

VOLUME 75, #2 SUMMER 2015

CWA news



Printed in the USA

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, CLC
(WWW.CWA-UNION.ORG)

**WE
STAND UP,
WE
FIGHT
BACK**





Larry Cohen, CWA President

My ten years as President ends on June 8. I am confident that CWA leadership will remain strong at all levels and that our members will continue to lead the way as we Stand Up and Fight Back.

I have been honored every day to serve as President of our union. I am proud of all of you and the work we have done together for decades.

CONTINUING OUR WORK TOGETHER

I'd like to sum up where things stand in our union, and also to give interested CWAers the opportunity to stay connected to the work of building a movement for democracy and justice that I will continue. As I said in September when I announced that I would not run again, for me this is not about another job, but a way of continuing the work we are doing together in a different way.

Our collective bargaining work only intensifies in the weeks ahead, with negotiations at AT&T, State of New Jersey, United Airlines, American Airlines, GE and Verizon and many other employers covering more than 200,000 of our members. Our goal is to negotiate contracts that improve our standard of living as we unite under the banner of "It's Our Turn." Common sense economics teaches us that higher corporate profits without a rising standard of living do not work for the economy and certainly don't work for us! Our bargaining serves the common good much more than the unchecked management excesses of the global economy.

Our work against Fast Track and the Trans Pacific Partnership should inspire us all for the years ahead. Thousands of our members are leading this campaign across the U.S. and Canada. From New York City to California, Florida to the Pacific Northwest, CWA leaders are mobilizing not only our union but their entire communities against the biggest trade threat ever to our jobs, our living standards and our environment that we have seen. This work is now at a critical point.

I appreciate the support and solidarity of CWAers over my 10 years as president and throughout the years as an activist and leader.

To stay connected to me and our democracy work in the years ahead, visit www.eepurl.com/bIVjov to sign up for the monthly columns I will write, much as I have been doing over the past several years at Huffington Post.

www.tinyurl.com/lyvev39

I mostly will be writing about democracy campaigns and issues, since that will be a big focus of the work that I'll be doing. More than ever, I believe we must get the "money out and voters in" in our political system even if our only focus is the next contract. We start out with a rotten deal and then try to play the hand. For workers without a union it's even worse, largely the illusion of rights with little reality. How do we create a real path for workers' rights? How do we build a 21st century democracy?

We are not starting from scratch in any of our states or towns or cities or even nationally. The kinds of connections we are making will help us with the next contract fight and in building the movement we need. I will stay committed to that fight and hope we can stay connected as well.

One day longer, each day stronger!

Solidarity forever.



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

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** Larry Cohen

■ **Secretary-Treasurer** Annie Hill

■ **Vice Presidents** District 1, Christopher M. Shelton

■ District 2-13, Edward Mooney ■ District 3, Judy

Dennis ■ District 4, Linda Hinton ■ District 6,

Claude Cummings ■ District 7, Mary Taylor ■

District 9, Laura Reynolds ■ **Telecommunications**

and **Technologies**, Bill Bates ■ **Public, Health Care**

and **Education Workers**, Brooks Sunkett ■ **Broadcast**

and **Cable Television Workers**, Jim Joyce ■

The NewsGuild-CWA, Bernie Lunzer ■ **IUE-CWA**

Industrial Division, Jim Clark ■ **Association of Flight**

Attendants-CWA, Sara Nelson ■ **PPMWS Executive**

Officer Dan Wasser ■ **At Large Board Members:**

Irene Robles, Nestor Soto, Carolyn Wade, Greg Wynn

■ **Director TNG-SCA Canada**, Martin O'Hanlon



On the steps of the U.S. Capitol, New York City Mayor Bill de Blasio (left) and progressive leaders, including CWA President Larry Cohen, outlined a Progressive Agenda to fight income inequality and support working families

CWA

What We Do Well

Bargaining

2 0 1 3 - 2 0 1 5

Since our last convention in 2013, we have bargained hundreds of contracts covering CWAers in every sector of our union.

Major Bargaining Currently Underway

General Electric, covering 9,300 IUE-CWA members.
 State of New Jersey, covering 43,000 public workers.
 Verizon East, covering 26,500 workers in Districts 1 and 2-13.
 United Airlines, for a single contract covering 24,000 AFA-CWA Flight Attendants.
 NBC Universal, for a new contract covering 2,500 NABET-CWAers.
 American Airlines, for a new/first contract covering 14,000 customer service professionals.
 Washington Post, covering 500 members of Washington-Baltimore NewsGuild Local 32035.
 Wall Street Journal and Dow Jones, covering about 500 members of IAPE Local 1096/TNG-CWA.

Tentative Agreements at AT&T Midwest, Legacy

CWA bargaining teams reached tentative agreements covering 13,000 AT&T workers at Midwest and Legacy, achieving the goal of ensuring an overall improvement in workers' standard of living.

FairPoint Communications Workers Ratify Contract After Historic Strike

Nearly 1,800 CWA Local 1400 members and IBEW members in Maine, New Hampshire and Vermont ratified agreements with FairPoint Communications and returned to work after a historic 18 weeks on the picket line.

CNN Workers Get a Measure of Justice

The National Labor Relations Board ordered CNN to compensate more than 300 employees who lost jobs and wages, following the company's phony reorganization to get rid of union representation for NABET-CWA members in Washington, D.C., and New York in 2003.

First Contract for Metro PCS/T-Mobile Retail Workers

Members of CWA Local 1101 who work at a Metro PCS/T-Mobile retail store in New York City ratified their first contract by a 10-0 vote.

Brooklyn Cablevision Workers Ratify First Contract

CWA Local 1109's Cablevision workers in Brooklyn ratified a historic two-year contract. The 262 workers had been negotiating the agreement for nearly three years.

Contract for UC Professional and Technical Employees

UPTe-CWA Local 9119 and the University of California ratified a contract for the system's 15,000 researchers, technical employees and health care professionals.

Five-Year Agreement at CenturyLink (formerly Qwest)

CWA members at CenturyLink ratified a five-year agreement covering 11,000 union workers in 13 states.

USAirways Flight Attendants Ratify Bargaining and Representation Agreement for American Airlines Negotiations

USAirways Flight Attendants, represented by AFA-CWA, ratified an agreement covering joint negotiations for a single contract at the merged American Airlines, which will cover 24,000 Flight Attendants.

Alaska Airlines Contract

AFA-CWA Flight Attendants ratified a five-year agreement with Alaska Airlines covering 3,400 Flight Attendants.

Contract at Frontier Communications

After a 13-month mobilization campaign, members at Frontier Communications in West Virginia ratified a four-year agreement, covering about 1,600 workers.

Master Contract at ABC

A master contract covering 2,500 NABET-CWAers at ABC Network and TV station operations in New York, Chicago, Washington D.C., Los Angeles, and San Francisco was ratified; it remains in effect through March 2017. Technical workers on Keith Olbermann's ESPN2 program also are covered by the master agreement.

Cincinnati Bell Contract

Members of CWA Local 4400 at Cincinnati Bell ratified a 27-month contract representing 850 workers.

First Contract at University of Akron

Administrative staff workers at the University of Akron in Ohio ratified their first contract covering 350 workers.

Printing Employees Ratify First Contract

In Pittsburgh, 54 West Penn Printing employees, members of CWA Local 14827, ratified a three-year contract.

Contract at Pittsburgh Post-Gazette

The Printing, Publishing and Media Workers Sector, Pittsburgh Mailers Local M-22 and Pittsburgh Typographical Local 7, with nine other unions negotiating together as a Unity Council, reached a contract covering 800 workers at the Post-Gazette.

Contract at Kaleida Health

Nearly 7,300 Kaleida Health workers – represented by CWA Local 1168 and other unions – ratified a three-year agreement.

AT&T Mobility Members in District 3 Ratify Contract

CWA members at AT&T Mobility in nine southeastern states in District 3 ratified a four-year contract covering 11,500 workers.

Mobility Workers Say 'Yes We Can'

Chanting "Si Se Puede!," members of CWA Local 3010 ratified a contract covering 1,100 AT&T Mobility workers in Puerto Rico.

(Continued)

Verizon Southwest Agreement

CWAers in District 6 ratified a contract at Verizon Southwest covering 1,800 workers.

Video Interpreters Get First Contracts

Video Interpreters at all four American Sign Language Interpreters United units, members of the Pacific Media Workers Guild Local 39521, ratified first-in-the-nation contracts with Purple Communications covering 150 workers.

Contract at Avis and Budget

IUE-CWA Local 81021 members ratified a five-year agreement with the Avis Budget Group covering 19 workers in Boston.

Contract at Verizon West

CWA members ratified a contract covering about 4,500 workers with Verizon West.

Contract for Connecticut Telecom Workers

Members of CWA Local 1298 in Connecticut ratified a four-year agreement with AT&T East, covering about 3,000 workers that remains in effect under new owner Frontier Communications.

More AFA-CWA Contracts

Horizon Air Flight Attendants ratified a five-year agreement covering 500 Flight Attendants; Flight Attendants at AirTran Airways ratified an agreement covering the over 1,700 Flight Attendants who had not been integrated into the Southwest system; Piedmont Airlines Flight Attendants ratified a contract covering about 200 regional Flight Attendants.

Kaplan ESL Teachers Approve First Contract

Teachers at Kaplan International Centers in New York, who teach English as a Second Language and are members of TNG-CWA Local 31003, ratified a first contract covering about 40 workers.

Dunkin' Donuts Workers Ratify New Contract

Dunkin' Donuts workers in New York's Penn Station, members of TNG-CWA Local 31003, ratified a three-year contract covering 67 workers.

More TNG-CWA Contracts

News Media Guild members ratified an agreement with the Spanish news agency EFE News Services covering 28 workers; members of the United Media Guild approved a three-year contract extension at the Peoria (Illinois) Star-Journal; New York Guild members ratified a three-year contract with Standard & Poor's covering 280 workers; Chicago Newspaper Guild members ratified a contract at the Chicago Sun Times covering 70 workers that restored the jobs of four fired photojournalists who had been "replaced" by iPhones; Pacific Media Guild members at the Sacramento Bee ratified a contract covering 20 workers.

Contract at AT&T Internet

CWA reached a tentative agreement with AT&T Internet covering 3,500 technicians and call center workers in 14 states.

New Flyer Bus Workers Ratify New Contract

Members of CWA Local 7304 at New Flyer Bus Co. in St. Cloud, Minn., ratified a four-year agreement covering 850 workers.

Contract at OFS Fiber Optics

CWA members ratified a contract with OFS Fiber Optics, covering about 280 CWA members at plants in Sturbridge, Mass., and Atlanta, Georgia.

NJ Home Child Care Providers Ratify Contract

Home child care providers in New Jersey, represented by the Child Care Workers Union, a partnership between CWA local 1037 and AFSCME, ratified a contract covering more than 2,000 workers.

Substitute Teachers Ratify First Contract

Substitute teachers in the Santa Ana Unified School District in California ratified a first contract. The 866 workers are members of CWA Local 9510 and are the first substitute teachers in Orange County to gain a contract.

Contracts at Alcatel-Lucent, Avaya

CWAers ratified a four-year agreement covering 1,000 at Alcatel-Lucent; Avaya members ratified a contract extension until June 2016 covering about 600 workers.

Successful Bargaining at CenturyLink

CenturyLink workers in Pennsylvania, members of Local 13000, ratified two first contracts. Other contracts negotiated and ratified by CWA CenturyLink members include Wisconsin, Local 4671; Missouri, Locals 6300, 6301, 6311, 6312 and 6373; Eastern Oregon, Local 7906; Washington, Local 7818; North Carolina with Local 3672 and with Locals 3680, 3681, 3682 and 3685; Tennessee, Local 3871; Indiana, Local 4700; Alabama, Locals 3971, 3972 and 3974, and New Jersey, Local 1101.

More Telecom Contracts

The 26 telecom workers at Frontier Communications in Nebraska (Local 7471) and 25 Arizona (Local 7019) ratified contracts. The 105 Sodexo workers, members of Local 1060 and 4260, ratified a first contract.

Contract at the Daily Beast

Workers at the online Daily Beast, members of TNG-CWA Local 31003, ratified a three-year contract covering nine workers, their first solo contract following the sale of Newsweek.

Naval Air Station Workers Ratify Five-Year Contract

IUE-CWA Local 89119 members ratified a five-year contract covering 175 workers who provide maintenance and logistics support for the U.S. Navy's Naval Strike and Air Warfare Center aircraft at the Naval Air Station in Fallon, Nevada.

Portland Radio Workers Win First Contract

Workers at KBOO-FM radio in Portland unionized and negotiated a first contract with CWA Local 7901 covering 10 workers.

More NABET-CWA Contract Contracts

The 55-member bargaining unit at WKBW-TV in Buffalo, NY ratified a four-year agreement; workers at WJRT-TV in Flint, Michigan ratified a two-year contract; WJW producers, writers and desk assistants in Cleveland, Ohio ratified a four-year contract extension and WJW engineering workers ratified a four-year agreement; members at the CBS owned/operated station in Denver Colo., KCNC, ratified a three-year contract; members in Youngstown ratified contracts at WKBN and WFMJ; members at Erie, Pa.'s WICU ratified a three-year contract; members in Omaha, Neb., ratified a three-year contract at Hearst-owned KETV and members at Twin Cities Public Broadcasting in Minneapolis ratified a three-year agreement; members ratified a contract with the Public Broadcasting Service, and members who work at the House of Representatives Recording Studio ratified a four-year contract.

Organizing

Since our last convention in 2013,
18,000 members have joined CWA.

Passenger Service Agents at USAirways/American Vote Big for CWA Representation

It was the biggest organizing victory in the South in decades. After nearly two decades of determined solidarity, 9,000 American Airlines passenger service agents joined with their 6,000 USAirways colleagues and overwhelmingly voted for a CWA voice at the merged airline. The vote: 9,640 yes and 1,547 no.

Verizon Wireless Retail Store Workers Vote CWA

The 63 retail store workers at six Brooklyn, N.Y., Verizon Wireless Stores voted for bargaining rights and CWA representation. So did 16 retail workers at a Verizon Wireless store in Everett, Mass. The votes were a huge victory for these workers, who faced aggressive and intimidating management tactics. The win is part of a growing wave of retail workers organizing.

(Continued)

T-Mobile US is 'GUIL-T'

An NLRB judge found T-Mobile US guilty of engaging in nationwide labor law violations against workers who want a CWA voice. The unprecedented ruling followed a rare move by the NLRB consolidating multiple complaints against T-Mobile US for illegal actions against workers and illegal policies in Albuquerque, N.M.; Wichita, Kans.; Charleston, S.C., and New York City.

Illinois Newspapers Join NewsGuild

News department employees at the Register Star & Freeport Journal Standard in Rockford, Ill., voted for TNG-CWA representation.

North Carolina Home Care Workers Join CWA Local 3607

A unit of 37 certified nursing assistants and home health workers at Reliable Home Health Care Services in Greensboro, N.C., voted to join CWA Local 3607.

Former Alltel Workers in Georgia

A majority of AT&T Mobility (formerly Alltel) retail store workers in Georgia joined CWA.

Hundreds More AT&T Mobility Workers Join CWA

The 58 retail sales workers in the North Dakota Retail Sales Group joined CWA, as did 23 network employees in Oregon; eight network technicians in Ohio; 20 retail employees and six network techs in Illinois; 44 retail store workers in Ohio; 18 network techs in Utah; five network techs in New Mexico; two network techs in Idaho; 28 national account representatives in New York, and six warehouse workers in Puerto Rico.

PPMWS Organizing Cooperative Gains New Members

The PPMWS Organizing Cooperative and the New York Typographical Union #6 organized 14 new members in the Boston metro area; the PPMWS Cooperative and CWA Local 14827 won an election for 47 workers at West Penn Printing in Pittsburgh.

New York City MetroPCS Workers Vote to Join CWA

New York City retail store employees at a MetroPCS store in Harlem voted for a union voice and representation by CWA after a fierce anti-union campaign by management. Though seemingly small, it's a huge victory for these workers and for thousands more across T-Mobile US who want representation to address their issues on the job.

New Jersey, Colorado Taxi Drivers

Some 400 Newark, N.J., taxi drivers have joined CWA Local 1039, part of the growing United Transportation Alliance in the state. In Denver, about 1,000 taxi drivers have joined Local 7777 and the Green Taxi Coop.

FOX Station in Connecticut Votes NABET-CWA

News photographers, editors, assignment desk personnel, reporters, meteorologists and anchors at WTIC-TV, a FOX station in Hartford, Conn., voted for NABET-CWA representation.

FOX Broadcast Hub Now Has NABET-CWA Voice

Workers at the FOX broadcast hub in Las Vegas, which supports the work of 28 FOX stations nationwide, voted for representation by NABET-CWA Local 59053.

KQED Television Workers Vote NABET-CWA

Television, engineering and production employees at KQED-TV in San Jose, Calif., voted for NABET-CWA representation.

Mechanic Instructors Vote to Join CWA

The 31 instructors at Lincoln Technical Institute in New York voted to join CWA Local 1106.

Nevada Public Safety Officers Join CWA

CWA Local 9110, Nevada Association of Public Safety Officers, welcomed the Mesquite Police Officers Association (POA) as a new affiliate.

1,500 New Jersey Public Employees Affiliate with CWA

Camden County Council 10, an independent labor union representing more than 1,500 public employees in New Jersey's Camden County, voted to affiliate with CWA Local 1014.

Dish Workers Defeat Decertification

Workers at Dish Network in Texas, members of CWA Local 6171, beat back a decertification campaign and voted to keep their CWA representation. CWA members at two Dish locations in Texas have been fighting for a first contract for more than four years.

Planned Parenthood Workers Join CWA

The clinical staff at Planned Parenthood in Central New York, representing 39 workers, voted to join CWA Local 1168.

Take Action Joins TNG-CWA Local 37002

The 32 organizers, canvassers and other staff of Take Action Minnesota have joined the Minnesota Newspaper and Communications Guild, TNG-CWA Local 37002.

Building Our Union at Mobility

More than 3,500 CWA members at AT&T Mobility so far have participated in Unity@Mobility training. At the training, members exchange ideas on workplace issues. For many who haven't had much experience with unions, it's a firsthand look at the benefits of a union contract. CWA represents 50,000 workers at AT&T Mobility.

Naval Air Station Victories for IUE-CWA

The 15 electronic warfare technicians who work for Veteran Enterprise Technology at Miramar Marine Station in San Diego, CA and the Naval Air Station El Centro, CA, joined IUE-CWA.

E! Entertainment Workers Join NABET-CWA

The 100 workers at E! Network/NBC joined NABET-CWA Local 59053.

Cricket Mobile Retail Employees and Technicians Get a CWA Voice

All Cricket retail employees in Districts 1 and 6 now have CWA representation. Joining CWA: the 340 Texas retail store workers; 63 workers at nine stores in Kansas and Missouri; 28 retail employees in Oklahoma and Arkansas; 24 retail store workers in Kentucky; 19 retail store workers in Georgia; 34 retail workers in Nevada; six retail store workers in Arizona; 11 retail store workers in New Jersey; 19 retail store workers in New York; 15 network technicians in Pennsylvania and four technicians in New York, and four technicians in Nevada.

Nevada Deputy Sheriffs Affiliate with CWA

The Elko County Deputy Sheriffs Association, representing 44 deputies, voted to affiliate with CWA Local 9110/Nevada Association of Public Safety Officers.

New York Lotto Technicians Join CWA

The 29 G-tech workers, who fix New York State Lottery machines, voted to join CWA Local 1101.

New Mexico Communications Technicians Gain Workplace Voice

The 57 workers at the Space Communications Network Services White Sands Complex, employed by Exelis Inc. in Las Cruces, NM, voted to join CWA.

NABET-CWA Wins NLRB Election for Workers in Congress

The 24 daily hire workers at the U.S. House of Representatives Recording Studio who had been working for Maslow Media, voted to join the recording studio staff as members of NABET-CWA.

Workers at AT&T Digital Life Choose CWA

The 50 contract workers at AT&T Digital Life, employed by MasTec Advanced Technologies, voted for representation by CWA Local 9510; about 30 technicians who wire "smart homes" at Speedwire (an AT&T contractor) voted to join CWA Local 1101, and Endeavor Communications technicians, who install Digital Life for AT&T in North New Jersey, voted to join CWA Local 1101.

Silver Airways Flight Attendants Join AFA-CWA

Flight Attendants at Silver Airways, an airline in an alliance partnership with United and headquartered in Fort Lauderdale, Fla., voted to join AFA-CWA.

With St. Thomas, CWA Now Represents 100% of AT&T Retail Store Workers

Another 19 AT&T Retail Store workers in St. Thomas gained representation by CWA Local 3010.

(Continued)

TNG-CWA Organizes Chicago Reader

The 19 editorial employees of The Chicago Reader voted unanimously for representation by the Chicago Newspaper Guild, TNG-CWA Local 34071.

More Colorado Ski Patrollers Join CWA

Telluride ski patrollers voted for CWA representation, joining the 150 patrollers at Steamboat, Crested Butte, and the Canyons who already have a CWA voice.

In These Times Magazine Joins NewsGuild

The staff of the progressive magazine In These Times has joined the Washington-Baltimore Newspaper Guild, TNG-CWA Local 32035.

Bally's Techs Join CWA

The 14 technicians employed by Bally's, the gaming company, voted for representation by CWA Local 1105.

CWA Beats Back Comcast, St. Mary's-Corwin Decerts

Members of CWA Local 9415 beat back a decertification election at Comcast Bay Area; CWAers also defeated a decertification push by St. Mary's-Corwin in Pueblo, Colorado.

Telemarketing Workers in Minnesota Join CWA

The 93 workers at New Partners Teleservices in Grand Rapids, MN., voted to join CWA Local 7202.

Ohio County Clerks Choose CWA

Some 90 clerks at Cuyahoga County, Ohio, chose CWA Local 4340 representation.

AT&T Global Network

The 31 workers at AT&T Global Network in Denver, Colorado, get a CWA voice.

New Members at Verizon Business

Four technicians at Verizon Business in Pennsylvania join CWA.

Movement Building

Since our last convention in 2013, CWAers have joined activists and allies to restore democracy and bring real change for working Americans.

No to Fast Track, No to the Trans-Pacific Partnership

CWA led the labor movement and a growing coalition of progressive groups across the country in the fight to block "Fast Track" trade promotion authority for the TPP. CWAers and activists from the Sierra Club, Food & Water Watch, Citizens Trade Campaign, faith groups, the NAACP and many more turned out for town hall meetings, actions and one-on-one sessions with members of Congress and Senators in their home districts. CWA members sent thousands of handwritten letters to their representatives and senators and generated tens of thousands of emails and phone calls. Thousands of CWA activists have joined this fight.

Give Me 5: the Fight to Save the NLRB

We did it! The work of CWA activists and allies resulted in Senate confirmation of a full five-member Democratic majority National Labor Relations Board. It marked the first time in a decade that the NLRB had five confirmed members. The fight for Senate rules reform made this possible, along with confirmations of key executive office positions, including the Consumer Financial Protection Bureau, the Environmental Protection Agency, and more than 100 judicial appointments to the courts. The stakes were high for all workers. If Senate obstruction had continued, more than 80 million non-union private sector workers would have lost their only path to workplace justice. Union members would have lost the ability to challenge management as well.

Senate Rules Reform

Working with allies like Alliance for Justice, Sierra Club, Common Cause, Americans for Financial Reform and many others, CWA worked to reform the dysfunctional Senate rules. The Fix the Senate Now coalition pressed for the Senate to change its rules at the beginning of the congressional session for judicial and executive nominations. As a result, there were more judicial confirmations in 2014 than in the past two decades, and critical vacancies were filled on the D.C. Circuit, the Ninth Circuit, and other courts across the country. Some 300 executive agency nominations, some of whom were languishing for years, also were confirmed. Further Senate rules reform remains a key part of our democracy work.

The Moral Monday Movement

CWA activists are a part of Moral Mondays in North Carolina, a movement that fights back against the attacks on voting rights, workers, women and the poor being waged by the state legislature and governor. Led by Rev. William Barber, president of the North Carolina NAACP, Moral Mondays have built alliances among civil rights and community activists, people of faith, workers environmentalists and others throughout the state, with actions at the State Capitol calling for justice for all. Similar movements have been started in other cities and states and all are engaged in stopping "Fast Track" and the TPP.

Getting Big Money Out of Politics

CWA is part of a growing coalition working on several levels to get big money out of our politics. We supported legislation to repair the damage done by the U.S. Supreme Court's *Citizens United* and *McCutcheon* decisions that have thrown out virtually all restrictions on political spending, by organizations and individuals. With groups like People for the American Way, Public Citizen, the Brennan Center for Justice, Common Cause and others, we're fighting to take back our political process and democracy. CWAers also supported efforts in New York State and other jurisdictions that would establish public financing of elections and restore the voice of small donors.

CWA's 2014 Election Work

CWA's political program for the 2014 elections engaged CWA members in workplace education, phone banks, neighborhood walks and get-out-the-vote activities. Across 25 states, more than 4,000 CWA activists knocked on doors, leafleted thousands of worksites, made 100,000 phone calls and turned out for 12,000 volunteer shifts.

TU Members in U.S., Germany, Stand Up for Workers' Rights at T-Mobile US

The partnership between T-Mobile US workers here and Deutsche Telekom and T-Mobile workers in Germany is stronger than ever, with members of the German union ver.di pushing their company hard to end its double standard of enabling union busting in the U.S.

Marking the 50th Anniversary of the March on Washington for Jobs and Freedom

Nearly 2,000 CWAers joined the 50th anniversary of the march that ended at the Martin Luther King Jr., Memorial in Washington, D.C. Their message: to make sure that democracy works for all Americans, not just the 1 percent.

The Time is Now for Immigration Reform

CWAers are standing with activists from labor, immigrant rights, faith groups, civil rights and community groups to move our nation forward on comprehensive immigration reform. Actions, vigils and civil disobedience focused attention on the hardships endured by immigrant families who are separated by deportation.

No Knives on Planes Ever Again

AFA-CWA Flight Attendants again led the way in mobilizing to stop the Transportation Security Agency from backsliding on a rule to block passengers from bringing knives on board aircraft. AFA-CWA focused public attention on the issue and played a critical role in getting the original TSA rule enacted.

IT'S OUR TURN: 2015 Bargaining for Jobs and Fairness

CWA bargaining teams are negotiating 180 contracts covering more than 200,000 CWA members across our sectors. We want secure, sustainable jobs, real improvements in our standard of living, and above all, an end to the "race to the bottom" that too many employers are pursuing.



Telecom workers are bargaining at Verizon East; Verizon Wireless; AT&T Southeast and Global Services; Windstream; CenturyLink; Frontier Communications; Comcast; SuperMedia/Dex Media; YP Information Services, and others.



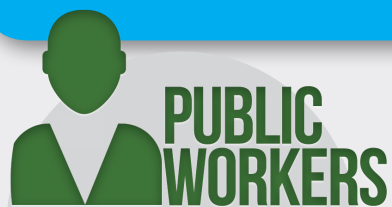
NewsGuild members are bargaining at the Washington Post; Thomson Reuters; Agence France Presse; Philadelphia Daily News Group/Philadelphia Inquirer; Ottawa Citizen; St. Louis Post-Dispatch and at other newspapers and media outlets in the U.S. and Canada.



IUE-CWA members at General Electric; Bemis Manufacturing; Eaton Aerospace; Delphi Packard; Johnson Controls and others.



AFA-CWA Flight Attendants are bargaining at United/Continental/Continental Micronesia; Endeavor; Envoy; Mesa; Omni; Miami; Silver; Spirit and preparing to start at Frontier and Hawaiian. CWA customer service workers are bargaining at American Airlines.



CWA public workers are bargaining with state and local governments in New Jersey, New York, Iowa, California, Florida and other jurisdictions.



NABET-CWA members are bargaining with NBC Universal; Fox Digital; National Public Radio and television stations in New York, Connecticut, California, Ohio, Washington, D.C. and other states.

What We're Up Against

Corporate Greed

Wall Street is booming. Corporate profits and share prices are up. The average CEO makes almost 400 times as much as a front line worker. From 2009-2012, 95 percent of income gains went to the 1 percent. For the vast majority of workers, real wages have declined or remained stagnant since 1979. That's true for workers with a college education and even an advanced degree, as well as for those who don't have one.

Working families and our communities deserve to share in the productivity gains that our work has produced. Instead, income inequality is at the greatest point since the Gilded Age of the late 1800s.

Collective Bargaining Coverage Lower Than Ever

Today, just 6.6 percent of U.S. private sector workers and 35 percent of public workers have collective bargaining coverage. Those rights continue to be attacked, by employers who intimidate, harass and even fire workers who want union representation, and elected officials looking to strip away decades of rights from public workers. For union members, it's as though all the non-union members in our industry are sitting across the bargaining table from us, as employers keep trying to push down our wages and benefits.

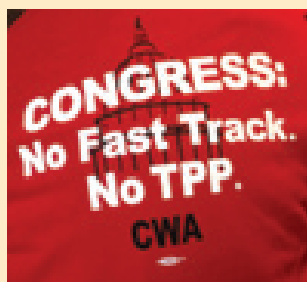
This makes bargaining harder than ever.

Bad Trade Deals Give Special Treatment to Corporations

Bad trade deals like the Trans-Pacific Partnership open the door to more customer service, manufacturing and IT jobs going overseas. Left behind are working families and communities hit hard by the loss of jobs and tax revenue that funds our schools and vital public services.

Corporations already are lining up to move work to Vietnam, where wages average less than \$1 an hour. This puts even more downward pressure on U.S. wages. How can U.S. workers compete with workers earning less than \$1 an hour? And why should we have to?

We need fair trade that gives workers enforceable rights, and give labor, environmental other concerns at least the same standing as corporate protections.



WE STAND UP, WE FIGHT BACK!

CWAers are part of an incredible coalition of environmental activists, people of faith, students, immigrant rights activists, women's and civil rights groups, public health and consumer organizations and many more.

We're standing together and fighting back against bad trade deals like the Trans-Pacific Partnership.

In Washington, D.C., and in communities across the country, this coalition has stood together, at rallies and town halls and actions in congressional districts.

We've written more than 14,000 handwritten letters, made more than 21,000 telephone calls, sent 116,575



emails/petition signatures and held hundreds of meetings with our elected representatives, calling on them to listen to their constituents and oppose "Fast Track" authority for bad trade deals like the TPP.

We're fighting for fair trade, for 21st century trade that works for all of us.