

# Get the **CWA Advantage** at Cingular Wireless

More than 28,000 of us at Cingular Wireless have CWA representation and a binding union contract. This gives us a big advantage over our non-union co-workers. We have rights on the job, a real say in our working conditions, job security protections, and a grievance process that allows us to address unfair and unequal treatment. Former AT&T Wireless employees — join with us and experience the advantage of representation with our union, the 700,000-member Communications Workers of America.

## Conditions for CWA-Represented Employees

*Guaranteed in union contract that we negotiated with Cingular Wireless. Cannot be changed over term of agreement.*

## Conditions for All Non-Union Employees\*

*Determined by Cingular and can be changed at any time. \*Effective Jan. 1, 2006 for former AT&T Wireless employees.*

### Bargaining Rights

Management must negotiate with us over working conditions and company policies. Our contract is binding and cannot be changed by management.

No right to negotiate with management, which can change working conditions at anytime.

### Due Process

*Job rights and a strong grievance procedure.*

We can be fired **for just cause only**. Our grievance procedure gives us *due process* — the right to have a union representative present at disciplinary meetings, the right to mediate disputes, the right to appeal management decisions to an outside, independent arbitrator.

**Can be fired for any reason.** No due process rights on disciplinary matters — no right to have a union representative or co-worker present during disciplinary meetings, no right to mediate or appeal decisions. Management has final say.

### Pay

**Annual pay raises.** We negotiated the amount of our annual pay raises.

**Pay step increases every 6 months.** Employees not at or above top pay under our contract receive pay step increases every 6 months.

No loss in pay for employees whose pay rate is higher than union scale before getting CWA representation. These workers maintain the same pay rate and receive CWA-negotiated pay increases in lump-sum bonus payments.

Raises are determined for employees individually based on arbitrary measures and/or subjective evaluations. Amount of future pay increases are determined by management and can be changed at any time. No step increases.

### Holidays

10 holidays a year (includes 6 company holidays plus the day after Thanksgiving, 2 floating holidays and 1 designated holiday).

6 holidays a year.

### 401(k)

*Savings plan*

We have input into our 401(k) Savings Plan and the amount of the employer match.

No input over 401(k) Savings Plan or employer match. Plan can be changed at any time.

### Health Benefits

Our negotiated national health plan at Cingular Wireless provides greater coverage, is less expensive and is protected against changes for the duration of our contract.

Less coverage, higher premiums and out-of-pocket expenses for health care, dental & vision care.

### Job Security Protections

No contracting of jobs or work if practice results in layoffs. Prior to any layoff, union employees can replace contractors if qualified. Employees whose jobs are in jeopardy due to layoffs or force reductions are given preference to fill available job vacancies for which they are eligible. If there are layoffs, union employees have recall rights.

No job security protections.

### Job Bidding Rights

Opportunities to move into other jobs. Vacancies for positions covered by our contract must be posted in work areas. Hiring preference for qualified employees over outside candidates.

No such assurances.

### Schedules

Work schedules are posted in advance.

No such obligation.

### Joint Committees

Agreement to meet and confer regularly with management over working issues. Employees serve on Joint Committees on Healthcare, Commissions, Safety & Health, Working Relations, and Integration Merger Issues.

No obligation to meet and confer with employees.

**Join with us in CWA.** Together, we're improving our workplace.

*For information, contact your CWA representative at 202-424-2872.*