

Telecom Industry

- 1. Only 50% of new voice lines go to telephone companies*
- 2. 20% have wireless only for voice*
- 3. Free video conferencing system SKYPE has 520 million registered*
- 4. Voice/POTS has no future.*

Access Lines

ILEC

Revenue

Wireless

Cable Voice and subscribers

Verizon Selling Access lines

Speed Matters

Cable speeds

FiOS

U-verse

Speed of LTE faster than DSL

Cable Wags and Benefit

No Retiree Medical

Wireless Growth

Smart Phone growth

Telcos doing video

Recession

Foreclosure Rates

Rape of economy

7% private sector union rate

CWA Strengths

Represent 250,000 members including 40,000 in wireless working for the largest telecom employer in the world.

Percent of CWA employees represented by CWA:

ATT

Qwest

Verizon

%represented by CWA and IBEW

Citizens/Frontier – 50%

Embarq 45%

Century Tel 45%

Windstream 40

Have Card Check and Neutrality at ATT and Neutrality at Qwest

Negotiated to overcome employer concessionary demands and achieved a good standard of living for our members with health care and pensions

Established winning Strategic industry Funds and budgeted \$15 million to telecommunications annually.

Our Weaknesses:

Our structure is an impediment to unity and ability to move quickly in the face of the new industry

Resource allocations do not align with membership loss and our needs

We are resistant to change

Outdated strategy of resistance and reaction to employer demands

Our internal capacity to deliver effective communications of complex messages

OPPORTUNITIES

Political Change utilizing Labor 2010 program

Legislative/Political Action Teams (LPATs)

Legislative and Regulatory change

Internal Organizing:

External Organizing:

Verizon Business

T-Mobile – T Union

Windstream

Comcast

Verizon Wireless

CHALLENGES/Threats

Global economic recession

Collapse of US Manufacturing

We live in a nation where only 7% of workers in the private sector are organized

Non-represented cable companies pay 30% less or use lower compensated subcontracts

Employer continuing need to run up their profits

Employer restructures and mergers affecting our approach of separate contracts we hold within the same employer

The number of separate contracts we hold within the same employer some expiring on different dates

Strategies:

While it is still strong, we must help define a future in which traditional telecom employers can succeed and grow and union jobs grow with them. Our “big tent” history of bringing in new work and workers and negotiating improvements to wages and benefits through future bargaining is a way to achieve this.

Be creative about our health care bargaining, recognizing trade offs within bargaining packages and follow the philosophy that a dollar is a dollar.

Identify achievable, realistic goals, articulate them, and mobilize around them. Our Stewards Army is a valuable resource which can assure that our rank and file membership helps towards our success.