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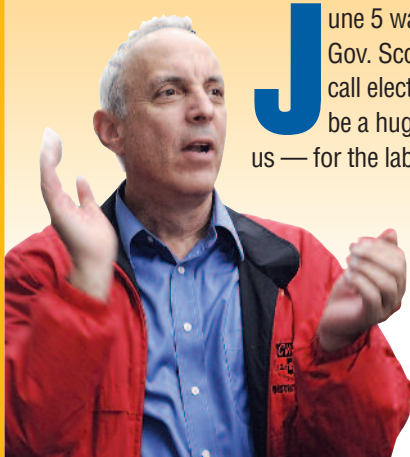
COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, CLC
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**STANDING UP
TO THE 1%**

WORKING Together

Lessons from Wisconsin



Larry Cohen, CWA President

June 5 was a dark day as GOP Gov. Scott Walker won his recall election. Wisconsin must be a huge wakeup call for all of us — for the labor movement, and for our progressive allies and partners. Wisconsin sadly demonstrated that the 1 percent can reach into just about every aspect of our lives.

But we should also be so proud of the tremendous work of CWA and other union activists and progressive allies. Their work is a model for our future efforts. Tens of thousands of volunteers knocked on 800,000 doors and made 1.5 million phone calls. There were worksite contacts and get-out-the-vote efforts that lasted long into the night. CWA Legislative Political Action Team (LPAT) leaders are building a movement for years to come.

At the core of this fight were our collective bargaining rights. Corporate and right-wing interests continue to oppose public and private sector bargaining rights because organized workers have an independent voice in our workplaces and our democracy. With the decline of bargaining

rights it's no surprise that workers' real wages in the United States have been stagnant for 40 years and the productivity gains we have produced have ended up as corporate profits or management payouts.

Without these bargaining rights, we won't have an economic recovery, since we will continue to have insufficient consumer demand. In contrast, in other democracies, like Germany and even Brazil, bargaining rights for most workers have helped create stronger economies.

But in the US, the 1 percent continues to destroy our bargaining rights. We will never move forward to economic and social justice if we continue to allow big money to control our politics and set our public policy and national agenda.

In Wisconsin, just three billionaires contributed more money to the Walker campaign than the democratic candidate raised in total. And Walker outspent his opponent by a 7 to 1 ratio. This is the fallout from the US Supreme Court's disastrous "Citizens United" decision. We are now the only democracy in the world with this kind of unregulated campaign spending.

After Walker's election victory, some elected leaders, even our allies, questioned "why unions picked this fight." In fact, unions did not pick this fight. More than a year ago, students, workers and their families filled the streets of Madison, Wisconsin, angry that Walker and the Republi-

can legislature had smashed workers' bargaining rights. Working together, they initiated the recall campaign. It was the students who slept in the State House, and the workers who marched in the cold, day after day, who said we don't want to wait until the next election, our Constitution provides for a recall, and we want our rights back. Of course, CWA and all progressive organizations in Wisconsin supported them.

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The lasting message of Wisconsin is that all of us, working together, in workplaces, in the streets, and at the ballot box, can reverse the dark night of the Wisconsin recall, regain our rights, and retake our country from the grip of the one percent. It won't be quick or easy, but like our sisters and brothers in Wisconsin, we must "Stand Up and Fight Back."

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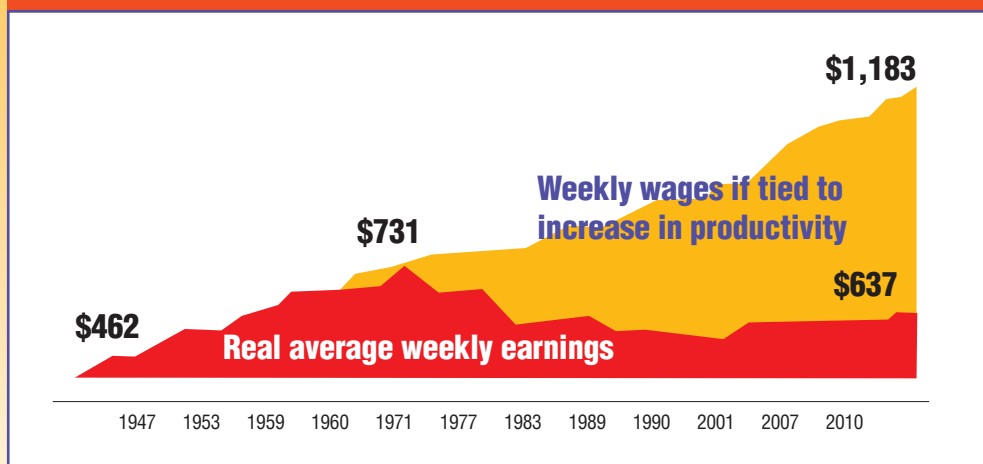
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How American workers got left behind: Actual wages compared to estimated increases if they had risen with productivity



Source: Bureau of Labor Statistics — Productivity, Average Wage of Non-Supervisory Production Workers, Consumer Price Index

United We Stand, Divided We Fall

How CWA members and allies are taking on the 1 percent

As CWA activists keep up the fight for fair contracts, bargaining rights, economic justice and a stronger democracy, that old adage has never been truer. We can't go it alone. That's why we've joined together with our progressive allies in our push for bargaining rights, secure jobs, fair trade, good healthcare for all and retirement security. Together, our growing coalition is tackling climate change, the DREAM act, immigration reform and measures to decrease home foreclosures.

CWA has partnered with the NAACP to stop the voter suppression laws designed to make it more difficult for many Americans to exercise their most basic democratic right. CWA, Public Citizen, Common Cause, People for the American Way and Move to Amend have all banded together to end the unfettered influence of corporate money in politics. We're standing up with the Sierra Club and the Citizens Trade

Campaign to block another unfair trade agreement, the Trans-Pacific Partnership. And we're pressing the Senate to change its rules and again become an effective democratic body.

There's work being done by local activists too. In New York, CWA Local 1103 President Joe Mayhew reached out to like-minded groups to bolster his local's fight for economic justice. The local formed partnerships with the local chapters of NAACP, SEIU and MoveOn.org and reached out to single-issue grassroots groups, such as Mt. Vernon Tenants Association and Westchester for Change. Today the coalition, now known as the Hudson Valley Coalition for a Fair Economy, is writing letters to the editor, organizing town halls and holding joint press conferences. "We need to be involved with our brothers and sisters in the community if we're going to save the middle class. Together we have a big voice," Mayhew said.

CWA activists have a strong and growing

Building a Movement for Economic Justice and Democracy

What are the economic challenges and conditions facing working people? How do we overcome the obstacles to real economic and social justice?

Creating change means working with other progressive groups to build a movement that will take on the 1 percent.

Find out more at www.cwa-union.org/pages/education.



partnership with Take Action Minnesota and through political action trainings are fighting state amendments to suppress voters, institute "right to work" and ban gay marriage.

In Ohio, CWA helped form a new coalition, "Stand Up for Ohio," that led the campaign to repeal the anti-collective bargaining bill known as Senate Bill 5. "When we defeated Senate Bill

5, I learned we are stronger when we work together," said Ron Gay, vice president of CWA Local 4300. "If we coalesce, we're more successful. We had faith groups, community organizers, random people on the street. It was an enlightening experience to see so many people care about something and then actually do something. No issue in my lifetime, in my state, had ever brought that many people together."

In New Mexico, the Occupy movement and CWA Local 7076's coalition with Sierra Club, Voices for Children, MoveOn.org and the Association of Retired Americans aggressively pushed for legislation requiring multi-state big box companies doing business in New Mexico to pay their fair share of taxes. The coalition collected a whopping 5,000 signatures calling on Republican Gov. Susana Martinez to sign the bipartisan legislation; she ignored their voices and vetoed the bill. But the loss didn't dampen their spirits. New Mexico activists know they've built a robust foundation for future progressive campaigns — one that will outlast the governor's tenure.

Union Workers Join Forces at American Airlines

Workers at American Airlines, from passenger service agents to flight attendants, mechanics and pilots, are in the fight of their lives.

They're standing together to block American Airlines' proposed devastation of their jobs, wages, health care and retirement security.

The Transport Workers International Union represents mechanics and fleet service workers who will be hit hard by the airline's plans for outsourcing. TWU members; passenger service agents who want a CWA voice; American Airlines flight attendants who are members of the Association of Professional Flight Attendants; AFA-CWA flight attendants, and other supporters all have joined together in rallies outside the federal bankruptcy court in New York, at Dallas-Fort Worth Airport and other locations, to blast the airline's proposals.

At the New York rally, TWU International President James Little said American Airlines' action "isn't a bankruptcy, this is a crime scene... Nine years ago we gave them a checkbook, we gave them money to reorganize, we saved their company and we saved ourselves. And they brought us into this bankruptcy process." Judge Sean

Lane, the federal judge overseeing the American Airlines bankruptcy proceedings, is urging the company to negotiate with unions over new contracts. Lane has delayed a decision on the airline's call for termination of the contracts, stating, "I urge, and I cannot urge this any more strongly, that the parties resolve this where they need to resolve this — the negotiating table."



American Airlines workers demonstrate outside Dallas-Fort Worth Airport.

Agents Face 'Irreparable Harm' Over Latest Delay

The decision by U.S. District Court Judge Terry Means granting a temporary restraining order to block the vote by nearly 10,000 passenger service agents at American Airlines is an attack on democracy and workers' rights. Workers will suffer irreparable

harm — the standard for such an order — by being denied their democratic right to vote, not the airline.

Judge Means will hold a hearing on June 21 for a preliminary injunction that could further delay the election and again harm workers who have been fighting for their right to a vote at American Airlines for 15

years. Means serves in Fort Worth, Texas and was appointed to the bench by George Bush in 1991.

Last December, CWA filed for an election for the nearly 10,000 agents. The National

Mediation Board set an election date, but American Airlines repeatedly refused to turn over its mailing list to the NMB so the vote could go forward. In May, the airlines filed a lawsuit against the NMB, again defying the Board's legal order for the airline to supply mailing information so the election could pro-

ceed. Despite the lawsuit, the NMB moved forward, setting a voting period of June 21- Aug. 2, citing the agency's longstanding policy and the intent of the Railway Labor Act to resolve representation disputes "as expeditiously as possible." Now, American Airlines is back in court.

American Airlines filed for bankruptcy with \$4 billion in the bank, in large part to throw out its collective bargaining agreements with union workers and gut the jobs, benefits and working conditions for the passenger service group. American Airlines continues to press these workers to make life changing decisions about their jobs, and in a short time frame.

Clearly, the airline is afraid of workers having their democratic vote. The judge's action delays the representation election that agents have been fighting to have. Meanwhile, American Airlines is moving forward with its demands for devastating pay and benefit cuts and job loss.

American Airlines doesn't want to

follow the law, it's trying to rewrite the law. There is no retroactivity for legislation, and clearly none for the Federal Aviation Administration Reauthorization. That's been made clear to the airline by Senate leaders, who wrote to CEO Thomas Horton on May 15. "Beyond the clearly established precedent that limits the retroactivity of changes in the law, in this case, Congress included specific language in the amendments addressing this issue," they said.

CWA President Larry Cohen said CWA and agents have a message for American Airlines management. "This decision will live in infamy as an atrocious assault on workers' rights. It will be remembered as total collaboration with a management discredited not only by vicious union busting but by the disgrace of bankruptcy. CWA will carry on this fight for representation and justice and decency for as long as it takes. American Airlines CEO Thomas Horton has picked the wrong fight."

Agents and CWA supporters present mailing labels to NMB.



"On this 15 year journey, we have just one more hurdle, but I can finally see the finish line with the checkered flag waving in us in."

—Rosemary Capasso, an American Airlines gate agent at Dallas-Fort Worth Airport



Spreading the Word: Verizon is VeriGreedy

Hundreds of CWA members, activists and allies descended on Verizon's annual shareholders meeting in Huntsville, Ala., to make that message crystal clear. Protesters from the 99 Percent Spring coalition came from as far away as New Orleans and New York City. College students from the University of Central Florida, part of the Student Labor Action Project, made the 11-hour bus trip from Orlando to join the rally, and UCW-CWA members from the University of Tennessee made the trek from Nashville. Jobs with Justice, the AFL-CIO and the Greater Birmingham Ministries also lent their support, helping post VeriGreedy signs all along Interstate 565.

"They thought they could escape the voices of working people by taking



their meeting to Alabama," said Alabama AFL-CIO President Al Henley. "Well, it looks like they misjudged our sense of solidarity here in the South."

CWA members and supporters are continuing to hold actions and rallies to spotlight Verigreedy Verizon and Verizon Wireless, and activists are leafleting outside Verizon Wireless stores around the country. More than 45,000 workers, members of CWA and the IBEW, have been bargaining for a year for a fair contract. Meanwhile, the \$100 billion company continues to demand big cuts in

workers' compensation.

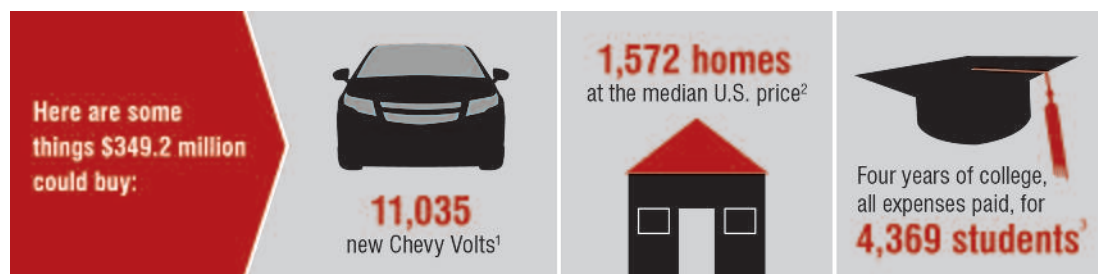
"Enough of the attacks on middle-class jobs while paying executives obscene salaries and dodging taxes," said CWA Chief of Staff Ron Collins. "Enough of outsourcing good jobs to low wage workers here and overseas. Enough of deepening the digital divide in communities most in need of a reliable and fast Internet connection that comes with FiOS."

At the rally outside the meeting, activists chanted a twist on the familiar chant: "You can't run! You can't hide! This time we'll be right inside!"

Big Bucks for Executives, Big Cuts for Workers

Verizon and Verizon Wireless executives enjoy exorbitant executive compensation and the company pulls in huge profits. So why is Verizon demanding nearly \$1 billion in compensation cuts from workers? Over the past five years, Verizon's top five executives took in \$349,266,194.

Wonder what ordinary Americans could do with that much money? Take a look:



¹ Chevrolet.com; ² US Census Department; ³ US News and World Report

"Verizon is dismantling our whole contract and not coming to the table with any genuine bargaining. It's disheartening.

I'm a single parent with two boys. One is graduating and headed off to college this year and the other is 13 years old. My kids have been attending union meetings since they were babies. They've been out on the picket lines with me. They know what's at stake."

—Rachel Milazzo, chief shop steward, Local 1109

T-Mobile Campaign

The Difference That Real Bargaining Rights Make

Deutsche Telekom (DT) and T-Mobile workers in Germany, members of ver.di, won a 6.5 percent pay increase over two years, with talks continuing for workers at DT's T-Systems unit.

Ver.di members have been holding rolling strikes and mobilizing for a fair contract.

"Why is this settlement possible in Germany, yet in the United States, T-Mobile USA management continues a campaign of fear and intimidation in workplaces where workers want to organize and engages in superficial bargaining at best in Connecticut, where technicians voted for CWA representation last year?" said CWA President Larry Cohen.

They've also been supporting the efforts of T-Mobile USA workers who want the right to bargain here in the

United States. In 2010, CWA and ver.di formed TU, a joint union representing T-Mobile workers in both countries, and ver.di union activists have taken on the fight of T-Mobile USA workers.

T-Mobile USA workers and CWA supporters are continuing to organize and mobilize, especially in the wake of the closing of seven T-Mobile USA call centers, affecting the jobs of 3,300 workers. Recently, works conciliors at T-Mobile call centers in Germany wrote to workers at the closing U.S. call centers to pledge to "do everything possible here in Germany to draw attention to your situation and to highlight the failed policies by management."

Negotiations also are continuing in Connecticut for a first contract covering technicians who voted a year ago for CWA representation; the

company has been stalling negotiations for months.

Find out more at www.weworkbettertogether.org

T-Mobile hit the nail on the head with the tag line in its latest commercial — "No More Mr. Nice Girl."

Because the truth is that T-Mobile isn't playing nice when it comes to supporting American jobs or supporting their employees.

In June, T-Mobile closed seven call centers, affecting 3,300 people. Meanwhile, T-Mobile USA currently employs about 6,000 workers in overseas call centers in the Philippines, Mexico, Honduras, Guatemala, and Panama.

No more Mr. Nice Girl, indeed. Check out CWA's version of what T-Mobile's latest ad should really look like.

www.weworkbettertogether.org

The Verizon Annual Meeting was held in Huntsville, AL on May 3. In Huntsville and cities around the country, union members, people of faith, students, environmentalists and civil rights activists stood up against corporate greed at Verizon.



Verizon: A Big Tax Dodger

Verizon Communications is among the nation's biggest tax dodgers.

The telecommunications giant placed third on a list of top tax evaders compiled by Citizens for Tax Justice, grossing \$7.7 billion in tax subsidies between 2008 and 2011. Its aggressive manipulation of tax loopholes, economic development subsidies, and business restructur-

ing has produced a negative tax rate year after year.

Sadly Verizon isn't alone. Twenty-six major corporations haven't paid federal income taxes, despite raking in billions of dollars in profits, over that four-year period. In fact, these companies actually made more money after taxes than before taxes over the past four years, thanks to IRS rebate payments.



Taking on the 1% in the States

Across the country, lawmakers and governors are pushing for legislation that guts workers' collective bargaining rights, benefits and pensions. They're attacking on voting rights, immigrants and a fair tax system. But CWA and activists allies are launching initiatives and building coalitions to fight back, working to restore economic and social justice and democracy.



guaranteed to employees under the state constitution. Currently there are some 80 bills pending in the state legislature that attack workers' rights. Protect Our Jobs — a coalition of labor and progressive groups organizing the effort — must collect

the polls in the November presidential election.

Arizona

Arizona lawmakers weighed a number of bills targeting public sector workers in the most recent legislative session. One that would have essentially banned public sector unions has stalled, but a bill that would stop employees from automatically deducting union dues from their paychecks is still proceeding.

Minnesota

With Republicans in control of both houses of the Minnesota legislature for the first time in more than three decades, lawmakers worked to pass a "right to work" bill. CWA members and their allies hit back — dubbing it "right to work for less" — and after provoking crowds of union protesters, the bill died after one Senate hearing.

But GOP Minnesota lawmakers did help pass a constitutional amendment that would require voters to show a photo ID at the polls; Minnesotans will vote on the amendment in November.

Meanwhile, CWA Next Generation activists took the fight against Wells Fargo to Minneapolis, where 50 young workers taped dollar bills over their mouths, marched into a Wells Fargo lobby and laid down in front of the bank's trademark stagecoach in protest. Jake Lake of CWA Local 1101 said the NextGen group was there to challenge the bank's influence in politics, including its role in getting a voter ID amendment placed on the November ballot. "We demand that the top 1 percent of this country stop destroying our country," he said.

322,609 signatures by July 9 to get their constitutional amendment on the November ballot.

Ohio

In Ohio, a GOP governor and Republican majority state legislature pushed through a measure that stripped public workers of their bargaining rights. But the hard work of thousands of CWAers and progressive activists put the initiative on the 2011 ballot and made a citizens' veto of this anti-work measure possible. The Stand Up for Ohio coalition, organized by CWA, led that fight.



Ohio activists also have been spotlighting measures that would suppress the vote and bar many eligible voters, especially seniors, students and people of color, from casting their ballots. Recently, GOP Gov. John Kasich signed a bill reversing a contentious voting law that would have drastically reduced early voting opportunities. This move preempted a threatened repeal referendum that Republicans feared would have seen a flood of voters who oppose voter suppression heading to



"People don't give you things because they like you. They give you things because you fight for them. People gave up life and limb for the things we enjoy today, things we take for granted. Labor is deeply entwined in the civil rights movement. We are the 99 percent. If we don't fight, it's an injustice to all who have fought for us and came before us."

—Curtis Tate, TWU Local 100

community organizations including CWA New Mexico, other labor unions and progressive activists — came together a few months ago. Active in the June primary, Working Families of New Mexico knocked on doors, made phone calls, and had one on one conversation with more than 11,000 voters. The coalition also produced radio ads and direct mail outreach, and is gearing up for more. Three of the coalition's endorsed candidates won their primaries.

Florida

Florida's attempt to purge voters from the rolls drew a sharp rebuke from the federal government in June, though Republican Gov. Rick Scott hasn't stopped trying. The Justice Department has demanded that the state stop all voter verification efforts because the purging process in use violated the 1965 Voting Rights Act and the 1993 National Voter Registration Act, which requires that voter roll maintenance cease 90 days before an election.

In May, a federal judge blocked portions of a controversial new election law, including some of the most onerous requirements that had prevented organizations like the League of Women Voters, the NAACP and Rock the Vote from helping citizens register to vote. One provision required groups registering voters to turn in completed forms within 48 hours; another required that the

every 10 Texas voters' registration currently is suspended. Among voters under 30, suspension is about one in five.

During the 2011 legislative session, CWA-TSEU activists beat back the plans to cut health care and pensions, eliminate longevity pay and furlough workers. A proposal to privatize state hospitals was also scaled back. Activists have built a coalition that's united state employees with civil rights, religious and advocacy leaders. On TSEU's annual Lobby Day, the coalition turned out 5,000 people.

California

A "paycheck deception" measure will be on the November ballot. The bill was specifically written to limit the voice of union workers and create special exemptions for corporate interests. That would give the wealthy even more political power to write its own set of rules.

Supporters of the bill claim the measure would apply to both unions and corporations equally, but it doesn't. Unions and workers who want to pool their money to have a voice in politics would be barred from participating in the political process, but secretive Super PACs and corporate front groups are exempted and still would be able to raise unlimited amounts of money from corporate special interests and billionaires to support their candidates or defeat their enemies.

The mis-named Special Exemptions Act claims to be about "stopping special interests" but it's all about giving special treatment to corporations and the wealthy.

Maryland

CWA's Maryland Legislative-Political Action Team helped win new protections against the offshoring of jobs in the state. Democratic Gov. Martin O'Malley recently signed a law that requires companies bidding on contracts of \$2 million or more with the state of Maryland to disclose whether any of that work will be performed outside the United States. The law also prohibits public employers from contracting for specific services unless those services are to be provided in the United States, and requires that state contracts for architectural, construction and engineering services, as well as energy performance contract services, must be performed in the United States.

New Jersey

In a fight with the most anti-union governor in the history of their contract, CWA New Jersey state workers successfully preserved the integrity and enforceability of decades of collective bargaining. During the year-long negotiations, CWA — representing about 60,000 public workers statewide — boldly withstood a barrage of attacks at the bargaining table and struck a deal, which CWA members ratified in June.

Wisconsin

In the Wisconsin recall election, Democrats gained control of the state senate for the first time since Republican Gov. Scott Walker took office. Though voters failed to recall the governor himself, a year after he stripped state workers of their collective bargaining rights, there's now a firewall to block his divisive, anti-worker agenda.

Hundreds of CWAers from 11 states provided critical support, calling Wisconsin members so CWA's state activists could focus on work-site and other turnout activity. CWA volunteers made 9,000 phone calls and 10,000 robocalls in the days leading up to the election.

Michigan

Determined to block anti-worker and anti-bargaining measures in their state, Michigan workers have launched a preemptive strike to cement collective bargaining as a right

New Mexico

In New Mexico, Republican Gov. Susana Martinez is continuing her campaign to try and strip away the basic rights of state workers. Negotiating a new collective bargaining agreement covering more than 12,000 state workers, including some 6,000 CWAers, could drag into the summer.

Working Families of New Mexico — a new progressive coalition of

groups submit the names of all "registration agents," including people who hand out fliers, to the state.

Texas

Texas is also implementing a voter purge policy that erroneously targets eligible voters, according to several media reports. The state's voter registration rates are already among the lowest in the nation, and one out of

AT&T Workers: Fighting to Hold onto the American Dream

AT&T contract negotiations have gone into overtime, but so has mobilization by CWA members and allies.

As the CWA News went to press June 18, separate negotiations are continuing covering CWA members in District 4, AT&T Midwest; District 9, AT&T West; Telecommunications and Technologies, AT&T Legacy, and District 1, AT&T East.

CWA Vice President Seth Rosen summed up the goals of all four negotiations: “We have a very clear common goal that when it is all added up — wages, benefits, the complete package — that every single member, from the lowest paid to the highest, will be better off at the end of the contract than he or she was at the beginning.”

In California and Nevada, thousands of CWA members joined in a one-day unfair labor practice strike, protesting a statement by AT&T West

management that threatened workers over “union activity.”

In D1, members of Local 1298 joined with Common Cause, Connecticut Working Families and other advocacy groups to call on corporations, including AT&T, to sever ties with American Legislative Exchange Council (ALEC), a conservative lobbying group that finances attacks on bargaining rights, voter rights and other measures in state legislatures harmful to workers and citizens.

D9 members also are calling on AT&T to drop its support of ALEC, and members have been leafleting at AT&T Park in San Francisco and Oakland’s Coliseum to make sure the public knows that AT&T=Corporate Greed, and holding rallies throughout the district.

Jane Phillips, an activist with CWA Local 4900, said inside workers were holding “standups” and wearing

bandages and using crutches to stress that “cutting health care is a sick idea.” Outside techs are “honking off” the company, and everyone wears red, except when they wear black. “We need to stand strong and stand together!”

T&T activists and other supporters mobilized for AT&T annual meeting in Salt Lake City, Utah, calling for good jobs and fair contracts and reminding AT&T that “we are the network.”

Bargaining gets underway this month for a new contract covering 24,000 District 3 CWAers at AT&T Southeast; the current agreement expires Aug. 4. The contract covering 22,000 District 6 members expires next April.



AT&T workers rally across the country for a fair contract.

STANDING UP TO THE 1%

Through CWA’s national training, our members have become enthusiastic activists and have taken on a role in this process in ways we’ve never seen before.

—Tonya Hodges, Local 1298

CWA, Allies Protest TPP Trade Pact

Hundreds of international trade ministers and corporate lobbyists continue to meet to hammer out an international trade pact that could restrict Internet freedom, encourage U.S. companies to ship even more jobs overseas, reduce access to life-saving medicines, weaken environmental law and kill “Buy American” policies.

Most had hoped that the negotiations for the Trans-Pacific Partnership trade pact, sometimes called “NAFTA on steroids,” could be finished in secret. But they weren’t counting on CWA activists and coalition partners including Sierra Club and the Citizens Trade Campaign who are shining a light on just what this trade deal would mean for ordinary Americans.

In Addison, Texas, nearly 400 protesters marched to the doorstep of negotiators, demanding transparency and accountability. Rallying outside the Intercontinental Hotel, demonstrators raised awareness



about what stands to be the largest free trade agreement in the history of the United States. The deal now includes Chile, Peru, Australia, New Zealand, Malaysia, Brunei, Vietnam and Singapore, but Canada, Mexico and Japan also want to join.

In a speech to the crowd, CWA District 6 Vice President Claude Cummings lashed out at the exclusion of key stakeholders in the talks.

“It is unacceptable that an agree-

ment with such far reaching implications is being negotiated behind closed doors and in complete secrecy,” said Cummings. “The only people with access to texts, in addition to governments involved, are the nearly 600 corporate trade advisers. The U.S. Chamber of Commerce can see the texts, but because none of the texts has been released to the public, workers who face the loss of

their livelihoods and communities that face economic downturn are denied any input.”

He added, “Every trade deal has resulted in a loss of jobs for U.S. workers. It’s no surprise that a recent Wall Street Journal poll found 69 percent of Americans believe that free trade cost jobs. They’re right.”

“Where is labor?” said CWA Local 6215 Executive Vice President Nancy Hall. “We always build the table. We make the chairs. But we’re not allowed to sit there and partake in the discussions. No one there was speaking on our behalf.”

CWAers and allies are gearing up for the next round of talks, scheduled for San Diego in July.

Negotiators “have kept it so under wraps that no one knows about TPP,” said Herb Keener of CWA Local 6215. “We need to start hammering it home and let people know there’s another negotiation. We have three months to be on our toes. Let’s educate them. That’s our job. We have to get it out when no one else will.”



Above: CWA District 6 Vice President Claude Cummings rallies the crowd. Below: Activists march on the trade talks.

What is 99% Power?

Two months ago, CWA Local 6355 President Bradley Harmon was one of the tens of thousands of Americans who gathered in houses of worship, college dorms, living rooms and union halls to learn about the a new movement called the 99 Percent Spring. At the day-long training, he studied the roots of the nation's economic crisis. He learned how to design a non-violent, direct action.

And then Harmon exercised his new knowledge straightaway, helping collect 1,300 signatures for Missouri initiatives to raise the minimum wage and cap interest rates on payday loans.

"I thought, 'Wow, here's what democracy looks like. We're actually doing it!'" he said.

Harmon wasn't the only one inspired. Across the country, more activists were walking out of 99 Percent Spring training and directly into the streets. In Iowa, organizers immediately bused 200 trainees to the Des Moines home of Wells Fargo Home Mortgage President Mike Heid to oppose the bank's investments in private prisons and exploitation of immigrants. In New York, more than 150 participants marched to the townhouse of billionaire hedge fund manager Bruce Kovner to demand he pay his fair share of taxes. In Michigan, 200 attendees protested the Mastronardi Fruit Packing Plant, a Trader Joe's supplier with a long history of worker abuse.

At the end of the day, participants from all walks of life — union members, Occupiers, faith leaders, environmentalists, students, veterans, immigrants — vowed to band to-

gether to fight each other's fights. They traded contract information, swapped war stories and made plans for further protests against corporate greed, social inequality and attacks on the democratic progress.

"I'm tired, I'm angry, I'm distressed from seeing how hard our members fight these battles only to go backwards," said CWA President Larry

Cohen, leading a 99 Percent Spring training. "The only way we can fight this is together."

Soon after, trainees joined Tax Day protests, raising awareness about corporate tax dodgers like Verizon, Walmart, Pepco and Boeing.

And as the weather warmed up, so did protests. Small gatherings grew into massive demonstrations. The 99

Percent Spring, backed by 60 progressive groups, began mobilizing at corporate shareholder meetings across the country — an action they dubbed Shareholder Spring. From Verizon (see story page 4) to General Electric to the Big Banks, activists demanded that companies pay their fair share of taxes and stop shipping good jobs overseas. The 99 Percent Spring has now

trained 100,000 activists, many of whom are planning local actions in their communities across the country. CWA was the third most active organization in hosting trainings and participating members. But building a political and economic system that offers equal opportunity for all — not just the 1 percent — requires a lot of work and a lot of partnership.

As long as corporations refuse to bargain fairly with workers and continue to send jobs overseas and dodge taxes, there's no hope for a sustainable economic recovery. This is only the beginning.

99 Percent Shareholder Spring

This spring, there were incredible demonstrations against corporate greed at shareholder meetings and corporate offices from coast to coast.

Fresh out of 99 Percent Spring training, workers, veterans, families facing foreclosure, retirees who lost their pensions, students and immigrants stood up to the CEOs and top executives of major American corporations in a series of coordinated actions across the country. Activists are holding the 1 percent responsible not only for the nation's shaky economy, but for our broken democracy, which allows corporations to call all the shots. Here are some highlights:

Bank of America

CWA members joined 1,000 demonstrators in protesting at the annual Bank of America shareholders meeting. Billed by 99% Power as the "Showdown in Charlotte," activists spotlighted the bank's foreclosure and other predatory practices and its lack of corporate accountability. BoFA is not only the nation's second

largest bank but it's profited more than any other financial institution from home foreclosures.

Wells Fargo



At the Well Fargo annual meeting in San Francisco, 500 people, including many CWAers, protested the bank's predatory lending practices: actions that have dragged one in five home mortgages underwater and soaring foreclosure rates that have devastated families and communities. Forming human chains, protestors blocked entrances to the building and interrupted CEO John Stumpf's speech to shareholders at least four times.

AT&T

At the AT&T annual meeting in Salt Lake City, Utah, shareholders heard a loud and clear message from members and retirees from CWA Local 7704 and other union supporters. Wearing "We are the 99 percent" and "Where's The Fairness?" stickers, activists stood up for good jobs and fair contracts at AT&T.



"We all want AT&T to succeed," CWA Telecommunications and Technologies Vice President Ralph Maly told shareholders. "CWA members and retirees certainly have a financial investment in AT&T's success. We also have the investment of our livelihoods, our families' well-being and our communities' continued growth. These aren't small things. These are the essence of what will sustain our country's economic recovery."

Windstream

And about 75 CWA activists demonstrated at the Windstream annual meeting in Little Rock, Ark. Members of Locals 6507 and 6171 were on hand, with members of Locals 6171 and 6507 making a 12-hour round trip bus ride to Little Rock. Inside the meeting, CWAers called on Windstream to publicly disclose its political campaign contributions on its website, along with company policy for management and Board oversight of those contributions.

Activists then marched to City Hall to join students and other allies in protesting the city's plans to raze several communities where predominantly elderly residents live to build a Technology Park that can be located elsewhere in the city. CWAers joined that effort to Stop the Attack on the American Dream.



Who is 99 Percent Power? We All Are.

Jobs With Justice • United Auto Workers • National Peoples Action • National Domestic Workers Alliance • MoveOn.org • New Organizing Institute • Movement Strategy Center • The Other 98% • Service Employees International Union • AFL-CIO • Rebuild the Dream • Color of Change • UNITE-HERE • Greenpeace • Institute for Policy Studies • PICO National Network • New Bottom Line • Veterans of the Mississippi Civil Rights Movement • SNCC Legacy Project • United Steel Workers • National Education Association • Working Families Party • **Communications Workers of America** • United States Student Association • Rainforest Action Network • American Federation of Teachers • Leadership Center for the Common Good • UNITY • National Guestworker Alliance • 350.org • The Ruckus Society • Citizen Engagement Lab • smartMeme Strategy & Training Project • Right to the City Alliance • Pushback Network • RootsAction • USAction • Alliance of Californians for Community Empowerment • Progressive Democrats of America • Change to Win • Grassroots Global Justice Alliance • Campaign for America's Future • Public Campaign Action Fund • Fuse Washington • Missourians Organizing for Reform and Empowerment • Citizen Action of New York • Engage • United Electrical Workers Union • National Day Laborers Organizing Network • Alliance for a Just Society • The Partnership for Working Families • United Students Against Sweatshops • Presente.org • Get Equal • American Federation of State, County, and Municipal Employees • Iowa Citizens for Community Improvement • Corporate Accountability International • American Federation of Government Employees • Mobilize the Immigrant Vote • Training for Change • People Organized for Westside Renewal (POWER) • Student Labor Action Project • Colorado Progressive Coalition • Green for All • DC Jobs with Justice • Connecticut Citizen Action Group • Vermont Workers' Center • Midwest Academy • Community Voices Heard • The Coffee Party • International Forum on Globalization • UFCW International Union • Sunflower Community Action • Illinois People's Action • Lakeview Action Coalition • Global Exchange • Progressive Leadership Alliance of Nevada • Poor Peoples Economic Human Rights Campaign • International Brotherhood of the Teamsters • Resource Generation • Highlander Research and Education Center • TakeAction Minnesota • Energy Action Coalition • Oil Change International • Southsiders Organized for Unity and Liberation • CODEPINK: Women for Peace • United for a Fair Economy • Health Care for America Now • Pacifica Radio • and with more joining every day



"We need to get more people involved. It's extremely hard, but I tell them, 'What's the alternative? If you don't stand up for this, we'll always be on the losing end.'"

—Veronica Adams,
CWA Local 6171

Did you miss 99 Percent Spring Training? It's not too late to get involved.

All the materials and videos are now online. Check it out at <http://training.the99spring.com/training/99spring/>. It takes about an hour to complete and you don't have to finish it all in one sitting. You'll share your own story of economic hardship, learn how the 1 percent wrecked our economy and get the tools to plan direct, non-violent actions in your own community. Just like the in-person trainings, the online training has all you need to get ready to help the 99 percent take back our country.

Here's your chance to win a new iPad.

Go to www.cwa-union.org/ipad and put in personal ID number.

Winning name/entry will be drawn from those who enter.
Entry deadline is September 30, 2012.

CWA employees and their families are not eligible.



Why We Need Unions

By Timothy Noah

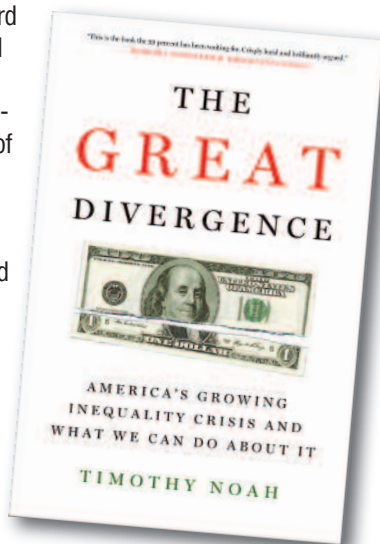
The age of inequality has coincided with a dramatic decline in the power of organized labor. Union membership in the United States reached its historic peak in 1979 at about 21 million, representing about 21 percent of the workforce. Today membership stands at about 15 million and represents about 12 percent. When you exclude public-employee unions (more than half of all union members today work not for a private company but for the government), union membership has dropped to about 7 percent of the private-sector workforce.

Draw one line on a graph charting the decline in union membership, then superimpose a second line charting the decline in middle-class income share (with "middle class" defined broadly as the middle 60 percent), and you will find that the two lines are nearly identical.

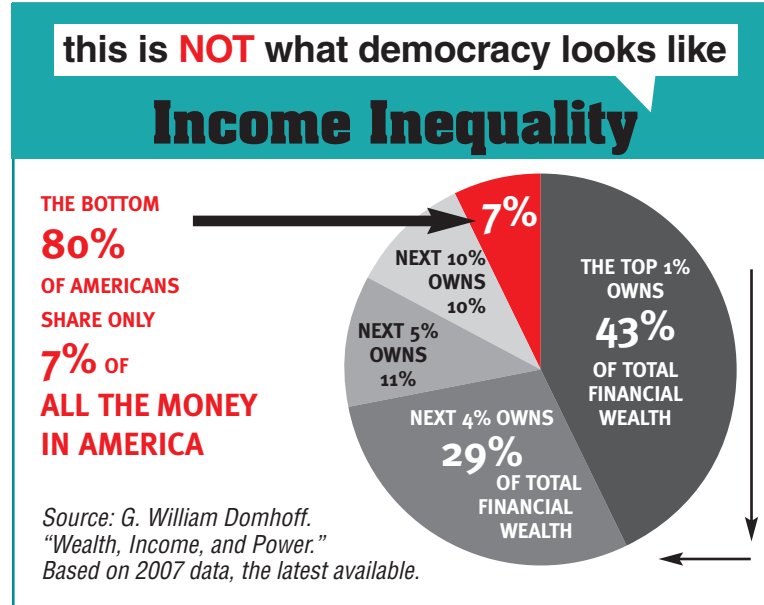
The chief purpose of a union is to maximize the income of its members. Since union workers earn, on average, 10 to 30 percent more than nonunion workers, and since union members in higher-paying occupations tend to exercise more clout than union members in lower-paying ones, you might think higher union membership would increase income inequality. But Harvard's Richard Freeman demonstrated in a 1980 paper that at the national level unions' ability to reduce income disparities among members outweighed other factors, and therefore their net effect was to reduce income inequality. A logical conclusion was that as union membership declined, income inequality would likely grow. And that's what happened.

The number of union members started falling in 1979, but as a percentage of the workforce the decline actually began a generation earlier. What labor economists call "union density" peaked in 1954 at 28 percent. After 1954, union density began

a slow downward slide that picked up speed in the 1980s as the absolute number of union members began to drop. The Berkeley economist David Card calculated in a 2001 paper that the decline in union membership among men explained about 15 to 20 percent of the growth in male income inequality between 1973 and 1993. In 2007 Freeman calculated that the decline of



unions explained about 20 percent of the Great Divergence among all workers. In 2011 the sociologists Bruce Western of Harvard and Jake Rosenfeld of the University of Washington added in such indirect effects the threat of unionization on nonunion workers and concluded that one third of the Great Divergence among men could be attributed to the drop in union membership. "By this measure," they concluded, "the



decline of the American labor movement has added as much to men's wage inequality as the relative increase in pay for college graduates."

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Now is the Time to Make Workers' Rights a Civil Right

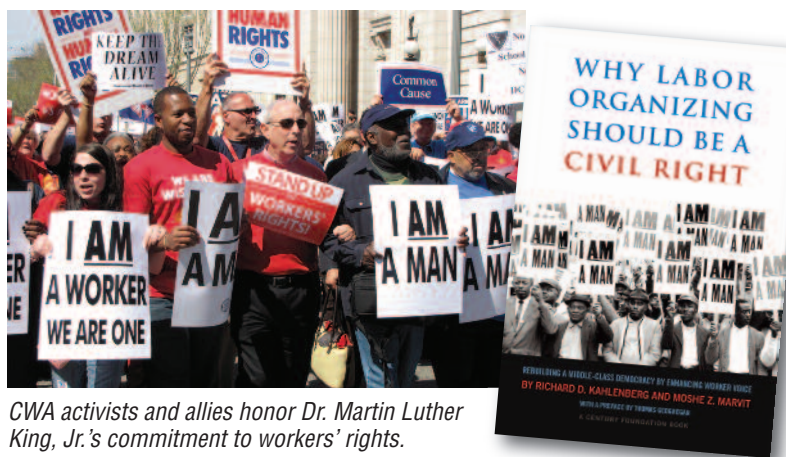
"The two most dynamic and cohesive liberal forces in the country are the labor movement and the Negro freedom movement. Together, we can be architects of democracy."

— Rev. Dr. Martin Luther King Jr. at the 1961 AFL-CIO convention

By Richard D. Kahlenberg and Moshe Z. Marvit

As long as conservatives try to paint unions as greedy self-interested institutions — "special interests" just after their slice of the pie — labor law reform is unlikely to spark a romantic association for progressives.

Framing labor as part of the larger civil rights struggle underlines the reality that labor helps lead America's broad movement for social change, aiding union members and nonmembers alike. While labor is appropriately committed to higher wages and better working conditions for its members, it is also part of a bigger



CWA activists and allies honor Dr. Martin Luther King, Jr.'s commitment to workers' rights.

social justice movement that fights for equality across the board, championing stronger health care, education, and minimum wage policies that help all Americans.

In the past, the fact that labor was part of the heroic fight for economic justice was self-evident, as the names John L. Lewis and Norma Rae had broad resonance with the American public. But few Americans are today deeply familiar with the history of the labor movement. And as

organized labor shrinks as a proportion of the workforce, fewer and fewer young people have fathers, mothers, aunts, uncles, or neighbors who can educate them about the labor movement's considerable accomplishments in the fight for a fairer society.

By contrast, Americans know well the glorious history and accomplishments of the black freedom and civil rights movement. A 2004 CNN/AARP poll found that 81 percent of Ameri-

cans rate the civil rights movement as "extremely important" or "very important." For many progressives, the civil rights era is part of the "golden age" of liberal activism in which individuals come together to fight to rectify long-standing injustices. Not surprisingly, the civil rights movement is routinely invoked when leaders are trying to motivate audiences to act for a particular cause. Presidents George W. Bush and Barack Obama both, for example, have called education reform the "civil rights issue of our time." Writing labor organizing into the Civil Rights Act would help underline the deep historical ties between the civil rights and labor movements as what King called "the two most dynamic and cohesive liberal forces in the country."

Excerpted from *"Why Labor Organizing Should Be a Civil Right: Rebuilding a Middle-Class Democracy by Enhancing Worker Voice"* (New York: The Century Foundation Press, 2012).