

125,000 Strong

CWA Members Mobilize for a Just Contract at AT&T

“What do we want? A fair contract!”

All across AT&T, CWA members are sending that message loud and clear. Here are just some of the activities members are using to let management know that we stand behind our bargaining committees:

In **Cleveland**, more than 100 members rallied outside the AT&T building at Erieview Plaza. The rain, wind and cold didn't dampen the spirits of **District 4** members who are prepared to do “Whatever It Takes” to get a fair contract at AT&T.

Local 13550 in Pennsylvania gave all its members surgical masks for health care action day (see page 4 for photos from all over). The local will prepare for expiration on April 4th by distributing bags printed in nice, bright, with fluorescent ink with “Pack it and Picket Day.”

In Connecticut, **Local 1298** members are getting in shape to walk the line with plenty of informational picketing. At some garages, members are practice picketing every day.

C&T Locals “turned up the heat this week at at&t. In addition to rallying and standing daily, they've come up with other great ways to show the company that ‘we won't settle for peanuts,’ ‘we are ready to walk for healthcare,’ etc.”



**Will Not Work
for Peanuts**



In Oakton, VA, L. 2252 members have let management know: “We're ready to walk!”

Black, Red & United All Over

Throughout **District 6**, members are wearing black on Fridays in addition to red on Thursdays. D.6 locals are holding “Lunchtime Lingo” and “Break Room Blitz” discussions to educate members on bargaining issues.

In **Arkansas, Local 6502** is preparing for April 4 by running a “Food for Strike” drive. **Local 6200** reports that “Our people are ready to go!”

Echoing Dr Pepper's old advertising slogan—to drink one at “10, 2, and 4”—D.6 members stand in unity at 10AM, 2PM, and 4PM.

Local 6128 in Amarillo found out that management sure isn't ready: “On Tuesday the business office

did our first ‘Dr Pepper’ mobilization effort. When our CSR's stood at 10:00AM all of our first lines were SHOCKED! Most of them are fairly new and were not knowledgeable of these kind of activities. They all congregated together and it was overheard one of them asking if everyone was about to STRIKE! It took them a couple of minutes before they realized what was going on. We had everyone standing. We will continue this practice each week.”



Local 6150 members use clickers at Dr Pepper times. “Did that ever get management's attention! It is very loud and obnoxious.”

Local 6151 says “‘Tap on Tuesday’ is a big hit in our office, especially since we’ve gotten feedback from our 2nd line mgrs that it bothers them. We do it every hour on the hour for at least 30 seconds.”

Local 6201 members walked from the union hall to downtown Fort Worth and handed out flyers to all passers-by. The Local says, “Stay tuned—more to come.” **Local 6202** is putting magnetic signs on vehicles for mobile mobilization around Abilene.

Good Contracts and Employee Free Choice Go Hand-in-Hand

Knowing that we must do even more to protect and improve our contracts than win a good settlement in this round, **District 9** locals rallied in support of the Employee Free Choice Act.

The Employee Free Choice Act will make it easier for millions of workers to join unions. A strong union workforce means higher wages, better benefits, and improved living standards for everyone. (Learn more about how the Employee Free Choice Act will level the playing field between employers and workers at freechoiceact.org/cwa)

Members of **Locals 9410, 9412, 9415, 9404, and 9119** rallied in front of the Federal Building in San Francisco, while members of CWA **Local 9417** rallied at the Stockton Courthouse.

Local 6203 in Lubbock has included the Employee Free Choice Act in education for members, telling them, “We must level the playing field.”



Members of locals 9410, 9412, 9415, 9404, 9119, and 9417 stood up for Employee Free Choice in San Francisco and Stockton.



More photos at www.cwa-att.com/photos

Vote Your Proxy!

Proxies will arrive by postal mail or e-mail shortly. To have the union deliver your proxy to AT&T:

Vote your proxy by placing an “X” in the For, Against, or Abstain box for each proposal. If you receive your proxy electronically, log into the system and print out your proxy card. CWA recommends voting FOR Items 4 through 9.

Sign and date the card where indicated, then give the proxy card and return envelope to your local.

Note: You cannot vote online or by phone if you want the union to deliver your proxy.

CWA will be collecting and delivering voted proxies to the company. CWA is not asking for discretionary authority to vote proxies on behalf of its members. Please make sure you vote and sign your proxy.

Turn Up the Heat!

Now is time for us to turn the heat up, up, up!

You are the power at the bargaining table, so do your part. Stay in touch with your local. Participate in all mobilization activities, including rallies and workplace picketing. **Make sure your managers know that each of us is ready to do what it takes to protect our jobs, our benefits, our retirement security, and our standard of living.**



They Can't Be Serious!

AT&T bargaining is taking place at six different tables. Health care and leveraged titles are among the issues that are important in all bargaining units, but the specifics will depend on the existing language in each contract. For information about negotiations for your bargaining unit, go to cwa-att.com/bargaining

AT&T just can't be serious. The Company continues to insist on takebacks on issue after issue, such as health care and so-called "leveraged titles."

AT&T's Current Health Care Proposal Would Shift Huge Costs to Union Members

The Company is proposing incredibly retrogressive changes to our health care plans. Members would have to pay premiums, higher deductibles, higher co-insurance, and higher out-of-pocket maximums.

The Company wants to reduce its costs by moving toward a "consumer-driven" health care plan. The idea is that if an employee's family has to pay more for services, they may make a "wiser" consumer choice and not use the services. In truth, families are forced to decide between needed health care services and paying other bills. This is not only unjust and potentially dangerous to employees and their families, but also a foolish way to cut costs now and probably increase them later, when smaller health problems become bigger problems.

AT&T did not hand us our health care benefits. We've fought for them contract by contract. We've sacrificed wage increases in order to keep them. We've worked with management to lower costs *without* shifting them onto union members.

It's clear that AT&T's only concern is to lower *their* costs, no matter what price *we* pay.

AT&T Wants Unlimited Power over Leveraged Titles

AT&T wants unlimited power to unilaterally create, amend, or discontinue new commissioned titles without bargaining with the Union.

Under its "Leveraged Titles" proposal, the Company could create new commissioned titles in Consumer Markets, Business Markets, and Credit and Collections that perform current and/or future sales and collections functions. The company could set the "base wage" and "additional payments" (percentage of pay at risk) at their discretion and subject to change at any time, without bargaining or any recourse to arbitration or any other process.

In other words, management wants complete freedom to do whatever it wants, whenever it wants. This proposal is just one more way that AT&T disrespects our work, our contracts, and our Union.

Mobilization in Atlanta; Middletown, NJ; Detroit; and Drainsville, VA



Members Positively Sick Over At&tacks on Health Care

A wave of illness and injury seems to have hit AT&T workers across the country. Band aids, crutches, slings, walkers, and wheelchairs were seen in every office and garage. Even the bargaining committees were not immune. The C&T (Legacy T) team wore surgical masks at the bargaining table.

See more pictures at cwa-att.com/photos.

