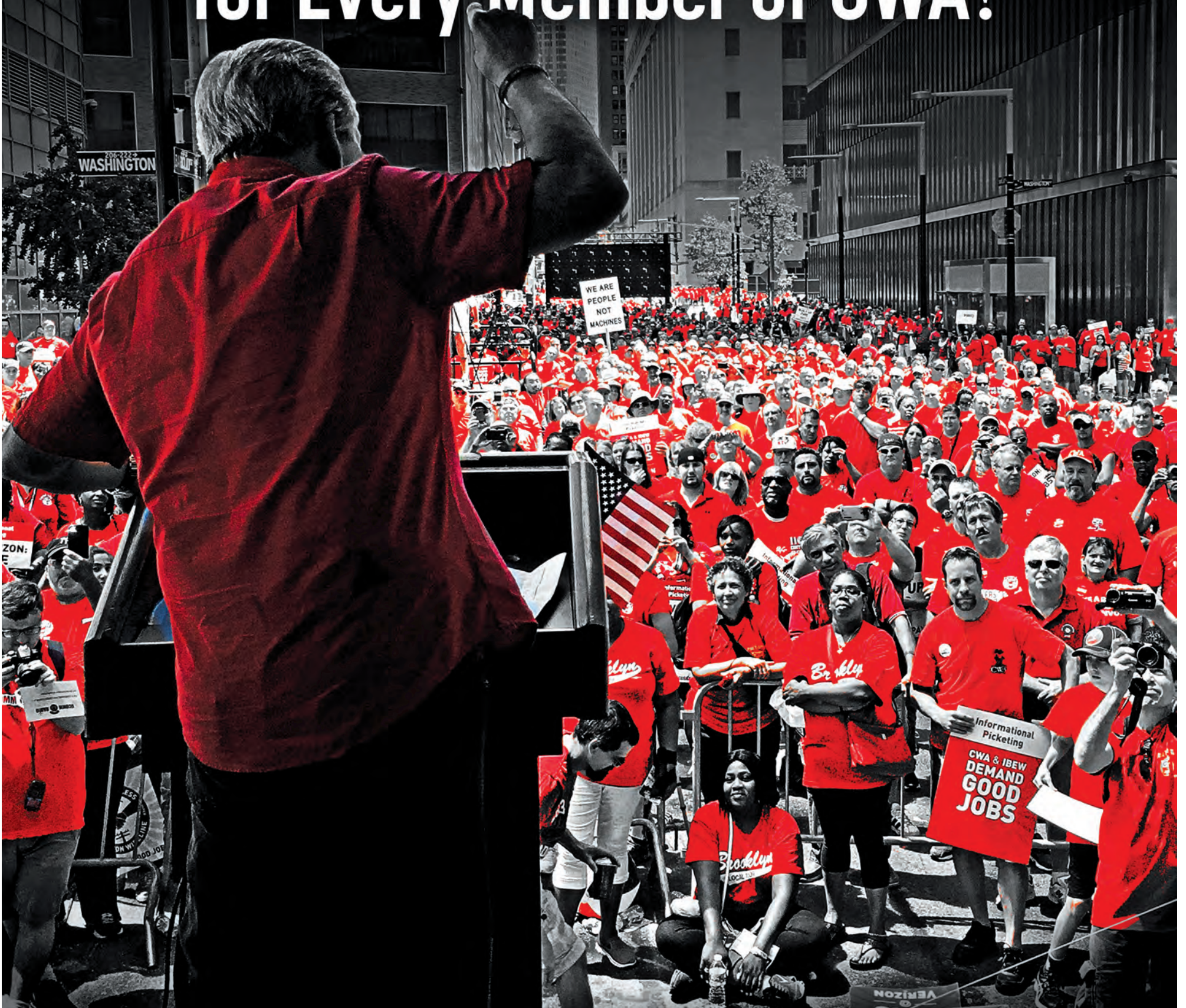


Volume 75, #3 • fall 2015

CWA news

Will You Stand Up and Fight for Every Member of CWA?



WE MUST STAND TOGETHER OR FALL APART



By CWA President Chris Shelton

I've been on the job as CWA President for about four months now. I see the work our members do every day, sustaining our communities and building a better nation for every working family.

Not so long ago, our country would be thanking workers who are on the job, working to keep families and communities connected, informed, entertained, cared for, safe, in good health, and much more. Instead, too many right-wing elected officials and extremists are attacking workers and unions, holding them in contempt. How did working people become the villains? Why are working people blamed for the excesses of Wall Street crooks and the politicians who are in their pockets?

The American Dream isn't only for Wall Street bankers and the 1 percent. It's for all of us who want to improve our standard of living and help our children and grandchildren to have an even better life.

As we continue bargaining contracts for 200,000 CWA members this year, we're seeing some incredible examples of corporate greed. At wealthy companies like United Airlines, AT&T, Verizon, and others, it's a big challenge to overcome management's demands for givebacks while it tries to keep even more of the economic pie for itself.

In New Jersey, public workers are scapegoated for their pensions of \$19,000 a year, while fat cats get another handout from Gov. Chris Christie. In Detroit, bankers have stripped the community bare.

We're fighting against this assault on the rights of working people and we're determined to get good contracts that increase the standard of living of our members and their families.

At our convention in June, I asked, "Will you stand up and fight for every CWA member?" And it's happening, across our sectors, from public service and universities to airlines to telecommunications. Our solidarity is making a big difference.

Like you, I'm sick and tired of corporations paying their CEOs 300 or 400 or 1000 times what the average frontline worker makes, then demanding givebacks and concessions from us at the bargaining table. I'm tired of these CEOs taking the credit and the reward for our productivity and our work. The 1 percent is doing better than ever, and since the end of the Great Recession they've captured 95 percent of all income gains. Now, it's our turn.

This issue of the *CWA News* looks at some of the bargaining that's been underway this year. It also outlines our political process for determining

whether CWA will endorse a candidate in the presidential primary.

CWA doesn't get out in front of our members, and that's why we will have an online poll, so that members can indicate their presidential preferences.

In this issue, you'll find information and links on all the declared candidates plus an outline of the process we'll follow. The online survey is open now

and will remain open for member voting through November. Along the way we'll have worksite activities, a telephone town hall and other actions around the political process. This information will be available on the website, cwavotes.org and on our CWA app.

Every day, Secretary-Treasurer Stefens and I, the CWA Executive Board and local leaders are working to improve the lives of our members and their families. We're working with our allies and partners to safeguard the right to vote, and to restore our democracy by getting big money out of politics. We're building a movement for economic justice and fairness across this country, and we need the support of every CWA member to get it done. If we don't stand up and fight for each other, no one will, so we must stand together or fall apart.

The American Dream isn't only for Wall Street bankers and the 1 percent. It's for all of us who want to improve our standard of living.

CWAnews

Official Publication of the Communications Workers of America (AFL-CIO, CLC)

International Union Headquarters
501 3rd Street, N.W.,
Washington, D.C. 20001-2797
Phone: (202) 434-1100
www.cwa-union.org

Address changes:

Inquiries or corrections for CWA News subscriptions should be addressed to CWA Membership Dues Dept.
E-Mail: subscribe@cwa-union.org

Produced by
CWA Communications Department

Director/Executive Editor
Candice M. Johnson

Senior Writer/Editor Michael Allen

Editorial Specialist Alicia Nestor

Technical Specialist Sarah Splitt

CWA News (ISSN 0007-9227) is published quarterly Jan/Feb/March, April/May/June, July/Aug/Sept, and Oct/Nov/Dec by Communications Workers of America, 501 3rd Street, N.W., Washington, D.C. 20001-2797. Periodical Postage Paid at Washington, D.C. and additional mailing offices.

Postmaster: Send address changes to CWA News, 501 3rd Street, N.W., Washington, D.C. 20001-2797.

Printed by Kelly Press, Cheverly, Md.

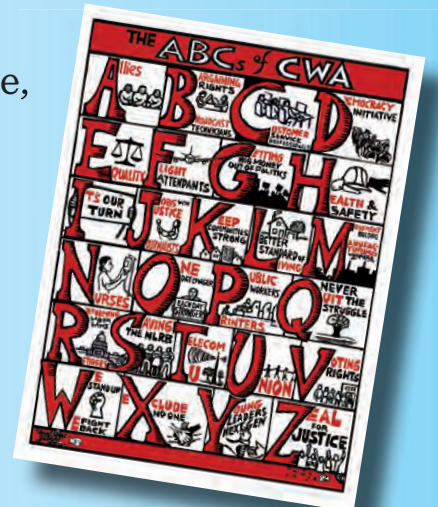
CWA Executive Board ■ **President** Christopher M. Shelton ■ **Secretary-Treasurer** Sara Steffens ■ **Vice Presidents** District 1, Dennis Trainor ■ District 2-13, Ed Mooney ■ District 3, Richard Honeycutt ■ District 4, Linda Hinton ■ District 6, Claude Cummings ■ District 7, Brenda Roberts ■ District 9, Tom Runnion ■ Telecommunications and Technologies, Lisa Bolton ■ Public, Health Care and Education Workers, Brooks Sunkett ■ Broadcast and Cable Technicians, Charles Braico ■ NewsGuild, Bernie Lunzer ■ IUE-CWA Industrial Division, Jim Clark ■ Association of Flight Attendants, Sara Nelson PPMWS Executive Officer, Dan Wasser ■ Martin O'Hanlon, Director, CWA-SCA Canada ■ **At Large Board Members:** Frank Arce, Local 9400; Anetra Session, Local 6327; Vera Mikell, Local 2205; Carolyn Wade, president, Local 1040

TEXT 69866 FOR THIS GREAT POSTER!

The ABCs of CWA on the back page was designed by award-winning artist Ricardo Levins Morales, who creates art for social justice.

To get a free, poster size, quality print of the design, text POSTER to 69866.

Read more about the artist at rlmartstudio.com.



BARGAINING *Update*

CWA is fighting for fair contracts across our union and sectors, bargaining for 200,000 CWA members and their families this year. It's a tough challenge to get the 1 percent to share profits and productivity gains, but we're determined to make it happen.



More than a thousand CWAers rallied outside AT&T headquarters in Atlanta, part of their fair contract fight.

FIGHTING FOR FAIRNESS AT at&t

STANDING UP TO



Above: CWAers from Virginia to Massachusetts rally outside Verizon Headquarters in New York.

Right: Members of CWA Local 2100 in Chase, Md., picket for good jobs.



Some 39,000 CWA and IBEW members at Verizon from Massachusetts to Virginia are working without contracts, which expired Aug. 1.

When negotiations began on June 22, Verizon made outrageous demands, looking to completely eliminate job security and contract out and outsource more work, shift more health care costs to workers, slash retirement security, eliminate disability protections and more. The company hasn't moved much off those initial demands.

More than 16,000 CWA Verizon members and supporters have joined town hall calls that included reports from CWA President Chris Shelton; Vice Presidents Dennis Trainor, District 1, and Ed Mooney, District 2-13; bargaining committee members, and activists.

Bargaining updates and resources are posted at standuptoverizon.com.

CWA also is negotiating for about 100 Wireless technicians in New York State and 75 retail store workers in Brooklyn, N.Y., and Everett, Mass. Verizon is taking the same hard line in those negotiations.

CWA and allies are on the offensive, especially when it comes to Verizon's refusal to invest in the traditional landline network. About 8 million customers from Massachusetts to Virginia are on the copper network, but Verizon has invested virtually nothing to keep the network from deteriorating. In a letter to the Federal Communications Commission, Verizon said it spent \$200 million to maintain the copper landline network in 11 states and Washington, D.C. from 2008-2014. That's a paltry one-third of 1 percent (0.39) of the more than \$50 billion the company spent on its wireline network, most of that going to the FiOS fiber network. That means traditional phone service customers are subsidizing the FiOS buildout, and are getting shortchanged on the service they deserve.

CWA supports FiOS expansion, but Verizon has reneged on its commitment to build out FiOS broadband in New York, Pennsylvania, New Jersey and other jurisdictions.

Mobilization is in high gear at AT&T Southeast, where 28,000 CWA members in nine states are working without a contract. CWA District 3 Vice President Richard Honeycutt said CWA negotiators "have pressed AT&T Southeast for weeks to get off its outrageous demands."

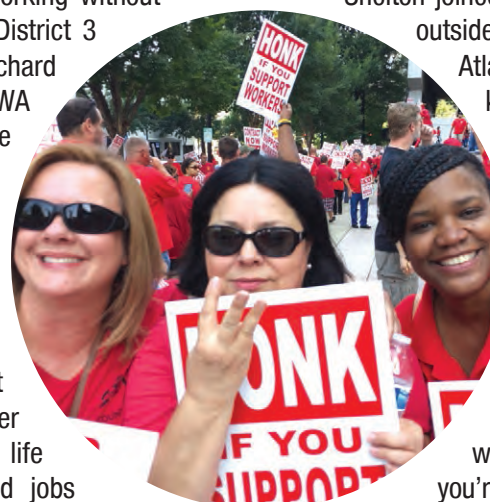
The negotiations are about "respect, a better quality of family life and keeping good jobs in our communities," the bargaining team said.

The company doesn't seem to get it yet, but CWAers are mobilizing, with informational pickets, rallies, "white out Wednes-

days" when CWAers wear white, actions at call centers and more. CWA President Chris Shelton joined 1,000 CWAers at a rally outside AT&T headquarters in Atlanta, and told members to keep it up. "You should be extremely proud of the mobilization and the solidarity that you show, not only by being here, but every day since bargaining started. That's what's going to get you a contract. We can do all the yelling we want. If management knows you're behind us, they're going to have to move," he said.

AT&T posted profits of \$6.5 billion last year. It also just completed a \$48.5 billion acquisition of DirecTV.

Read more at cwaatatt.com.



N.J. Public Workers: Whatever It Takes

CWA public workers and allies in New Jersey are fighting back against Gov. Chris Christie's continued attack on pensions. Christie vetoed legislation that would have begun to reverse the governor's refusal to make legally-required payments into the pension system. CWA and other unions have filed a lawsuit to block Christie's grab of \$2 billion that should have gone into the pension system and violated a 2011 deal. One in 10 New Jersey residents depend on the state pension system. CWA and other public workers unions also are suing Christie for freezing step wage increases.

WHO WOULD YOU CHOOSE?

CWAVo

CWA has not made any endorsement for the presidential primary elections. Our members decide what action, if any, we take on endorsement. That process is open right now.

CWA's political action website, ***cwavotes.org***, has responses from those candidates who answered our questions about issues like good jobs and trade, fair wages and bargaining rights, retirement security and much more, plus links like those below to all the announced candidates' websites.

Check out ***cwavotes.org*** for information about how to make your choice. Then go online and vote for the candidate of your choice. The poll will stay open into early December. You also can access it through the CWA app.



DEMOCRATS

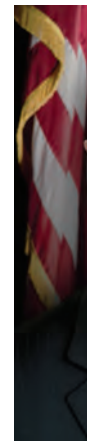
2016 PRESIDENTIAL CANDIDATES



Lincoln Chaffee (D)
www.chaffee2016.com



Hillary Clinton (D)
www.hillaryclinton.com

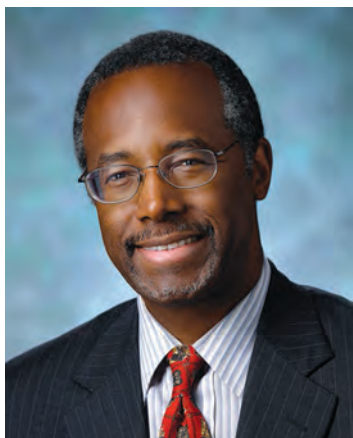


Martin O'Malley (D)
www.martinomalley.com

REPUBLICANS



Jeb Bush (R)
www.jeb2016.com



Ben Carson (R)
www.bencarson.com



Chris Christie (R)
www.chrischristie.com



Ted Cruz (R)
www.tedcruz.org



Carly Fiorina (R)
www.carlyforpresident.com



Jim Gilchrist (R)
www.jimgilchrist.com



Bobby Jindal (R)
www.bobbyjindal.com



John Kasich (R)
www.johnk Kasich.com



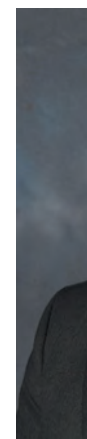
George Pataki (R)
www.georgepataki.com



Rand Paul (R)
www.randpaul.com



Marco Rubio (R)
www.marcorubio.com



Rick Santorum (R)
www.ricksantorum.com

Who Would You Choose?

Vote@www.cwavotes.org

otes2016

ENTIAL CANDIDATES



O'Malley (D)
martinomalley.com



Bernie Sanders (D)
www.berniesanders.com



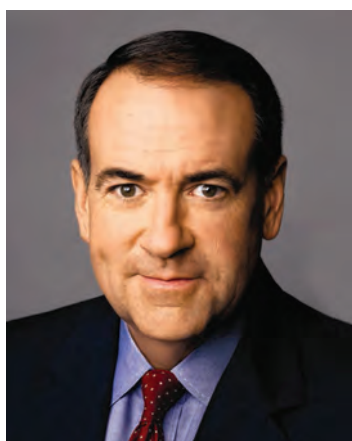
Jim Webb (D)
www.webb2016.com



Santorum (R)
ricksantorum.com



Lindsey Graham (R)
www.lindseygraham.com



Mike Huckabee (R)
www.mikehuckabee.com



Santorum (R)
ricksantorum.com



Donald Trump (R)
www.donaldjtrump.com

cwavotes.org

ON THE ISSUES

All the announced candidates had the opportunity to answer questions that are important to working families. Read more from the five candidates who responded. Full questions and answers available at cwavotes.org.

On Good, Full-Time Jobs

Clinton: We need to strengthen labor's ability to organize and ensure workers share in rising productivity... We need to make investments that drive job creation, productivity and growth... we need to make it easier for every American to find a good job by making quality child care more affordable.

Huckabee: The enactment of the Fair Tax (a tax on consumption of goods and services) will have a dramatic impact on manufacturing and job creation.

O'Malley: I would appoint a chair and vice chair of the Federal Reserve who appreciates the institution's dual mandate – controlling inflation and moving toward full employment.

Sanders: The first bill I introduced in the Senate this year would put at least 13 million Americans to work by investing in rebuilding our nation's crumbling infrastructure. We also have to address the serious youth unemployment crisis in America.

Webb: Too many of the new jobs are less than full-time and do not include medical or retirement benefits... there is no magic wand to wave over this problem but with your cooperation it must be addressed.

On Trade Deals Like the Trans-Pacific Partnership

Huckabee: I strongly oppose the TPP and Fast Track.

O'Malley: I believe we must reject bad trade deals like the TPP that hurt middle class wages and ship middle class jobs overseas.

Sanders: I am strongly opposed to Fast Track and the disastrous TPP.

Webb: I opposed the recent vote to extend Fast Track... I am not convinced that the TPP is adequately protecting the interests of American workers.

Clinton: My focus is on what is in the final trade agreement because that will directly impact the American people. We should walk away from any outcome that falls short.

On Bargaining Rights for Public and Private Sector Workers

Sanders: Workers should be allowed to join unions when a majority sign valid authorization cards... every worker in America (public and private) should have the fundamental right to bargain.

Huckabee: The President should foster a more cooperative relationship between labor and management. I will support policies that make it easier for companies to produce and manufacture in the U.S... I am not opposed to public workers being part of a union, each state must determine the best approach that fits that state.

Clinton: I stand on the side of all workers fighting for the continued right to organize and bargain collectively.

O'Malley: I would champion legislation to make it easier for workers to gain union representation... more people, not fewer, need the right to organize... I would lead the fight to strengthen collective bargaining rights for public sector workers.

Webb: I voted to help extend collective bargaining rights for public sector workers... To the extent that public sector collective bargaining does not compromise the delivery of critical services, it is my belief that most public sector workers should be able to effectively collaborate with the aim of promoting the safest and most balanced workplace possible.

Read more questions and responses at CWAVOTES.ORG

BARGAINING Update

UNITED



AFA-CWA filed for federal mediation through the National Mediation Board in negotiations with United Airlines, covering 24,000 Flight Attendants at United, Continental and Continental Micronesia. “Three years after the talks for a joint contract began, management doesn’t seem focused on negotiating a contract Flight Attendants can ratify,” said AFA International President Sara Nelson. “We are calling on management to negotiate a fair contract within the reality of record profits,” she said.

United Airlines is making record profits and its operating profit from 2015-2017 is expected to exceed \$5 billion each year. The CEO’s pay is up by 32 percent over last year, United’s stock price is up 162% since negotiations began and the company plans to invest \$100 million in a Brazilian airline.

AFA-CWA has held several Days of Action, where United Flight Attendants and supporters make it clear: We want a fair contract. Flight Attendants are not going to pay for this merger. At airports across the country, Flight Attendants are standing together for a good contract. This merger is working for executives and shareholders. It needs to work for all United Flight Attendants, too.



Flight Attendants' Day of Action

Above: AFA-CWA Flight Attendants picket outside United headquarters in Chicago.

Left: Flight Attendants rally at San Francisco International Airport.

PUBLIC WORKERS IN CAMDEN, NJ

The CWA Camden Coalition, members of CWA Locals 1014 and 1084, is rallying members around bargaining for fair contracts. CWA Local 1014 represents workers throughout Camden County, including 311 employees of the City of Camden. CWA Local 1084 represents 450 Camden County Board of Social Services workers.



Camden City and County workers stand together for fair contracts.

UNFAIR LABOR PRACTICE STRIKES AT AT&T

CWA locals in two AT&T Southeast locations held unfair labor practices strikes that got management to back down.

Members of CWA Local 3410 in New Orleans walked out to protest the AT&T manager who, with his company vehicle, struck a local union officer on an informational picket line. The manager purposely gunned his engine and drove carelessly through a peaceful picket line, and it wasn’t the first time the manager was the subject of an unfair labor practice, the local said.

So when AT&T management again refused to address the manager’s outrageous actions, members decided they had enough and walked off the job. As a result, the manager was transferred.

In a separate incident in Pensacola, Fla., members of CWA Local 3109 began an unfair labor practice strike over illegal threats made by management to a union member. A manager threatened a CWA member that if he sought union representation for a performance warning, he would suffer more serious consequences and a longer period of disciplinary action. The end result: the manager rescinded his warning altogether and wrote a letter of apology to the member and the local.

American Airlines AGENTS

As bargaining for a first contract for 14,500 agents at American Airlines continues, passenger service agents are gearing up mobilization and putting management on notice: “We’re standing together to get an industry-leading contract by 10-17-15.” That’s the date American Airlines consolidates all systems and operations with US Airways, and agents are reminding management that it could not have accomplished the merger without their hard work.

Negotiations are intensifying, and the CWA bargaining team is urging agents to ramp up their actions and do as much as possible, including volunteering for informational picketing.

Visit american-agents.org for more information.



American Agents in Miami, members of CWA, are mobilizing.



General Electric



Members of IUE-CWA Local 81201 rally for fairness.

In June, IUE-CWA members ratified a four-year agreement covering 10,000 workers at General Electric. The contract included a general wage increase, cost-of-living increase and other improvements.

PHILADELPHIA MEDIA NETWORK

Members of TNG-CWA Local 38010 ratified a two-year agreement at the Philadelphia Media Network, which owns the Philadelphia Inquirer, Philadelphia Daily News and Philly.com.

The NewsGuild is the voice for digital journalists and now represents more than 2,000 online workers at publications like DailyBeast.com, WSJ.com, the Guardian US, TruthOut and others.

Most digital journalists juggle many responsibilities – reporting, writing, creating videos and posting to social media – as well as the pressure of the 24-hour news cycle. That's where a NewsGuild voice comes in.

AT&T MIDWEST AND AT&T LEGACY

CWAers at AT&T Midwest and AT&T Legacy ratified separate three-year agreements that provide wage increases, job security, pension improvements and new health care options. The AT&T Midwest contract covers about 13,000 CWAers in District 4 (Illinois, Indiana, Michigan, Ohio, Wisconsin) and the AT&T Legacy contract covers 4,500 CWA Telecommunications and Technologies members.

Read more at cwaatatt.com.



Members of CWA Local 4900 in Indianapolis take on AT&T Midwest.

windstream

CWA members ratified a three-year agreement with Windstream Communications covering 250 members of Locals 3371 and 3372 in Kentucky. CWA bargainers turned back the company's attack on pensions and retirement security.



CALIFORNIA AND TEXAS-MISSOURI

CWA negotiators in California and Texas/Missouri reached separate agreements with Frontier Communications that improve and extend the existing contracts with Verizon West and Verizon Southwest, pending Frontier's acquisition of wireline business and assets.

The California District 9 contract covers 3,400 CWAers and is extended until 2019; it will add at least 150 new jobs. The Texas/Missouri District 6 agreement covers 2,000 CWAers and is extended until 2018; it will add 60 new jobs and provide for technician upgrades. Both agreements provide for job security and annual wage increases.

BARGAINING Update

NBCUniversal

NABET-CWA members ratified a three-year master agreement with NBC Universal that provides for wage and benefit increases and improvements for daily hire employees. The contract covers broadcast technicians, newswriters, building, air conditioning and plant maintenance personnel, staging services personnel, and couriers at network and TV station operations in New York, Chicago, Los Angeles and Washington, DC.

PRINTING, PUBLISHING AND MEDIA WORKERS

Salt Lake City Mailers Union M-21/CWA Local 14759 reached a two-year agreement with MediaOne of Utah; Central Illinois Typographical District Managers in the Circulation department at the State Journal Register reached a tentative agreement; in Missouri, members of the Joplin Typographical Union 350/CWA Local 14612 at the Joplin Globe reached a one-year agreement that improves wages and health care options for mailroom workers; Las Vegas Local 14922 reached six new agreements, with PDQ Printing, Time Printing, Copy Cat Printing, Nevada Bindery, A&B Printing, and Button Boy Inc.

The Washington Post

Members of TNG-CWA Local 32031 at the *Washington Post* have ratified a two-year agreement that provides for wages increases and other improvements.



Victory at the Post

Journalists and news workers at the Washington Post mobilized and won a new contract.

THE ABCs of CWA

