked everything to hold the company to account, sacrificing 18 months of paychecks and facing harassment on their picket lines. Post-Gazette management has hired police and private security to intimidate and threaten strikers.

Supporters can donate to the strikers and subscribe to the striking-worker run publication, the Pittsburgh Union Progress, at [UnionProgress.com/donate](http://UnionProgress.com/donate).

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.

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

**RMC 2108 Retirees Corner**

Welcome to spring!! I hope this is a great season for us all. But as the weather warms up, so does the political environment as we push further into election season. There is a lot at stake for retirees this election cycle and you can count on the getting all the scoop at our monthly meetings.

Please plan on joining us for an informative luncheon meeting this month on May 08, 2024 at 11:00am and catch-up with other retirees!!

Deserts are always welcomed and enjoyed!!

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



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



# The 32nd Annual Letter Carriers Stamp Out Hunger Food Drive

# Local 2108 Calendar



**ON THE SECOND SATURDAY IN MAY:**

 **Place a bag of nonperishable food next to your mailbox.**

 **Your letter carrier will handle the rest!**



CWA Local 2108 wants to encourage all members to participate in this year's National Association of Letter Carriers (NALC) Stamp Out Hunger Food Drive, which will occur on Saturday, May 11, 2024.

Last spring, NALC members and other union volunteers collected over 50 million pounds of food. This remarkable feat proves what can be accomplished together with commitment, determination, solidarity and hard work.

While the total pounds of food collected are hard to visualize, the faces of those who are helped by this effort are all too familiar -- children, seniors, and working families struggling to make ends meet.

Working in partnership with the AFL-CIO Labor Liaison Network, United Way Worldwide, our nation's food security advocates and a host of other partners, the NALC gets food into the cupboards of those in need. All people need to do is place a bag of unopened, non-perishable food next to their mailbox before their letter carrier delivers their mail on Saturday, May 11th, and the carrier will do the rest. Once collected, the food is taken back to the postal station, sorted, and delivered by union volunteers to area food banks or pantries.

To find out whether your local letter carrier or post office is taking part in the Food Drive, just call your local post office and ask !!

**Mark your Calendar!!**  
**Saturday, May 11, 2024**

### MAY 2024

- 5 **Cinco de Mayo**  

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

- 27 **Memorial Day**  
Local Office Closed

### 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**

### 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, May 8, 2024 - 6:00pm  
 RMC 2108 Meeting - Wednesday, May 8, 2024 - 11:00am




**2108News**  
 Published Monthly  
 Printing Done In-House  
 Johnny Brown - President  
 Amory Proctor - Executive Vice President  
 Tamara Nelson - Secretary-Treasurer  
 LaTasha Carpenter - Vice President  
 Local Office: (301) 595-2108 :: Local Fax: (301) 595-2412  
 Web Address: www.cwalocal2108.org  
 10782 Rhode Island Avenue, Beltsville, MD 20705

Communications Workers of America Local 2108  
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