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CWA news

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WORKING Together

Jobs with Justice @ 25

In Miami in the summer of 1987, Jobs with Justice was born after months of preparation. CWA was a principal founder and as CWA organizing director at the time, I had been pushing for a different approach to workers' rights and economic justice. The CWA convention was in

Miami and Miami was home to Eastern Air Lines, recently acquired by Continental Air Lines and robber baron CEO Frank Lorenzo. The fight at Eastern/Continental, restructuring that resembles plundering, has continued almost unchecked ever since.

Jobs with Justice from the beginning was about resistance—fighting back to defend our standard of living, our jobs and organizing and bargaining rights. Union and community activists signed a pledge to “Be

There” five times a year for someone else’s fight as well as our own. Local coalitions were the key and remain so today. Local unions, community organizations, greens, students,

faith based groups, seniors, civil rights activists, all banding together to fight corporate greed and to fight for the American dream.

But Jobs with Justice was and is more than a series of nationally networked local coalitions. JWW calls on each of us to make a systematic commitment to stand up and fight back for others, not just ourselves.

In early December in Washington hundreds of us gathered to mark the occasion. We honored Smithfield packing workers, janitors and our own Verizon members for historic fights over the years. We honored immigrant workers and local coalition leaders who have dedicated their lives to JWW and looking for new ways to build our movement.

2012 has been another tough year for American working women and men who have seen nearly four decades of wage stagnation, plus health care cuts and pension destruction. We’ve experienced four decades of manufacturing and service jobs being shipped overseas. Most management and elected officials cite the global economy as an excuse, but never address the fact that bargaining and organizing rights in the U.S. have fallen to the level of Mexico and Colombia, while workers’ rights are on the rise in Brazil, Argentina, South Africa and nearly every other country that calls itself a democracy.

This issue of the CWA News looks at bargaining in our sectors: Why it’s tough and what we can do to turn things around. We know we won’t do it alone.

Many progressive allies have joined our fights for fair contracts at Verizon, AT&T and other companies, and are standing with us against the attack on public workers in Ohio, New

Mexico, Wisconsin, New Jersey and too many other states.

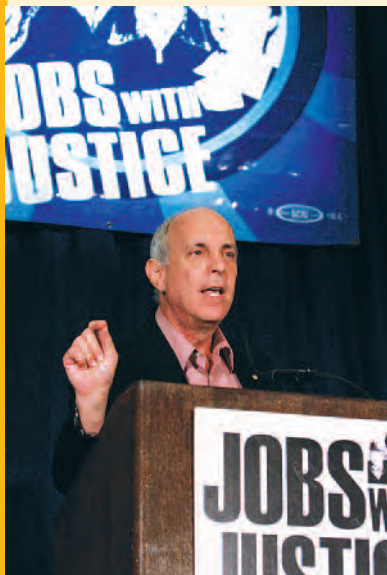
That’s how we’ll win economic justice, not only for CWA members, but for all working families.

Today there are more than 40 JWW coalitions around the U.S., and in most cases CWA locals are already involved, from Orlando to Oregon, Boston to Colorado.

For nearly two years CWA has been sounding the call for movement building, not just union building. We have been working across the country to forge groups like JWW, to link the fight for economic justice to the growing democracy movement. These are critical: the fight for Senate rules that will create real debate and end the decade or more of a Senate that resembles that of ancient Rome, not a modern democracy; the fight for voting rights, and the fight to get money out of politics.

On December 10 we celebrated International Human Rights Day by launching a democracy initiative with nearly 100 other groups of all types. Our leaders and active members know that we can’t end the frustration of current collective bargaining without a real movement for social and political change.

As we celebrate the holidays and are thankful for all we have and for each other, we need to commit again to Jobs with Justice, the Democracy Initiative and many other state and national campaigns that help us build to a movement of 50 million Americans. Otherwise we will face frustration or worse, looking for answers that we cannot find. It is hard but not hopeless, it is frustrating but not impossible, as long as we are willing to work with others for economic justice and democracy as we **Stand Up and Fight Back!**



Larry Cohen, CWA President

CWAnews

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CWA

This issue of the CWA News examines the trends and challenges in the industries and sectors where our members work:

- Airlines
- Telecom
- Media (Print and Broadcast)
- Public Sector
- Manufacturing

Why Bargaining is Broken

Across CWA sectors and industries, bargaining and organizing has never been tougher.

It's not just CWA. All union workers are facing a broken collective bargaining system. Union workers still are the lucky ones, because unions, even with a broken process, make a critical difference as illustrated in the stories in this issue.

How did we get here? The systematic and relentless attack by opponents and extremists on collective bargaining and organizing rights has meant that today, just 7 percent of private sector workers are covered by collective bargaining. This attack has been turned on public workers too, with the same goal: to get rid of workers' bargaining rights.

The inability of working Americans to have a union voice and bargaining rights means that for workers who are bargaining, it's as though unorganized workers in competing firms are on the management side of the negotiating table.

THE AIRLINE INDUSTRY

Fighting for
Good Jobs

CWA

How Has the Airline Industry Changed?

Today, airlines have become global commodities where outsourcing is the new economic standard for airline service work. Consolidation and mergers have reshaped the industry. AFA-CWA is the safeguard to ensuring that flight attendants continue to advance as safety and security professionals.

Challenges include bargaining with merged or bankrupt airlines, or, as passenger service agents at American Airlines know too well, fighting back against management's attack on their democratic rights.

AMERICAN AIRLINES

American Airlines passenger service agents now are voting for union representation. It's been a long time coming, with many agents working to get a union for 15 years. American Airlines fought the workers at every turn (see timeline below.)

The election got underway Dec. 4, with the vote to be tallied and announced on Jan. 15, 2013.



US AIRWAYS

US Airways and America West merged seven years ago, but getting a fair contract that covers flight attendants from both parts of the company is tough going. AFA-CWA members have made it clear to management, through demonstrations and a 94 percent approval of strike authorization, that is has to be "Our Contract First," especially as US Airways looks at merger with

CWA supporters join American Airlines agents in rallying for agents' democratic right to vote. Newspaper ads let the public know that when it comes to workers' rights, American can be very 'anti-American.'

American Airlines. The National Mediation Board is involved in the negotiations.

Passenger service agents also are in tough bargaining with US Airways. The company will post what it calls a "modest" profit for the last quarter of this year, and all expect 2013 to be an even better year. Agents, bargaining through the joint Teamsters/CWA Association Negotiating Committee, are looking for relief from the significant sacrifices they made during the company's bankruptcy in wages and benefits, and are concerned about keeping good jobs.

Over the past few years, CWA worked with US Airways to return 700 reservations jobs that had been offshored to the U.S.; those jobs now are in Winston-Salem, N.C., Reno, Nev., and Phoenix.



It Shouldn't Be this Hard to Get a Union Election

How American Airlines Spent Lots of Time and Money Delaying Workers' Right to Vote

Dec. 7, 2011: CWA files for a union election on behalf of passenger service agents at American Airlines. More than 35 percent of agents sign cards expressing their interest in forming a union – exceeding the legal threshold required to trigger an election.

Feb. 14, 2012: Congress reauthorizes the Federal Aviation Administration's budget, adding a provision that requires 50 percent of workers to show interest in forming a union before an election can be held, up from the 35 percent standard. Senate authors of the legislation make it clear that the change is not retroactive.

April 20, 2012: The National Mediation Board sets a union election for May 17 and orders American to provide mailing addresses for all eligible voters.

April 23, 2012: American petitions the NMB to reconsider its decision to call an election.

April 26, 2012: American fails to provide the required mailing list and asks for an extension to May 2.

May 2, 2012: American again fails to provide the mailing addresses. Instead the airline files a lawsuit against the NMB, wrongly asserting that the new federal law requires the NMB to first determine that 50 percent of employees want an election.

June 6, 2012: NMB orders the election to be held using the mailing labels provided by CWA and election is scheduled for June 21 – Aug. 2.

June 11, 2012: American Airlines files a motion in the US District Court to stop the election on the discredited claim that the law should be applied retroactively.

June 13, 2012: Judge Terry Means grants American Airlines' request for a temporary restraining order, halting the election. A week later, he finds that the 50 percent showing of interest should apply retroactively, despite clear congressional intent.

July 10, 2012: The Justice Department appeals Means's ruling to the Fifth Circuit Court of Appeals, stating that the new 50 percent standard should not apply.

July 19, 2012: American begins notifying hundreds of employees of layoffs over the next few months – the next day it reports \$6.5 billion in quarterly revenue, the highest in company history.

July 23, 2012: 121 Members of Congress write to the CEO of American's parent company, telling him to let the election proceed.

Aug. 24, 2012: American begins nationwide cuts to pay and benefits.

Oct. 3, 2012: A three-judge panel rejects the company's case and calls on the NMB to set a new election date.

Oct. 29, 2012: American issues second round of layoff notices to employees nationwide.

Oct. 30, 2012: The full Fifth Circuit Court of Appeals unanimously rejects American's request to rehear the case and further delay the election.

Oct. 31, 2012: American announces to employees that it will appeal to the US Supreme Court!

Nov. 1, 2012: The NMB sets election dates. Agents are scheduled to vote Dec. 4 – Jan. 15.

Nov. 27, 2012: Supreme Court Justice Antonio Scalia denies American's petition for review without comment.

Dec. 4, 2012: NMB mails voting instructions to nearly 9,700 agents. The election is on!

THE AIRLINE INDUSTRY

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RYAN INTERNATIONAL AND PINNACLE AIRLINES

In bankruptcy court, the deck is stacked against frontline workers. But AFA-CWA was able to reach a first contract at Ryan International. The agreement covering 200 flight attendants provides job security and protections. Because of their union, Ryan flight attendants were able to decide what was important to them, and not allow management to impose terms and conditions on them.

Flight attendants at Pinnacle Airlines ratified a new contract covering 1,500, again at a company that had just entered bankruptcy. Mobilization was the key to winning a union and building support from flight attendants from the three different carriers — Pinnacle, Colgan and Mesaba — that merged to form Pinnacle. The six-year contract preserves wages, protects affordable health care and

provides job security.

And flight attendants are holding Pinnacle management accountable, by requiring that top executives make their own sacrifices to ensure a successful future for the airline.

SPIRIT AIRLINES

Spirit flight attendants have been working without a contract after five years of negotiations. Now, as workers prepare for a potential strike, CWA has requested arbitration from the NMB to broker an agreement.

Through pickets and actions, flight attendants are sending a loud and clear message: A low cost airline doesn't mean workers must subsidize company profits with skyrocketing health care costs, low wages and erratic schedules.

Spirit Airlines' flight attendants leaflet airports before Thanksgiving.

PIEDMONT AIRLINES

Fleet and passenger service agents at Piedmont Airlines overwhelmingly ratified their first contract covering 3,700 agents at 79 stations this year. Long and tough negotiations, with NMB involvement, finally produced an agreement that includes real improvements in pay, job security and health care benefits, as well as an effective grievance and arbitration process.

Meanwhile, flight attendants authorized a strike by a 98 percent vote, protesting management's unsubstantiated demands for cuts.



Piedmont bargaining committee signs their first contract.

Flight Attendants Gain OSHA Protections in the Cabin

AFA-CWA has achieved Occupational Safety and Health Administration protections for flight attendants in commercial aircraft, after tireless advocacy to improve safety and health standards in its members' workplace.

"AFA-CWA Flight Attendants have been forceful advocates for OSHA protections, and appreciate the efforts of the Federal Aviation Administration and OSHA to ensure safety and health standards for those working inside our nation's aircraft cabins — a change that will also benefit the millions of passengers who travel on commercial flights," said AFA-CWA International President Veda Shook.

The new FAA policy announcement comes after AFA-CWA pressed Congress to include flight attendant OSHA protections as part of the FAA reauthorization bill that was signed by President Obama in February 2012.

THE TELECOM INDUSTRY

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How Has the Telecom Industry Changed?

The historic base of CWA members, landline telephone service, is shrinking dramatically. Customers are choosing to go wireless or Voice over Internet (VoIP) through their cable TV or internet provider.

Not so long ago, long distance revenues were extraordinarily valuable. Today, there is no premium for long-distance service. Not so long ago, voice was a service that kept on producing revenue. Now it is given away for free.

The digital communications revo-

lution has led to the convergence of previously separate voice, video, and data sectors. CWA employers now compete with largely non-union cable companies to deliver these triple-play services. Cable dominates the broadband market, as DSL loses subscribers to cable's faster-speed Internet service. One-third of all Americans—and 60 percent of young adults—are wireless-only as tablets and smartphone usage explodes. Investments in next-generation 4G wireless promises to deliver high-speed broadband and video at

speeds that compete with many wireline networks.

Where CWA employers have invested in high-speed broadband—Verizon's FiOS, AT&T's U-Verse, and CenturyLink's nascent high-speed service—they are competing successfully against the cable triple play. The companies' decisions about where and how to invest determines our future. Verizon is exiting landline networks and going all wireless, while AT&T still is investing in the landline network.

Union density in the converged

telecommunications sector has dropped significantly. Cable is about 5 percent union, AT&T Mobility is the only union wireless company.

Our current organizing focus is T-Mobile, where we have partnered with ver.di, the German union that represents T-Mobile's parent company, Deutsche Telekom. We've won tough fights to represent Cablevision workers in New York City, who join

CWA-represented Comcast units in Pittsburgh, Detroit, and the Bay Area.

CWA is also building a movement to support policies that grow good union jobs in the telecommunications industry, including actions to block the offshoring of call center work and a focus on increasing investment in high-speed Internet to compete against the cable companies.

German Workers Stand Strong with U.S. T-Mobile Colleagues

In Germany, members of ver.di, the union representing telecom workers at Deutsche Telekom and T-Mobile, have taken the fight of T-Mobile USA workers to heart.

Since CWA and ver.di joined together to form TU, a joint union for all Deutsche Telekom workers in the U.S. and Germany, German workers have stood up for their U.S. counterparts in lots of way.

Here are some of the latest actions:

■ ver.di members at the call center in Düsseldorf have a strong partnership with T-Mobile USA call center workers in Nashville. At a recent

workers meeting in Bochum, Germany, "we managed to get 600 signatures from workers from six different workplaces." This is a huge success for us and also for you — our brothers and sisters in the US!" reported Stephan Heggemann, a ver.di activist at Deutsche Telekom in Düsseldorf.

■ At ver.di's union youth conference for Deutsche Telekom trainees in October, young union workers showed solidarity with their T-Mobile USA brothers and sisters throughout the two-day event, with speakers criticizing Deutsche Telekom and T-Mobile USA management for their anti-union

behavior.

■ In November, thousands of supporters in the U.S. and in Germany participated in a Facebook protest against Deutsche Telekom and T-Mobile. In Germany, supporters changed their profile picture and posted a poem that called on Deutsche Telekom to respect workers' rights at T-Mobile USA. In the US, supporters posted a video spotlighting how T-Mobile's offshoring of call center jobs hurts workers and customers.



ver.di members in Bochum, Germany stand up for T-Mobile USA workers.

■ The Facebook pages of DT and T-Mobile USA were flooded with posts from both sides of the Atlantic. T-Mobile USA censored its Facebook page, deleting comments and shutting that section down less than an hour after the action began.

■ Still underway in both countries, a petition to the CEOs of Deutsche Telekom and T-Mobile USA, calling

for an end to offshoring and outsourcing of call center and network jobs. You can sign the petition here: <http://cwafiles.org/tmobile/TmobileMetroPCSpetition.pdf>

Find out more about this campaign and how you can be a part of it: www.weworkbettertogether.org.

Fix the Senate NOW!

The U.S. Senate doesn't work. In fact, it's become a block to democracy because too many important issues don't get even one minute of discussion and debate on the Senate floor.

CWA and progressive allies like Sierra Club, United Auto Workers, Common Cause, NAACP and more, are working for real reform of the Senate rules. When the Senate convenes in January 2013, it will be an opportunity to fix the rules and to make the Senate work again.

“ *When LBJ was Senate Majority Leader for six years, there was one filibuster. During my six years as Senate Majority Leader, we've had 386 filibusters.* **”**

— Senator Harry Reid



“ *A simple majority of us have the power to make this change under the U.S. Constitution. Article 1, section 5 clearly states that “each House may determine the rules of its proceedings.” On the first day of the new Congress, we plan to utilize the “Constitutional Option” to reform the filibuster rules, just as three Senate bodies since 1917 have done.* **”**

— Senator Tom Udall,
D-New Mexico

Fix the Senate Now Here's How We Can Do It

These changes can be made by a simple majority of Senators (51) voting on the first legislative day.

1. End the filibuster on the motion to proceed. Currently, a single senator can block Senate discussion of critical issues.
2. Require Senators who want to filibuster a bill to hold the floor and speak to the measure.
3. Require Senators who want to filibuster a bill to have 40 other Senators with them. The current rules put all the burden on the majority, it's time that those who want to hold up debate prove they have the votes.
4. Streamline the process for approving judicial nominations and executive branch appointments.

Why the Senate Can't Get Anything Done

Unanimous consent. All 100 Senators must agree that the business of the Senate will go forward. One Senator can stop bills, nominations, appointments, even ordinary actions like naming a post office.

Preventing discussion of a bill. There are four ways an individual Senator can block debate and discussion of a bill.

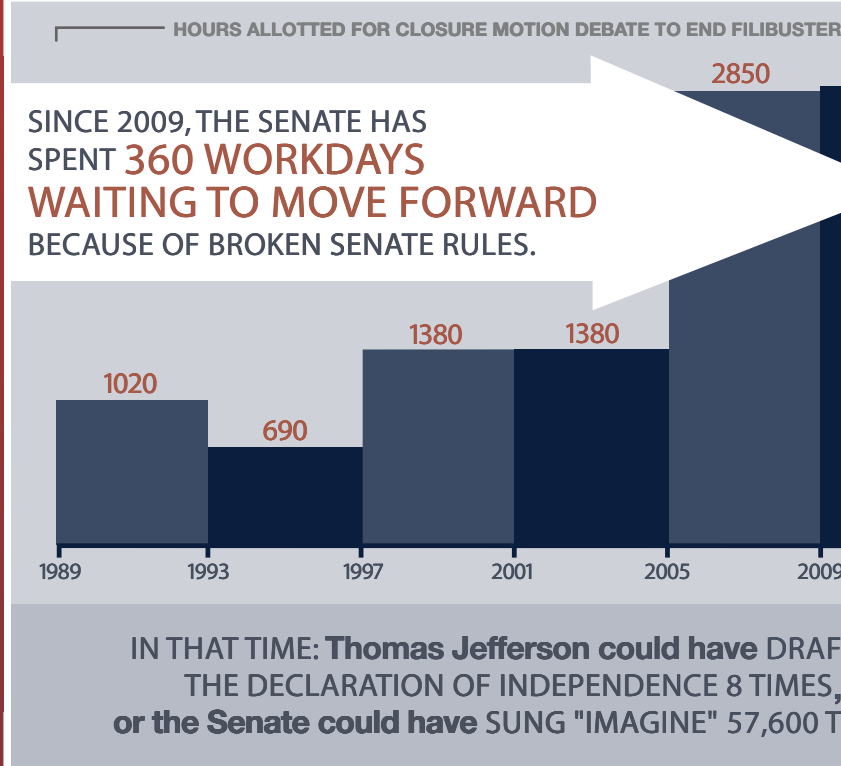
One Senator can block:

1. The motion to consider.
2. The actual motion or issue.
3. The nomination of a conference committee.
4. The House-Senate conference report on bills that must be approved by the full Senate.

To make matters worse, at each of these four steps, an individual Senator not only can block discussion, but can insist that the Senate conduct no other business for 30 hours.

Requiring a supermajority on nearly everything. A supermajority of all Senators, or 60 votes, is needed just to allow discussion or a vote on a bill. That's not what democracy looks like. In a democracy, a majority is the standard for elections, not a supermajority.

It's time to stop the obstruction and get on with discussion and debate about the issues the American people care about. It's time to fix the Senate now.



Some of what's broken has to do with the way Congress does business these days. A simple majority is no longer enough to get anything, even routine business through the Senate.

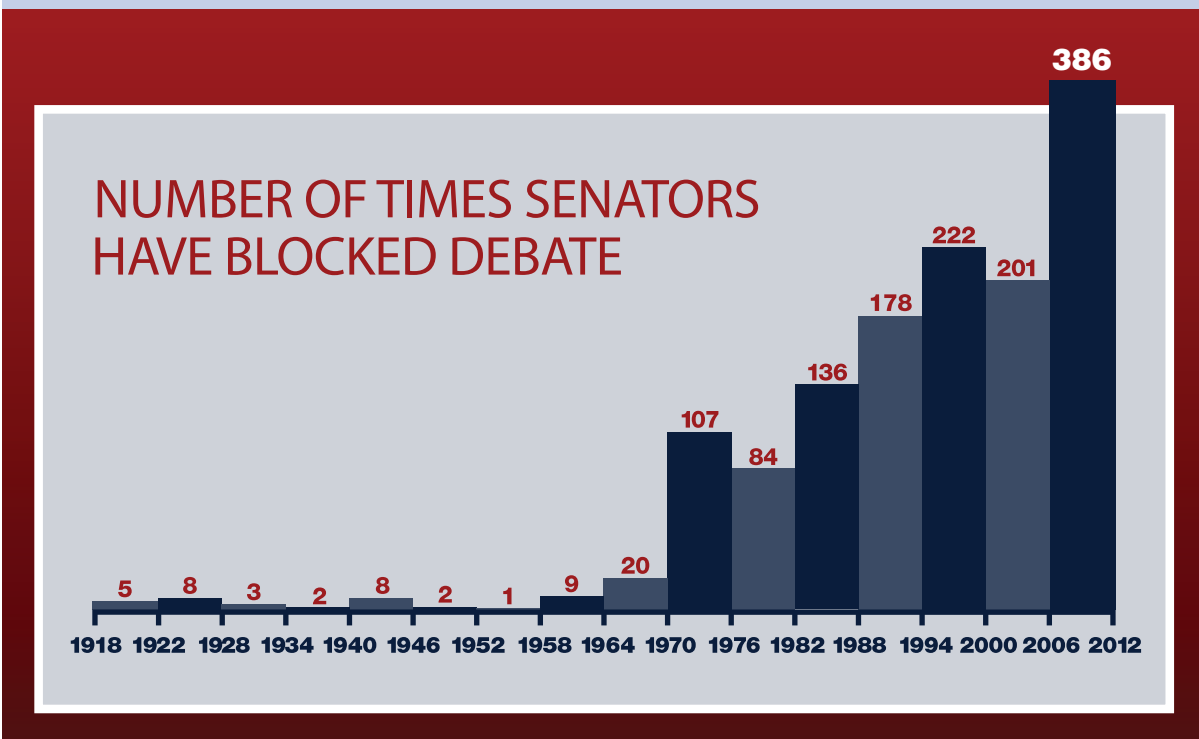
— President Barack Obama

Under the current rules, the Senate is broken and dysfunctional. A Senator can block legislation from reaching the Senate floor, even bills that have a majority support.

— Bob King, President, United Auto Workers

If we don't stop this, it's going to get to the point where the Senate will not be able to function. I said this in 1995...sadly enough, my predictions have come true.

— Senator Tom Harkin, D-Iowa



We have to find some way to break the logjam in which, because of the way the Senate rules are currently constructed, it's much too easy to stifle the development of good legislation.

— Michael Brune, Executive Director, Sierra Club

Why It Matters

How the Lack of Senate Debate Threatens Our Democracy

Just how bad are things today in the Senate? If the climate of obstructionism in the Senate that exists today represented how that body always operated, landmark legislation that brought social and economic justice to millions of Americans would never have been enacted.

Organizing and bargaining rights through the National Labor Relations Act. Secure retirement and health care for older Americans that resulted from the Social Security and Medicare programs. An end to years of discrimination endured by people of color through the Civil Rights Act and Voting Rights Act.

These were very controversial measures when introduced in Congress. In today's Senate, they wouldn't receive even a minute's discussion on the Senate floor, much less be adopted to provide Americans with the justice they deserve.

In recent years, the Senate has passed fewer than 5 percent of the bills that were introduced. That means too many critical issues never made it to the Senate floor for debate:

Employee Free Choice. Despite majority support in the Senate and an overwhelming vote by the Democratic House of Representatives, this bill restoring workers' organizing and bargaining rights never made it to the Senate floor for debate.

DISCLOSE Act. With majority Senate support, but without 60 votes to get it to the floor for discussion, this bill that would have required independent groups to disclose the names of contributors of more than \$10,000 in an election cycle went nowhere. The obscene amount of money in politics is another barrier to democracy.

Bring Jobs Home Act. A basic bill that would have ended a tax giveaway to corporations that ship jobs overseas was four votes short of 60, and failed to move to the Senate floor for discussion.

Climate Change. Legislation to address climate change through a "cap and trade" proposal passed the House in 2009, but has gone nowhere in the Senate. Other climate change initiatives sponsored by Democratic senators have come close but cannot break the 60 vote, super-majority requirement in the Senate to even get to the floor for debate.

DREAM Act
Paycheck Fairness
Wounded Veterans Job Security Act

The list goes on.

“If the Senate can at least discuss and debate the important issues of the day, we can start to behave like a 21st century democracy.”

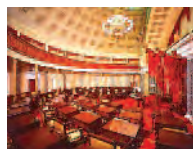
— CWA President Larry Cohen

Senate Rules on Ending Debate Have Changed Many Times

The Senate operates under a complicated number of rules, including the rule that requires a "supermajority," or 60 votes, before the Senate can even discuss legislation or move forward on basically any Senate business. None of these rules are included in the Constitution and all have been changed over our country's history.

1789

The original rules of the Senate included a provision that allowed debate to be cut off by a simple majority vote (51). But even this simple majority standard was only used four times between 1789 to 1806.



1917

Senators adopt a rule to end debate if two-thirds (up to 67 votes) of the senators present and voting agree (up to 67 depending on those present).

1949

Rule is expanded to require two-thirds of the full Senate to cut off debate (67 Senators, whether all are present or not). Strom Thurmond used this rule to filibuster the 1957 Civil Rights Act.

1959

Rule to end debate reverted to two-thirds of all senators present and voting (up to 67 votes).



1975

Number of votes needed to cut off debate is changed to three-fifths of all senators (60). This is today's standard.

Who Supports Senate Rules Reform

A new Huffington Post/YouGov poll has found that 65 percent of Americans believe that senators should have to “participate in debate for the entire filibuster.” That’s one of the key provisions of a proposal to reform the Senate rules so that bills actually can be brought to the Senate floor for discussion and debate.

Only 9 percent of those polled said that senators should be able to filibuster without being physically present, and another 26 percent said they were unsure.

The proposal that Senators can approve on the first legislative day by a simple majority received bipartisan support in the poll, with 71 percent of Democrats and 74 percent of Republicans agreeing that filibustering senators should have to physically stand in the Senate and support their position.

The online poll was conducted Nov. 27-28 among 1,000 adults.

“**At the very least, any senator who presumes to hold his colleagues and the country hostage should be required to come to the floor and explain himself, and keep explaining — without breaks or interruptions — until he persuades the majority he’s right or he runs out of things to say.**”

— Bob Edgar, President and CEO, Common Cause

“**Currently, a single senator can block a simple up-or-down vote on any amendment, bill, or nomination, without any effort at all. A senator can simply call in an objection. Each of these ‘silent filibusters’ means a supermajority of 60 votes is needed for the Senate to take action, and requires days or weeks to overcome even when those 60 votes can be found.**”

— Senator Jeff Merkley, D-Oregon

Changing the Senate Rules: What’s True, What’s Not?

Senate Minority Leader Mitch McConnell and a lot of Republicans don’t like the idea of Senate rules reform.

McConnell says: “What these Democrats have in mind is a fundamental change to the way the Senate operates.”

Not true. There are two ways to change the Senate rules. One is on the first day of the legislative session, with 51 votes. That’s the constitutional option. The other way is by changing the rules mid-session. That’s the “nuclear” option. McConnell used the nuclear option when he tried to change the rules in 2005.

McConnell says: It’s “the minority voices the Senate was built to protect.”

Wrong again. In fact, Alexander Hamilton, among the founders, was very opposed to a supermajority requirement. He wrote: “Its real operation is to embarrass the administration, to destroy the energy of government and to substitute the pleasure, caprice or artifices of an insignificant, turbulent or corrupt junta, to the regular deliberations and decisions of a respectable majority.”

McConnell says: “Until now, you could say that protecting the rights of political minorities has always been a defining characteristic of the Senate. That’s why members of both parties have always defended it, whether they were in the majority or the minority.”

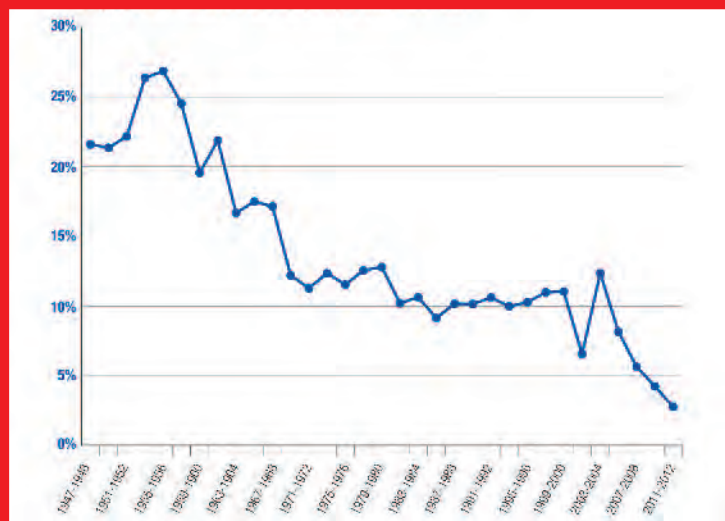
Still not true. Again, McConnell himself was a leader of the effort to change the rules in 2005.

McConnell says: “If a bare majority can proceed to any bill it chose and once on that bill the majority leader, all by himself, can shut out all amendments that aren’t to his liking, then those who elected us to advocate for their views will have lost their voice in the legislative process.”

Nobody’s losing their voice or their say. Proposed reforms would only eliminate the supermajority filibuster on the motion to proceed and would require Senators to actually take the floor to debate and hold their position about a specific bill.

This article summarizes Ezra Klein’s analysis in the Washington Post’s “Wonkblog.”

Senate Passed Only 2.8 Percent of Bills Introduced in 2011-2012



The current Senate passed a record-low 2.8 percent of bills it introduced. That’s a 66 percent decrease from 2005-2006 and a 90 percent decrease from 1955-1956.

WWW.FIXTHESENATENOW.ORG

THE TELECOM INDUSTRY

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Telecom Bargaining Update

Across the telecom industry, CWA members are facing some tough bargaining:

■ At AT&T Southwest, 22,000 CWA members are covered by the contract that expires April 6, 2013; early bargaining got underway in mid-December.

■ AT&T Southeast members ratified a new three-year agreement, CWAers at AT&T Midwest and AT&T Legacy also have ratified new three-year agreements.

■ Separate negotiations covering 18,000 CWAers at AT&T West and 3,200 CWA members at AT&T East in Connecticut are continuing.

■ For CenturyLink (the former Qwest operation) members in 13 District 7 states, negotiations are continuing and the contract is being extended. CenturyLink continues to press for more offshoring and outsourcing of work and wants to shift more health care costs to workers and retirees, among other issues.

■ CenturyLink workers, members of Local 6171, covered by two separate contracts in Arkansas, continue negotiations for fair contracts.

■ AT&T Mobility members covered by the “orange” contract are gearing up for negotiations that get underway in January; that contract expires Feb. 9. Participants to the bargaining unit conference set bargaining goals and plans for mobilization. Issues include

wages; job security and limits on subcontracting and the movement of work outside the bargaining unit; retirement security, and job issues including commissions, performance plans, and quotas/quota relief.

■ At Verizon Southwest, 1,800 CWA members have been mobilizing for a fair contract.



From top, clockwise: Local 1298 members in AT&T East demonstration; Local 3403 members on first day of AT&T Southeast bargaining; CenturyLink techs from Local 7800; CWA members from Local 9415 in AT&T West demonstration, and CWAers from Local 7019 at CenturyLink.



Verizon and Jobs with Justice

When Jobs with Justice activists met recently to celebrate 25 years of standing up for each other's fights, the campaign for a fair contract at Verizon was a big part of the story and a great example of how movement building works to support working families.

Throughout the months-long campaign, JWW and allies took on leafleting at Verizon Wireless stores, joined marches and demonstrations in the many Days of Action, leafleted at businesses run by members of Verizon's board of directors and helped bring a big crowd to the Verizon shareholder meeting in Huntsville, Ala. Verizon may have thought that holding its meeting in Alabama would limit demonstrations, but it got a wake-up call that day.

College students from the University of Central Florida, part of the Student Labor Action Project, a JWW ally, made the 11-hour bus trip from Orlando to join the fight. Protesters from the 99 Percent came from New



CWA Chief of Staff Ron Collins and Baltimore City Council President Jack Young ask, 'Where's the FiOS?'

York and New Orleans. The Greater Birmingham Ministries helped put up signs before the action.

JWW's goal: To be there for one another's fights and unite to take on struggles that none of us could win alone. That's the way we're building our movement.

JOBS WITH JUSTICE
25
YEARS

CWA/NETT Gives Workers a High-Tech Leg Up

This past year, fiber optics installation training has helped 60 dislocated CWA workers find their way back into good-paying telecommunications jobs. Recently a dozen former Cincinnati Bell technicians have completed CWA/NETT's 32-hour course — combining classroom work and hands-on training — to earn credentials as a fiber-optic installer.

Sherry Marshall, president, Hamilton County workforce board:

“This is the marketplace differential right now. What workers were doing with cable is passé in the local market. This fiber optics training updates their skill sets and helps them get good paying jobs.”

Cathy Metcalf, president of Cincinnati Labor Agency for Social Services:

“Dislocated workers don't have time to sit in a classroom for four or five months. They have families to feed, mortgages to pay and kids to send to school. These folks can't go back to traditional school and hope everything will be OK. One thing I like about this program is that it captures everything you need to know in a short period of time, so you can get back out into the workforce.”

Learn more at www.cwanett.org

For Telecom Workers: How Movement Building Builds Power

Members of Local 1103 have been building their movement for three years now. Initially a partnership between Local 1103 and Westchester for Change, a volunteer community organization that worked mainly on electoral campaigns, the two groups joined forces with Move On, the NAACP, SEIU, Westchester Disable on the move, Hunger Action Network and others, to support each other's fights and goals.

Coalition partners came out in support of Verizon strikers, and over the long 16 months of negotiations, organized People's Town Halls to make sure working people's voices are heard. The group now is known as the Hudson Valley Coalition for a Fair Economy and fights for economic and social justice.

THE MEDIA INDUSTRY

Fighting for
Good Jobs

CWA

How Has the Media Industry Changed?

The internet continues to provide new opportunities and challenges to media and all media workers. The disruption for print has been due to a much lower revenue stream on the digital side than home delivery of print issues provided. Several of the “national” newspapers like the New York Times and Washington Post have been able to attain 15 percent or higher revenue from digital, and that’s a breakthrough.

Although layoffs and reductions in force have just about stopped, some outsourcing continues. Staffing remains thin, and as a result, coverage is narrower. CWA, the Newspaper Guild, NABET-CWA and the Printing Sector continue to pursue every possible strategy to provide stability for media workers. Creativity in bargaining and organizing is key, as all media workers have been affected by changing technologies.

NABET-CWA continues to face difficult bargaining at both large employers like Disney/ABC and NBCUniversal, as well as at smaller or locally owned TV stations and networks, including McGraw-Hill in San Diego, Gannett Broadcasting in Cleveland, and FOX in Los Angeles and Chicago. Bargaining committee members have been fired at WHUT in Washington, DC, KGTV in San Diego, and WICU-TV in Erie, PA, and NABET-CWA is fighting these actions.

NABET-CWA also is concerned and active in the industry attempts to ease the regulatory oversight of the Federal Communications Commission as it pertains to TV station oversight and ownership. Ownership consolidation has already led to the downsizing of union jobs in many locations.

ABC — UNIVISION — WDIV-TV — U.S. HOUSE

Tough negotiations again are underway between NABET-CWA and ABC (owned by the Walt Disney Co.), with the assistance of the Federal Mediation and Conciliation Services. Talks are going forward, despite ABC’s unilateral and illegal, in NABET-CWA’s opinion, declaration of an impasse in bargaining and implementing some provisions of its so-called last offer. The contract expired two years ago.

ABC’s demands will harm the quality and quantity of good jobs, affecting about 2,000 members and daily hire workers in New York, Washington, DC, Chicago, Los Angeles, and San Francisco. It also wants to cut overall compensation for union workers, and is attacking retirement security and the NABET-CWA/ABC pension plan, which has a surplus and is more than 110% funded. These attacks affect current workers as well as retirees.

NABET-CWA has filed several unfair labor practice charges with the National Labor Relation Board over ABC’s actions.

NABET-CWA members ratified a new four-year contract with WDIV-TV in Detroit, covering 25 technical employees at the station. The contract provides for an overall wage increase, plus increases for several job titles. In a big victory, NABET-CWA successfully fought back against the company’s demand to eliminate seniority and recall rights.

Workers at an Univision-owned KABE in Bakersfield, Calif., are among NABET-CWA Local 95051’s newest members. In the run up to

the election, employees faced intimidation in one-on-one meetings with managers. “We all stuck together and watched each other’s backs and kept at it. The Union’s leadership told us exactly what to expect from the company and we were well prepared for all of their tactics,” said Todd Thorpe, a Production employee.



U.S. House photographers celebrate their win.

Photographers, lab operators and an administrative specialist for the US House of Representatives — the official chroniclers of lawmakers, visitors to the Capitol and congressional delegation trips abroad — voted for a NABET-CWA voice. Workers voted to join the union not for more money — as federal employees their salaries are set — but for respect and better working conditions.

NABET-CWA members and supporters are keeping on the pressure at Howard University, where five NABET-CWA members were fired from the university’s public television station, WHUT Channel 32, after workers rejected a contract offer.

PRINTING, PUBLISHING AND MEDIA WORKERS SECTOR

CWA’s Printing Sector reported that a case involving the fraudulent use of the Allied printing label has been settled. An Allied print shop in St. Louis reported the problem, and the investigation ended in a settlement that PPMWS Executive Officer Dan Wasser said was favorable to members.

A confidentiality agreement is involved but Wasser noted that the agreement also includes “a monitoring component to ensure that violations of the Allied Label do not occur in the future.”

Many political organizations, non-profit groups, businesses and others insist on the union label on printed materials, and when the label is fraudulently used, CWA members lose out on the opportunity for work. Wasser urged PPMWS members to report any suspicions about the misuse of the union label. “Our jobs depend on it.”

CWA/NETT AND THE MEDIA SECTOR

NBC was poised to rip miles of copper out of its iconic 30 Rock building in New York City and rewire it with fiber optic cable. But instead of outsourcing the work, the company recently partnered with CWA/NETT to train 40 daily hires to do the high-tech installation. “If NBC needs and wants manpower, we’re certainly ready to develop that manpower because that’s our future,” said NABET Local 11 President Thomas Cappo.

CWA/NETT’s mobile training lab recently traveled to Toronto, New York City, Minneapolis, Cleveland, Manchester, NH and Portland, ME, to teach the basics of Final Cut Pro to TNG-CWA and NABET-CWA members. More TV stations are migrating to Final Cut Pro video editing systems in broadcasting, and many newspapers are moving to video reporting without any preparation.

“In my 24 years of employment at the Ottawa Citizen, through many company owners, I have never once been given a formal training opportunity such as the educational course I attended in Toronto on behalf of this union. That it was my union that stepped in to fill this breach is in many ways not surprising to me,” said Rosemary Knes, a participant at a recent editing course.

THE NY TIMES — SIGN LANGUAGE INTERPRETERS — PLAIN DEALER

After 20 months of tough bargaining, TNG-CWA members at The New York Times have ratified a new contract. It wasn’t an easy task. The newspaper’s high-priced lawyers came to the bargaining table with a 61-page proposal filled with massive givebacks.

The New York Newspaper Guild-CWA created innovative workplace actions, including a silent protest outside the daily editors’ meeting and carrying blank copies of the newspaper to drive home the Guild’s slogan, “Without us . . . The Times is just white space.”

The local also developed a new type of defined benefit pension program, called the Adjustable Pension Plan. The APP will still pay members a good monthly payment for life, but it’s affordable and eliminates risk for the company. It was key to settling the contract and maintaining the pension, and could be a solution for other locals also facing pressure to freeze defined pension benefits.



Members of Local 31003 at the NY Times at a contract meeting.

More than 225 eligible certified American Sign Language interpreters at Purple Communications, the second largest video relay service provider in the country, joined TNG-CWA in California, Arizona and Colorado. The election opens doors to a new set of professional work standards for video interpreters, as well as advocacy opportunities for deaf and hard-of-hearing communities.

The Cleveland Plain Dealer is planning to cut a third of the newsroom staff in 2013. But TNG-CWA members and their supporters are standing tough. They’re taking their case directly to the public, rallying the community to save the daily newspaper through a TV commercial, Facebook page and petition. Already “Hot in Cleveland” star Valerie Bertinelli has stepped up to help, and thousands have sent letters to the paper’s owner Advance Publications.



Student in New York City studies fiber optic installation.

THE PUBLIC SECTOR INDUSTRY

Fighting for
Good Jobs

CWA

How Has the Public Sector Changed?

There has been a fierce attack on public workers in Ohio, New Jersey, New Mexico, Wisconsin and too many other states. And that attack isn't easing, especially with right wing politicians holding the majority in many state legislatures and serving as governors.

Public workers are fighting back. In Ohio, CWAers, as part of the broad Stand Up for Ohio coalition, not only mounted a hugely successful referendum to restore public workers' bargaining rights, but our strength seems to have convinced the governor and other state officials not to move forward on right to work (for less) legislation and other anti-worker attacks. In New Jersey, CWA and progressives fought back, but Governor Christie, with support from the democratically-controlled legislature, removed health care from collective bargaining.

In New Mexico, the future of collective bargaining rights for public workers was at stake in the 2012 elections. If we hadn't held and made gains in the legislature, public workers would have lost their bargaining rights, again.

In too many places, public workers are being scapegoated by politicians who promise tax breaks to business and the wealthy while trying to slash jobs and critical service that ordinary people depend on.

How do we stop this? By electing representatives to every level of government who will work with public workers to keep good jobs and quality service, and by building support across our communities for the vital role of public workers and public service.



CWAers and other public workers in N.J. stand up for bargaining rights.

'The Future of Our Members Was at Stake'

New Mexico public workers have seen it all. Public workers had collective bargaining rights until 1999, when

then-Gov. Gary Johnston allowed that law to expire. In 2003, thanks to the hard work of CWAers who helped elect Gov. Bill Richardson, bargaining rights for public workers were restored. In fact, public workers even had majority sign-up to choose union representation.

Fast forward to this year, when 6,000 CWA-represented public workers again were in danger of losing their bargaining rights, because controlling the state government are a conservative, rightwing-led Senate, a governor, Susana Martinez, who had already declared war on public workers, and just a one-seat Democratic majority in the House. If Democrats lost the House, public workers would lose their bargaining rights, again.

The governor's two super-PACs dumped a lot of money into negative campaigning, said CWA Representative Robin Gould, but "we knew that the future of our members was at stake."

CWA members targeted critical seats, staffed phone banking, did door knocks and leafleted worksites, then went into overdrive for get-out-the-vote. The results: Elected officials who support public workers and working families have majorities in both the House and Senate.

"Next up is our legislative session, when we will hold our elected officials' feet to the fire, hold our governor accountable and continue to work on issues important to working families," Gould said.

Public Sector Update

■ With no public hearing or referendum, Michigan has become the 24th Right to Work (for less) state. The legislature passed and Gov. Rick Snyder signed two separate bills that harm bargaining rights for public and private sector workers. A day before the House vote, President Obama was in Michigan and said, "these so-called 'right-to-work' laws, they don't have to do with economics, they

have everything to do with politics. What they're really talking about is giving you the right to work for less money." The union movement and progressive allies have made it clear that this isn't over in Michigan.

■ Activists from UPTA-CWA Local 9119, representing members through the University of California system, worked hard to win a "Yes vote" on Proposition 30, a measure that calls for temporary tax increases on those earning more than \$250,000 to fund education. Before

the election, CWAers across the state battled big corporate dollars to win public support for this initiative and avoid major cuts to education around the state.

■ CWA healthcare workers from New York, New Jersey, Ohio, Iowa and California met for the first annual Healthcare Matters Conference in Vernon Downs, NY. Activists at the three-day event discussed trends in information technology, healthcare reform, safe patient handling and labor law.

Notice Regarding Union Security Agreements and Agency Fee Objections

As a general matter, employees covered by a collective bargaining agreement containing a Union security clause are required, as a condition of employment, to pay an agency fee equal to normal Union dues (and, where applicable, initiation fees). While the wording of these clauses is not perfectly uniform, none requires more than the payment of this agency fee to retain employment.

The Communications Workers of America policy on agency fee objections is the Union's means of meeting its legal obligations to employees covered by Union security clauses and of effectuating those employees' legal rights as stated in the applicable decisions of the United States Supreme Court (including *Beck v. CWA*) and the companion lower court and labor agency decisions. Under the CWA policy, employees who are not members of the Union, but who pay agency fees pursuant to a Union security clause, may request a reduction in that fee based on their objection to certain kinds of Union expenditures.

The policy provides an objection period each year during May, followed by a reduction in the objector's fee for the twelve months beginning with July and running through June of the following year.

Briefly stated, CWA's objection policy works as follows:

1. The agency fee payable by objectors will be based on the Union's expenditures for those activities or projects "germane to collective bargaining, contract administration, and grievance adjustment" within the meaning of applicable United States Supreme Court decisions.

Among these "chargeable" expenditures are those going for negotiations with employers, enforcing collective bargaining agreements, informal meetings with employer representatives, discussion of work-related issues with employees, handling employees' work-related problems through the grievance procedure, administrative agencies, or informal meetings, and Union administration. In the past, approximately 70-75% of the International Union's

expenditures have gone for such activities. The percentages of Local Union expenditures on "chargeable" activities have generally been higher. Among the expenditures treated as "nonchargeable," which objectors will not be required to support, are those going for community service (including participating in charitable events), legislative activity, cost of affiliation with non-CWA organizations, support of political candidates, participating in political events, recruitment of members to the Union, and members-only benefits (including members-only social events). In the past, approximately 25-30% of the International Union's expenditures have gone for such "nonchargeable" expenditures. The percentages of Local Union expenditures on "nonchargeable" activities have generally been lower.

2. Objectors will be given a full explanation of the basis for the reduced fee charged to them. That explanation will include a more detailed list of the categories of expenditures deemed to be "chargeable" and

those deemed to be "nonchargeable," and the independent certified public accountants' report showing the Union's expenditures on which the fee is based. In addition to any other avenue of relief available under the law, objectors will have the option of challenging the Union's calculation of the reduced fee before an impartial arbitrator appointed by the American Arbitration Association, and a portion of the objector's fee shall be held in escrow while he or she pursues that challenge. Details on the method of making such a challenge and the rights accorded to those who do so will be provided to objectors along with the explanation of the fee calculation.

3. Objections for the period of July through June must be sent during May. Objections will be honored for one year unless the objection specifically states that it is continuing in nature. Continuing objections will be honored for as long as the agency fee payer remains in the bargaining unit. Agency fee payers who are new to the bargaining unit, or who are re-

turning to the bargaining unit, may object within thirty days of receiving this notice. In addition, employees who resign Union membership may object within thirty days of becoming an agency fee payer. Employees filing these objections in either circumstance should so state that circumstance in their letter of objection. New bargaining unit members are to receive this notice prior to any demand being made upon them for the payment of agency fees. If, however, for any reason a new unit member begins paying agency fees prior to the receipt of this notice, he or she may object retroactively to the commencement of such payments and for the duration of the current annual objection period.

The letter of objection should include name, address, social security number, CWA Local number, and employer. Objections must be sent to the Agency Fee Administrator, CWA, 501 Third Street, NW, Washington, DC 20001-2797.

THE MANUFACTURING INDUSTRY

Fighting for
Good Jobs CWA



How Has the Manufacturing Industry Changed?

U.S. workers in the manufacturing sector were first to be hit by offshoring. More than three decades ago, telecom equipment manufacturers like Western Electric were moving production offshore and big employers like GE and Westinghouse were doing the same. In fact former GE CEO Jack Welch even boasted about it in 1998: “Ideally, you’d have every plant you own on a barge.” GE not only worked to offshore jobs, it pressured suppliers to move work overseas too. But we’ve seen some positive changes in manufacturing lately, as IUE-CWA members at Appliance Park, Ky., demonstrate.

Nearly six million factory jobs, about a third of the industry, have disappeared since 2000. Some of those moves have been encouraged by trade agreements like the pending Trans Pacific Partnership that allow employers to hire workers in nations with no worker standards, no environmental controls and no protections for citizens.

In other cases, employers claim they can’t find U.S. workers who have the needed technological skills for modern manufacturing. What’s odd is that these new skills aren’t getting workers higher wages. In fact, the Bureau of Labor Statistics finds that the number of skilled jobs has fallen, and so have the wages.

CWA is working to provide workers with the high tech skills they need. CWA/NETT Academy, working with the Manufacturing Skills Standards Council, is helping workers develop the core skills and knowledge that manufacturers want. In southern Ohio, CWA/NETT, working with the Hamilton County Workforce Board (in Cincinnati) is making a huge difference.

CWA also is fighting back against TPP and other unfair trade deals, to stop the race to the bottom that too many U.S. companies want to pursue.

Is Manufacturing Dead in America?

IUE-CWA Local in Kentucky says ‘No Way’

At Appliance Park, Ky., manufacturing jobs are coming back.

Working together, IUE-CWA and General Electric have brought back more than 1,400 new jobs, with more to come, as workers build hybrid water heaters, refrigerators and new washer/dryer units. Some of the production already had been sent overseas to China, and other work was slated to go to Mexico.

But Appliance Park’s reliance on “lean manufacturing,” and negotiations between IUE Local 83061 and GE helped bring good jobs back. Lean manufacturing is a new way of thinking that tackles how an entire manufacturing process operates and how workers go about problem solving. It’s an all-inclusive approach that

helps us build high quality products faster – offsetting the low wages of foreign countries, said Jerry Carney, president of IUE-CWA Local 83061.

“The economy crashed in 2008, and everyone heard about the housing bubble breaking. But what goes into housing? Appliances. Many appliance manufacturers were forced to close down and lay off hundreds of workers. But we were able to weather the storm,” he said.

To get the manufacture of the hybrid water heater shifted from China to Kentucky, workers voted for a two-year wage freeze and lower wage rates for new hires. A big part of the deal was that new jobs would be created in Kentucky.

Negotiations over returning work that was slated for Mexico took eight

months, and even the president of Mexico put political pressure on GE to keep the product in his country. But “we got it, and we’ve hired hundreds more production employees to keep up with demand,” Carney said.

Was it hard? Yes, Carney says. The turnaround didn’t happen overnight.

But he recalls that at peak employment, there were 23,000 workers at Appliance Park. “By 2008, we were down to just 1,700. At one point we were on our way out. We were closing. But now we’re back up to 3,000 workers and growing. At Appliance Park, we have a new lease on life. We can build appliances faster and better and with better quality than anywhere else in the world.”

‘Together We Are Much Stronger’

CWA Support Gets NYC Contract for New Flyer Bus

Thanks to some New York City CWA connections, CWAers at New Flyer’s Minnesota facility have begun manufacturing 90 heavy-duty clean diesel buses for New York City.

The contract from the New York City Transit Authority and the MTA Bus Company came through because of CWA coordination. “CWA came together and we worked through it from New York to Minnesota,” said John Desm, president of CWA Local 7304.

Last summer, New Flyer had reached a contract to build the 60-foot buses for New York and deliver them by the end of the year. But the city held up placing its order for the buses while the purchase underwent an independent review by the NYC Comptroller.

With the contract in limbo, the company was forced to implement reduced schedules and three-day work weeks, and as the delay dragged on, New Flyer gave notice that 114 U.S. workers would be laid

off, along with 54 temporary workers and 40 Canadian auto workers.

Desm reached out to CWA District 1 Legislative Political Director Bob Master and Local 1180 President Arthur Cheliotas for help.

“We wanted to do everything possible to avoid a layoff and get the contract going,” Desm said. “When I heard that the contract was signed, we all celebrated. The layoff notices were ripped up and shredded, and we started working on those buses

right away,” he said.

Without the help and connections of CWA District 1 and Local 1180, all would have been lost, Desm said. “I would have watched a lot of my members, basically a third of the plant, be laid off, and the likelihood of getting them back would have been very slim. Together we realized that we can accomplish so much by being open, transparent and honest. Together we are much stronger than when we clash or disagree.”

The Latest on the Trans Pacific Partnership ‘NAFTA on steroids’ talks move to New Zealand

Twenty-three U.S. Senators, led by Senator Al Franken (D-Minn.), have called on President Obama to make

certain that any agreement includes specific provisions to protect American jobs.

TPP hasn’t gotten a lot of attention, mainly because it’s being negotiated in secret, with no real public or congressional input. While some groups have been permitted to view individual proposals, on worker standards, for example, only the U.S. Chamber of Commerce and business community have been able to review and comment on the entire document. More than 600 major corporations have had access to all stages of the process and are actively lobbying for their interests.

TPP =
shipping our jobs away



CWAers and progressive activists demonstrate at the round of TPP talks in Leesburg, Va.

CWAers, Sierra Club and Citizen Trade Campaign activists, and other progressive allies, have been demonstrating against this major trade giveaway at every U.S. round of talks.

Most recently, more than 200 people rallied in December at Peace Arch Park, which straddles British Columbia and Washington State, to focus attention on the latest closed door talks to be held in New Zealand. The rally included union activists, family farmers, immigration reformers, public health advocates, environmentalists, students, small businesses and more.

Don Lewis, president of CWA Local 2222, said CWAers from several locals turned out in Leesburg, Va., registering as “stakeholders” and using that opportunity to talk with negotiators and their staff about the impact of TPP on jobs and working conditions.