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Take Action

**Movement
Building!**



WORKING Together

It's all about movement building



Larry Cohen
CWA President

It will take all of us, union members, progressive activists, the civil rights community, environmentalists, people of faith, students and others to restore the rights and standard of living of working families.

For our union and for our allies, that means we must be in the streets, fighting for democracy. That sounds radical, but that's what it will take.

Today, our political system is all about raising money. Last year's Citizens United Supreme Court decision assured corporations and wealthy extremists that they could spend whatever they wanted in political election campaigns with virtually no restrictions and with no disclosure. That's exactly what they're doing. The biggest spenders in Ohio and Wisconsin and New Jersey are the right-wing extremists and big corporations who don't want workers, any workers, to have a union voice. We'll see much more of that in the national elections next year.

As a result, there is no path to democracy for working and middle class families. In the United States Senate, we don't have 60 votes for any progressive action. The House of Representatives, under Republican leadership, has been focused on eliminating workers' rights, ending Medicare and doing away with the responsibilities of government that ordinary people count on, from disaster relief to education.

It's not hopeless. Because the voices of millions of

women and men, standing together, standing up for each other's fights, cannot be ignored.

Around the world, we've seen ordinary people standing up for themselves and their families, across the Middle East and around the world. Ordinary people are raising their voices for freedom, for jobs, for their human rights.

In the U.S., workers in Ohio, New Jersey, Wisconsin, New Mexico and so many more states are standing against extremist politicians and the attack on their bargaining rights and their standard of living. At Verizon, CWA and IBEW members are fighting the same battle.

Public support is growing. More and more, the American people are making it clear: put our country ahead of ideology. Put our country ahead of politics.

But it takes a broad movement to make that happen. Many elected officials ignore our voices. They don't listen to civil rights activists who point out the dangers of voter suppression, or the warning of Common Cause that our democracy is for sale to the biggest spender. They ignore the link between workers' bargaining rights and a strong economy. And they pretend that we haven't become a dollar store economy, where 24 million workers face a real job

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crisis while right wing economists pretend that fairy tale capitalism will get us out of our economic slump.

Our elected officials can't ignore all of us. The power that we have, millions of us standing together, being there for each other's fights, is how we can prevail.

This issue of the CWA News recognizes the hard work that our members and activists do off the job. Like all of us, they have families and responsibilities, hobbies and interests, or higher education plans. But they put their personal lives aside to fight for workers' rights, to save Medicare, to keep a fair election standard for airline workers and to join our allies in their campaigns.

That's building our movement. That's what it takes to be heard.

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Top 10 Reasons to Take Action

- 10) To show our children we really can change the world, or at least our part of it.
- 9) To remind corporations and elected officials that ordinary people do make a difference.
- 8) Because it's my contract and my standard of living.
- 7) Because it's my Medicare and Social Security.
- 6) Because it's my country too.
- 5) To build a movement to preserve democracy.
- 4) To keep good jobs in my community.
- 3) To get corporations and the wealthy to pay their fair share.
- 2) Because nothing changes if I just sit at home.
- 1) They can't ignore all of us.

Find something that matters to you, and do it.

'It's Cool to Be in a Union'

Young Verizon Worker Embraces Her New Union

Timothy Staples — her first name comes from a flowering grass — never had a union at work until she got a job last February at a Verizon call center in Salisbury, Md.

"I went to my first union meeting in the spring and I started learning about what we're fighting for, and that includes saving the pensions that retirees are counting on," Staples said. "I'm only 34 years old, but I realized I have an opportunity to change things. Retirees fought for what we have now, and now it's my turn to fight for them."

Staples, of Local 2106 in Maryland, joined union activists for a bus trip to New York City to rally in front of Verizon headquarters in late July.

"To hear people talk about what the union has done for them and how we have to save the middle class, it made me believe even more in what we're fighting for."

During the strike, she turned out for extra picket shifts. When passersby were critical, she says it was especially gratifying to discover she was able to change some people's minds. And she was overwhelmed by the community support.

"Oh my gosh, Domino's gave us pizza. A slushie truck stopped and gave us all ices on a really hot day. Some people would just stop by



Local 2106 activist Timothy Staples wears a CWA "We Are One" T-shirt.

and say they knew someone who works at Verizon and 'you guys keep fighting.'"

It frustrates her that some people are willing to sit idly by while others do the heavy lifting. "You're taking advantage of the people who are fighting for you by not participating."

And those people are missing out on something special. "It's cool to be in a union because you are united as a group of people who might normally have nothing to do with each other. But as a union, we're all there to support each other and help each other."



"We can be proud that through our collective action we forced Verizon and Verizon Wireless back to the table. We fought for and preserved our collective bargaining rights. We stayed on point with our messaging, won public support, and now have a contract extension that contains the exact language the company threatened to eliminate in July. We can and will sustain this pressure because our families deserve a just contract."

— Kevin Sheil, Local 1103

'The Union is Us'

From Union Bench Warmer to Quarterback

Kenny Distance used to be a "sit-on-the-sidelines" kind of union member.

"I let the shop steward and other members do the work," Distance says. "All I would care about is opening the finished contract to the page about the money. That was good enough for me."

Now the proud, red-shirted NABET-CWA Local 52031 activist barely recognizes his old self. He's become an inspirational speaker, helping energize members at other locals.

His epiphany came in late 2009, 10 years after he started working as a PBS broadcast technician. Angered by management attitudes and emails,

Distance decided it was time for him to do more than complain.

"I realized that the union doesn't send magic elves to get rid of our problems," he says. "The union isn't a building. The union is us."

With their contract expiring, Distance's coworkers elected him as one of the union's three negotiators. He encouraged members to sit in on the talks, demonstrating their solidarity and helping them understand what was at stake.

"Those first 10 years, I didn't get into the weeds, and it's all about the weeds, seeing how management really discusses things with the union, seeing how they view you," Distance says. "I found they didn't really view us too favorably; they took us for granted. They always want to do more with less — hire less people. Pay us less."

Distance also helped mobilize members, from writing postcards to



Local 52031 activist Kenny Distance grills lunch on "Hot Dog Wednesday," a regular event that kept morale high for NABET-CWA members at PBS.

the vice president of PBS to wearing red shirts and grilling lunch on what became "Hot Dog Wednesdays."

"Management is always going to try to chip away at our rights, our benefits and our wages. We need to be aware of what they're up to, we need to be organized and we need to be mobilized, and not just when it's time to bargain a new contract."

'Why Are You Supporting the Competition, Mom?'

Standing with Verizon/Verizon Wireless Workers an Education for Kids and Grown-Ups

Kathy Hayes works for AT&T Mobility in Champaign, Ill., and Stan Wylie works for CenturyLink in Seattle, but it would be easy to mistake them lately for Verizon/Verizon Wireless workers.

That's because both of them, along with their local colleagues and thousands of other CWA members around the country, are proudly supporting East Coast Verizon and Verizon Wireless workers before, during and since their two-week strike in August.

For Local 4202's Hayes, it's been a teachable moment for her 9-year-old son, who at times accompanied her to leaflet outside a local Verizon Wireless store.

Hayes: "He's so interested, and it's a lot of fun watching him learn about the union and what unions do for people. At first he was a little confused about why AT&T workers

were helping Verizon/VZW workers. He asked, 'Why are you supporting the competition, Mom?' But now he understands more about how we all support each other in a union.

"He's learned that we have weekends off because of unions, that we have vacation days because of unions, that I can be at his parent-teacher conference because I have a union contract."

In downtown Seattle, Local 7800's Wylie and other activists have been leafleting outside Verizon Wireless stores.

Wylie: "It's one thing when corporations are struggling and they have to look for ways to survive, but everyone knows that's clearly not the case for Verizon/VZW. The strike and the ongoing fight for a fair contract are important to all working people. Just like the public workers who are under attack in so many states, we're sending a clear mes-

sage that we're not going to sit back and take any more abuse."

Wylie says being involved isn't a choice as much as a responsibility, when "you look historically at what the labor movement has done and how beneficial it's been to our coun-

try. Now we've moved away from that and our country's in a terrible spot."

The fact that he's lucky enough to have a good, union-represented job with benefits means he's got that much more responsibility to

act, he says.

"It's not about me. It's about our friends and neighbors, and a lot of them are struggling. And you never know what can happen. You can't afford to be complacent."



Local 7800's Stan Wylie and other activists rally in Seattle to support Verizon and Verizon Wireless workers.

'We Have Persevered Against Amazing Odds'

September marked the 25th year since newspaper workers at the Dayton Daily News ratified their last contract. By sticking together and fighting for their rights, they've held on to important rules governing their working conditions and made other progress despite the protracted bargaining battle.

In an email, TNG-CWA Local 34157 President Lou Grieco told members they are heroes in America's union movement: "We have persevered against amazing odds, against one of the wealthiest and most powerful companies in the country, during a time when union strength nationwide has ebbed. Anyone could build a union after FDR signed the Wagner Act. Try building one after Reagan fired the air traffic controllers. Well, we did."

'I'm Fighting Harder Than Ever'

New Jersey Gov. Chris Christie and every other politician who spent 2011 beating up on public workers and slashing the services they provide should be forced to talk directly to people like Ellen Vidal.

A teacher turned social worker, Local 1088's Vidal assists mentally and physically disabled adults, then heads home to care for two adopted children who've had severe medical issues of their own. So has Vidal, who endured numerous surgeries after a bad root canal. For the better part of two years, she hung a bag of

IV antibiotics from her blinds at work so she could infuse herself every four hours.

And still, Vidal gives her time to rally and lobby and leaflet and do whatever else is needed to fight for workers' rights, to protect Medicare and Social Security, and to try to save services and jobs in her state that are so essential to her desperate clients.

"The richest of the rich are receiving tax breaks and bailouts while friends and family are losing their homes and their jobs. I know people who have served this country in the military and now their families qualify for food stamps. That's just wrong. I've always stood up and said something when I think something is wrong, but now I'm fighting harder than ever."

So are many other CWA members in New Jersey, Wisconsin, Ohio, Minnesota and other states where public workers' collective bargaining rights are under attack, the rights of all workers are being threatened, and severe budget cuts are destroying jobs, cutting back police, fire and social services and leaving roads, bridges and parks in disrepair.



Ellen Vidal, Local 1088, directs busloads of CWAers to the One Nation rally in Washington, D.C.

"I grew up in a union family and we were raised that everyone should be equal, that everyone should be treated the same and that you always, always, look out for the underdog. When I went to work for AT&T I would get so mad when someone was mistreated by a manager that I had to speak up. I became a steward and I've been an activist ever since."

— Mona Meyer, Local 7250

CWA public workers in New Jersey keep up the fight for a new contract and pledge to hold lawmakers accountable for their attack on bargaining rights.



Local 7250's Cheryl Gella worries about all of it — will her college-age twins find jobs, what will happen to a relative with high blood pressure and no insurance, will she and her husband, a rail worker, actually receive their employers' promised pensions and retiree health care?

"I am an activist because it's still 'we the people' who vote politicians into office, and we can still make a

difference," Gella says. She regularly emails and calls lawmakers and attended town hall meetings when Minnesota Republicans shut down the state government this summer rather than raise taxes on millionaires.

The public pressure that Gella, other CWA members and angry voters around the state brought to bear on lawmakers led them to vote for a budget bill that restored state services after two weeks. Although it didn't include tax hikes on the rich, agencies reopened, construction projects resumed and 22,000 workers were able to return to their jobs and paychecks.

"It's absolutely essential that we take advantage of every opportunity to speak directly to our legislators and members of Congress, to tell them how their decisions affect us personally," Gella.

In Ohio, Local 4502's Dave McCune has seen state politics shift so ferociously against workers that members he never expected to be politically active have been moved to speak out and act.

McCune says: "No one can be neutral in this fight. 'Everyone has to ask themselves: are you on the side of protecting workers' rights or taking away their rights? I'm for protecting workers' rights — for this generation, for our children and our grandchildren. It's a moral issue, plain and simple. That's why I'm involved, and it's an honor to work side by side with thousands of Ohioans, union and non-union, who feel the same way I do.'"

'I Can't Just Sit Back and Watch'

CWA Volunteers Fight Tirelessly to Overturn Ohio's Anti-Bargaining Law

It's because of CWAers like Diane Bailey and Barb Allen that petitions to repeal an anti-bargaining rights law in Ohio had to be hauled to the secretary of state's office in a semi-truck.

The two private-sector workers were among thousands of CWA members and allies who gave up evenings and weekends to collect signatures to overturn SB5. Pushed by Gov. John Kasich and Republican

leaders at the statehouse, the law strips public workers of their collective bargaining rights.

But the record-breaking petition drive — 1.3 million signatures collected, more than 900,000 of them certified valid — put the law on hold until the Nov. 8 referendum.

Bailey and Allen, who are now collecting signatures to overturn a new voter suppression law, say volunteer activism is just part of their DNA.

Local 4310's Bailey says: "I come from a labor family and I know how we got the things we have, how we got Social Security and Medicare and our benefits at work. I can't just sit back and watch it be stripped away. All the hard work that those before me did to make my life easier will be robbed from my children and grandchildren if I don't take action."

Allen, of IUE-CWA Local 84722, says she can't sit still either. "I can't

watch something happen that I don't believe in. I love my union, I love my job and I love the people in my local, and it's worth it to me to give my time."

Bailey and Allen were creative in circulating anti-SB5 petitions. Bailey often posted her location on Facebook so people could find her and sign. Allen said she kept petitions with her at all times and always wore her anti-SB5 button. That drew voters to her wherever she went.

Since delivering the petitions, CWA members and coalitions of activists are working just as hard to educate voters and ensure SB5 never takes effect. Like Bailey and Allen, many of the volunteers have private-sector jobs, meaning they don't have a personal stake in the battle — at least not yet.

But Bailey says it's all related. "We know that it will trickle-down to the private sector if we don't get out there and fight," she said. "I can't let that happen. I like to be someone who does something about things, instead of just talking about it."



CWA activists in Ohio collect signatures to overturn the state's anti-bargaining law.

'I'm Mad and I'm Not Going to Take It Anymore'

Jeanette Spoor could be living a life of leisure in retirement. Instead she's at rallies, on picket lines, meeting with allies to build coalitions of activists and, most recently, helping lead protests against a New York congresswoman who wants to kill Medicare.

"I just don't think I could go to sleep at night without giving it my best shot," says Spoor, the president of CWA Local 1103's Retired Members' Chapter. "I have stamina and energy and I'm going to fight for what I believe in."

During labor's "August Accountability Month," Spoor protested with other CWA members, retirees and allies outside Rep. Nan Hayworth's offices in New York state. Swept into office in 2010 by the Tea Party, Hayworth voted for the Paul Ryan budget scheme that calls for privatizing and eliminating

Medicare.

Spoor and other CWA retirees who are fighting the same battle in their states and congressional districts say they can't take their retirement security, or their employers' benefits, for granted. Spoor said: "I retired from Verizon in December 2001, just after 9-11 and the Enron debacle. I saw what happened to Enron's retirees, and today, it doesn't matter if you work for Verizon or you're a public worker, retirees' benefits are the first thing employers go after."

And she's had enough of that. "I'm mad, and I'm not going to take it anymore. I'm not the 'bad guy.' I worked hard for what I have and I'm damn proud of it."

Across the country in August, CWA retirees joined members and allies to send a strong "Hands Off Medicare!" message to all lawmakers. In California, CWA Retired

Members' Council leaders organized bus trips to Democratic Sen. Diane Feinstein's offices, as well as protests at GOP offices.

Fueling their anger is the idea that Medicare and Social Security are "entitlements," instead of hard-earned benefits. Ray Kramer, of Local 6201's Retired Members Chapter, wants anyone who'd slash those "entitlements" to think about people like his parents, the kind of Americans that politicians hold up as role models.

"My father, a World War II veteran, owned a service station, then a hamburger joint, where my mother worked with him. Later she worked in a department store. They paid off their mortgage, put money in savings and never lived beyond their means. For many years now my mother has lived with Medicare as her only insurance and a small Social Security check as her only



CWA Local 1103 retiree activist Jeanette Spoor helps lead protest against Medicare cuts outside the office of U.S. Rep. Nan Hayworth (R-N.Y.)

income. Recently, she fell and had to move to a nursing home, meaning she'll need to use Medicaid.

"Now my mother is entirely dependent on so-called 'entitlements.' My mother and father paid all their working lives into Social Security, Medicare and Medicaid. You're darn right my mother is entitled to them."

It's far more than self-interest that motivates CWA's retiree-activists. They're fighting for future generations and for the union that fought for them. Spoor says: "I'm very grateful to CWA. I had a very good job, well paying, excellent benefits, and that's because of my union."

'I Can't Think About Pain. I Think About Helping People'

Trading lazy summer days for the chance to make a difference, CWA activists turned up the heat on lawmakers at "August Accountability" events from coast to coast.

Together with allies, they packed town hall meetings, protested outside politicians' district offices, leafleted at airports, wrote letters and made phone calls throughout August and early September. And now they're ready for more.

"I'm an activist because I see that it works, that it really does make a difference," says Local 13500's Karen Sparks. "I tell my friends, my family — not just my fellow CWA members — that it's so important to take action and fight for what we want, because no one else is going to do it for us in the middle class."

On Sept. 6, Sparks and other CWA members joined with the Penn Action coalition to try to talk to U.S. Rep. Michael Fitzpatrick (R-Pa.), though the congressman never made himself available.

In Duluth, Minn., CWA members, retirees and other activists shamed Rep. Chip Cravaack (R) into holding a genuine town hall



At a congressman's office near Philadelphia, above, and a packed town hall meeting at the Duluth, Minn., airport, CWAers and allies made it clear that good jobs and workers' rights are essential to rebuilding America's economy.

time of activism. "I was born in the South and I went through some rough years growing up. I know how hard it is for people to get help."

Brinkley, 74, says she's been an activist since going to work for the telephone company in New York City in 1955, but it really started even earlier. An African-American in the segregated South, she was also a child crippled by arthritis who spent a year in the hospital. Nuns let her help care for premature babies, and that alleviated some of her own pain.

"They taught me how to believe in myself and to fight, to not let anything stop me. That's still true today. I can't think about pain. I think about helping people."

CWA retirees and allies rally outside Sen. Diane Feinstein's San Francisco office, asking the California Democrat to protect Medicare.



meeting. In late August, the crowd waited in the rain, shouted "Jobs Now" and demanded to be heard as Cravaack arrived at a restaurant to talk only to voters who paid for the privilege.

Local 7250's Mona Meyer said: "For weeks, he ignored and refused to meet with his constituents. That didn't stop the people. We wanted our voices heard. With the crowd and media focused on him, Cravaack agreed to hold a meeting at the city's airport the next day."

On the West Coast, CWA retiree activists in northern and southern California organized buses and vans full of retirees, union members and allies to travel to Sen. Diane Feinstein's offices to press the Democrat to stand firm against Medicare cuts and privatization. They also rallied at U.S. House members' district offices.

For Addie Brinkley of Local 9333's Retired Members' Chapter, the hours spent making arrangements was just one of countless activities she's embraced in a life-



Addie Brinkley

New Laws Attack Democracy's Most Fundamental Right

A deluge of new laws are forcing Americans to fight for the most basic right of all in a democracy: the right to vote. In Ohio, Florida, Wisconsin and other states where GOP governors and state legislatures spent the first part of 2011 attacking workers' rights, voter suppression was next on the agenda. Here's what happening in three states and what CWA members and allies are doing about it.

Hypocrisy Watch

Several Republican state legislators in Maine used the state's "same day registration law" to register to vote on Election Day, but voted to eliminate that right for ordinary citizens. Project Maine Votes found that seven representatives and three state senators — all of whom voted against same day registration — themselves registered to vote on or just before Election Day. The same goes for Governor Paul LePage (R) and several of his staff. The legislature voted to eliminate same day registration in June, but Project Maine Votes gathered enough signatures for a November referendum on the issue.

'Many People Could Be Prevented from Voting'

Ohio's law cuts the early voting period from 35 days to 16, bars poll workers from redirecting lost voters to their correct precinct, and bans county election boards from continuing to send mail ballot applications to all registered voters.



"If we allow this law to stand, it will suppress the vote among groups who traditionally back candidates that support our

rights as union members," said Local 4322's Anita Andrews. "That's why I've been doing all I can — phone banking, participating in labor walks, and getting signatures — to get it overturned."

Ohio Gov. John Kasich also wants a photo ID measure, already passed by the state House, that would require nearly 900,000 Ohioans to pay for new, state-

approved ID cards if they want to vote. Many elderly and poor citizens don't have drivers' licenses or other government-issued identification. And college students, including Andrews' son, could no longer use school IDs for voting.

"In order to vote, my son would have to travel back to Kentucky where he was born to pay for a cer-

tified copy of his birth certificate in order to get a state-issued photo ID," she says.

OHIO

After collecting a record-breaking 1.3 million signatures for a referendum this November on Ohio's anti-collective bargaining law, Andrews, other CWAers and coalitions of Ohio activists are circulating petitions to overturn the voter sup-

pression law. If they get 231,000 valid signatures, the law will be put on hold until voters have their say in November 2012.

"CWA and union members all across Ohio need to get active in defeating this law. It's not too late," Andrews says. "If we fail to overturn it, many people I know could be prevented from voting in 2012."

'The Most Vicious Attack I've Ever Seen'

The ability to turn out a large pro-worker vote on Election Day is the only thing that helps even the odds against the hundreds of millions of corporate dollars that pour into political campaigns.

Florida's Gov. Rick Scott and GOP lawmakers know this. In May, they rammed through a law that severely limits voter registration and early voting.

"It is the most vicious attack I have ever seen on the right and ability of people to participate in the voting process," says Local 3104's

Gail Marie Perry, an activist who's helped register voters in Florida for more than 30 years.

The new law makes it almost impossible for unions and other groups to conduct voter registration drives. If the forms that volunteers collect aren't turned in to the state within 48 hours, "the volunteers will face huge fines of \$500 to \$1,000 for each form that is late, or contains mistakes, like misspellings or typos," Perry says.

Even the League of Women Voters, which has registered voters for 91 years, is being forced to end

its registration drives in Florida, saying the punitive rules put their volunteers at risk.

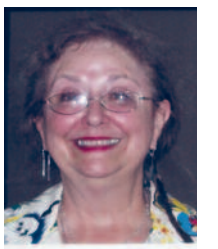
Perry says the law will disenfranchise groups of voters who are most likely to back candidates who support workers and the middle class.

"Minorities and students sign up in large numbers during voter registration drives. This new law is about ideology, not protecting the vote."

The law also shortens from 15 days to eight the early-voting period before elections, when many voters in Florida and other states cast their ballots. "Cutting this period in half

hurts the elderly, and Democrats, who tend to outnumber Republicans in early voting," Perry says.

"We have to get busy and get information about the law out to voters," Perry says. "If we don't, the law will have a devastating impact on our ability to elect candidates who care about issues critical to working people."



Gail Marie Perry



'This Is Nothing More Than an Effort to Suppress the Vote'

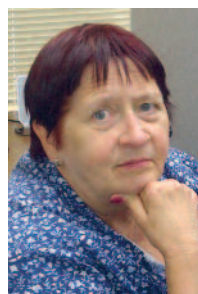
Not only does Wisconsin now require all voters to show state-issued photo ID, Gov. Scott Walker's administration has even tried to make it harder for people to get the identification they need.

The Republican governor ordered 10 DMV offices around the state closed this summer, but public outrage forced him to reverse the decision. But CWA members say there are still many battles to fight.

Local 4621's Betsy LaFontaine just moved her 85-year-old father into assisted care, and doesn't know whether he'll be allowed to vote. Nursing and retirement home resi-

dents are supposed to be exempt from the state-issued photo ID requirement, but many of them, like her father, need absentee ballots. And that requires mailing the state a copy of a state-issued photo ID.

"It may be too hard for him to get to the DMV to get it updated," with his new address, LaFontaine says. "This will discourage many people



Kathy Antoniewicz

from voting — not just the elderly, but also the poor, and people in rural areas."

Although at least 30 U.S. states have passed or are considering voter suppression laws, Wisconsin's is considered one the nation's most exclusionary, LaFontaine says. As in Florida, it sharply limits voter registration by third-party organizations such as the League of Women Voters.

"This is nothing more than an effort to suppress the vote," LaFontaine says. "Governor Scott Walker and Republicans in the state Senate pushed the bill through without hearings, rejecting 50 amend-

ments by Democrats to make it less restrictive."

Walker and others have claimed the law is needed to protect against voter fraud, but a 2008 investigation by Wisconsin's attorney general found only 19 substantiated cases of voter fraud out of 3 million votes cast. Closing the DMV offices wasn't Walker's only attempt to make it harder for people to get state-issued IDs, and get them for free, as the law requires.

"This summer, a top state transportation official directed DMV employees statewide not to tell customers about the (free) cards unless

asked," says Local 4603's Kathy Antoniewicz, who serves as a poll inspector on election days. "You should refrain from offering the free version to customers who do not ask for it," is how the official put it in the memo that was leaked to Madison newspapers."

Even the supposedly free card amounts to a poll tax, Antoniewicz says. "The photo ID may be free, but complying with the law will have a big cost for many voters, and it's clear the state is doing little to get out information. It's up to us to pick up the slack and educate people about what they will need to do in order to vote."

WISCONSIN

'You Can Only Take So Much of These Assaults'

CWA Activists Win FAA Reauthorization and Keep Democratic Union Election Standard

Weeks of activism by CWA and AFA-CWA members across the country stopped House Republicans from forcing a second shutdown of the Federal Aviation Administration.

This summer, the failure of Congress to pass FAA funding forced the agency to shut down and put 4,000 employees and nearly 100,000 workers on airport projects nationwide out of work.

House Republicans were trying to force the repeal of a National Mediation Board rule allowing for fair, democratic union elections for airline workers. In the past, workers who didn't vote were counted as "no" votes. The NMB changed the rule in 2010 so that only the votes cast would be counted, the standard that applies to all other American elections.

Activists won an extension of FAA funding into January with the democratic standard for union elections in place.

"You can only take so much of these assaults on union members," said CWA Local 6222 member Robert Mahle, a 30-year veteran with AT&T. Mahle and activists served notice on Rep. John Mica (R-Fla.), the House Republican leader responsible for the attack on airline workers' rights.

"I'm a firm believer that an injury to one is an injury to all. Wherever we work as union members — in telecom, the airlines, or state government — we have to stick together now

because all of us are under attack."

CWA members took the attack on airline workers and the FAA personally. They demonstrated outside Mica's Florida offices, the Jacksonville and Orlando airports and a fundraiser for Mica in Houston.

CWA Local 3106 member Floyd Carroll: "What we accomplished really fired me up. We had members of the clergy and local elected state officials join us, and they brought the issue home for the community by speaking about the negative impact a shutdown would have on jobs and the local economy."

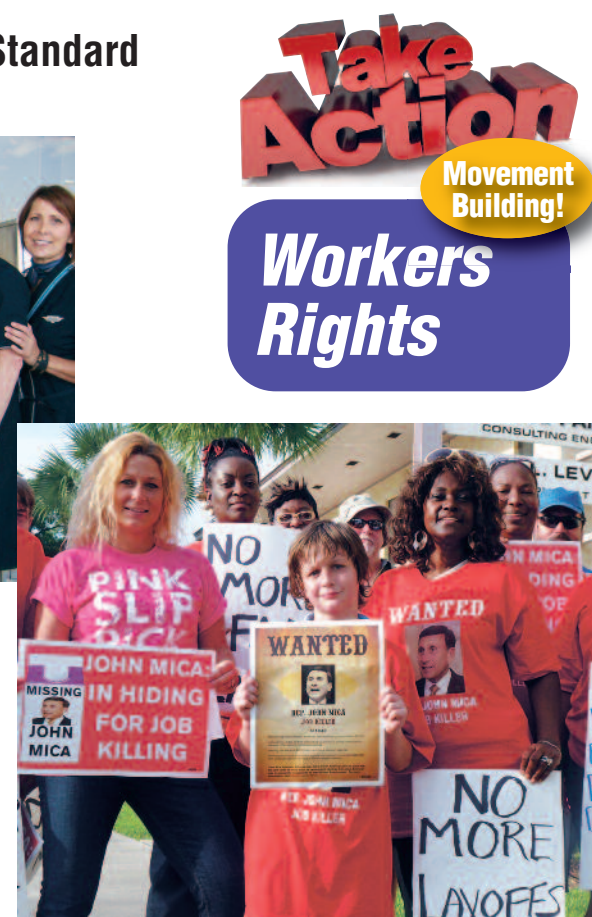
The threat of another FAA shutdown and the harshness of the attack on workers' rights pushed some CWAers to get active for the first time, Carroll said. "They understood that we can't remain apathetic any longer."

Jo Seeley, a 15-year flight attendant at US Airways talked to pas-



sengers at Phoenix Sky Harbor International Airport. "Many had no idea that the FAA shutdown was a fight over the fate of democratic election rules for airline workers. When I explained the process, many of them were shocked when they learned that we could be defeated in our election by people who didn't even bother to vote."

CWA and AFA-CWA activists leaflet and demonstrate against the GOP attack on jobs funded by the FAA and the democratic voting standard for union elections.



'I Know How It Feels to Be Powerless'

Building a Union at American Airlines

US Airways' reservations agent Vickey Hoots remembers just how tough her fight for a union was at US Airways. That's why she spends most of her time helping organize the 9,300 agents at American Airlines.

Hoots: "I know how it feels to be



Vickey Hoots

powerless at an airline. We felt awfully alone until we organized in 1999 and bargained our first contract. Now, we're bargain-

ing a new contract and I realize how much worse off we'd be if we'd never won the right to bargain with management. This is the message I take to American Airlines' agents."

Hoots, a member of CWA Local 3640 in Winston-Salem, talks with as many as 200 agents every month about the issues they have in common as customer service agents. She regularly visits agents at American's call center in Cary, N.C., joins in phone banking to build support and makes home visits to agents who have signed interest cards.

Hoots: "As CWA members, it benefits us to connect with unrepresented workers who are in the same jobs or industry. When agents at American organize and bargain their first contract, US Airways' management won't be able to use poor working conditions at American as leverage to drive down our pay and benefits."

CWA activists like Hoots have helped Lynda Franka, an American reservations agent in Tucson, maintain her spirit, energy, and hope for win-

ning CWA representation.

Franka: "It keeps us going, having CWA members who care and give us support. Management is now posting supervisors to sit in our break rooms all the time. It really discourages agents from talking with each other. CWA activists help us reach out and network with agents all across the country, something that is crucial to our building majority support."

"I love being at American and the engagement I have with customers and with my supervisors. We could make it so much better if we had CWA representation. "That's why I am still involved," Franka said.

Roscivia Jones-Smith, a member of CWA Local 6215, starts an evening shift as an American reservations agent after a full day's work at AT&T in Dallas. She tells other agents what CWA has meant for her. "The union will back you up. At American, if we get a bad score, even if it's unfair, American can fire you and there's nothing you can do about. If they tried that at AT&T, CWA would step in and fight for me."

Agents at American Airlines are looking for help from other home-based agents who belong to CWA or who are CWA retirees. Contact the organizing campaign at cwa4aa@sbcglobal.net or by telephone at (817) 868-9933.

'I Have Too Much Invested to Give Up'

Northwest Flight Attendants Keep Up the Fight for Union Rights at Delta

AFA-CWA flight attendants at the former Northwest Airlines, now a part of Delta Air Lines, are keeping up the fight for their union.

"Many of them say they never dreamed that they would be without a union after we merged with Delta. They took it for granted that we would prevail," said Elizabeth Joyce, an AFA-CWA union representative at Northwest for 25 years.

"I have too much invested in building our union and profession at Northwest to give up. We're continuing to wear our AFA pins because we want our colleagues at Delta, who never had a union, to see that we are united, and to know that our

campaign is not over."

The National Mediation Board is investigating Delta and its unfair tactics in the union election that stripped away 60 years of collective bargaining rights from 7,000 flight attendants at Northwest.

Joyce: "There is strong support for a union at Delta.

We are being approached by many younger flight attendants who want to know what having a union contract means and we're building a network to stay connected with all

our colleagues."

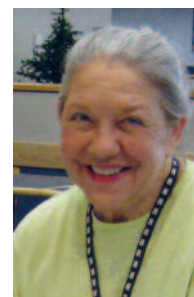
Joyce and other AFA-CWA members at Northwest formed a union Facebook group which now has thousands of followers. "Social media is a great way to get out the truth about union representation and to correct misinformation that management is putting out."

During a layover in Wisconsin, Joyce was reminded how workers really can build a movement.

"When I visited the state capitol grounds in Madison, there were still state workers there demonstrating to overturn the anti-union laws. That really heartened me. They're not giving up, and we aren't either."



Elizabeth Joyce



Lynda Franka

Take Action

Movement Building

'We Have to Be There for Each Other's Fights'

"We need to look for opportunities to link to other fights in our communities. We need to connect them, from Hyatt Hotels to Verizon stores to the postal workers' campaign. If we're there for each other, we all start winning. It's all about building a movement. We can't hope for it, we can't wait for it. We have to fight for it."

— CWA President Larry Cohen



"Without people standing up, every worker will suffer. We're putting these corporations on record that we will support the fights of workers around the world."

— Neil Anderson, president, UNI Postal

"On Sept. 1, workers from 43 different locals – musicians, car wash workers, iron workers, stagehands, plus students working for immigration reform — leafleted at Verizon stores across Los Angeles County. One member said, 'I'm a school bus driver and school starts tomorrow. But I'll use my lunch hour to help out.' That's because we know that you are fighting for all of us and we'll be there, standing together with you, shoulder to shoulder."

— Maria Elena Durazo, president, Los Angeles County AFL-CIO



"We know we have a certain power as younger consumers and that we present a real dilemma for corporations that mistreat their workers. Verizon and especially Verizon Wireless care a great deal about what young people think about their company. But they're counting on us being apathetic about how they treat their employees. They couldn't be more wrong."

— Jack Mahoney, United Students Against Sweatshops

"UNITE HERE members see this as a tremendous opportunity to tell corporate America, 'we won't let you destroy what people have worked their whole lives to achieve. We're with you because this is what we all need. We can remain divided or we can unite and fight back.'"

— John Wilhelm, president, UNITE HERE

'Helping Them Get a Union Helps Us Too'

T-Mobile Organizing Campaign Brings CWAers Satisfaction and More

CWA members who are supporting T-Mobile workers in their campaign to organize know that they are helping themselves as well as the workers.

"It gives me a lot of satisfaction when I'm able to turn a T-Mobile worker into a union supporter," says Tammy Chaffee, Local 6402.

"Helping them get a union helps us, too, because it will make it more difficult for AT&T, Verizon and our other telecom employers to use non-union companies as a wedge to drive down our wages and

benefits during bargaining."

Chaffee works as a customer service rep at an AT&T call center in Wichita, Kan., and usually meets twice a week with T-Mobile workers. She leaflets at a T-Mobile call center in Wichita, makes home visits and supports workers in setting up an

inside organizing committee.

On top of that, Chaffee often makes the three-hour drive to Oklahoma City to talk with T-Mobile retail store workers. She figures she contacts between 30 to 70 workers each month and most sign interest cards. "They are generally eager to open up and talk about their concerns when they find out that I'm doing the same kind of work they do," she says.

Local 2201's Charles "Bubba" Craddick, a Verizon technician, says some T-Mobile workers he contacts are a little suspicious of him at first. "They want to know why someone from the competition wants to help them, like I have some ulterior motive," he says. "They relax when I tell them about the issues we share

in common in our industry, and what we have been able to accomplish as union members at Verizon."

Craddick is supporting T-Mobile workers in Richmond, Va., as they build a committee and he created a Facebook page so workers can easily talk to each other. "Today's social media technology really helps out in organizing because it's often hard to get everyone together at the same time because of their varying shifts," he says.



Charles "Bubba" Craddick

"Today's social media technology really helps out in organizing because it's often hard to get everyone together at the same time because of their varying shifts."

— Local 2201's Charles "Bubba" Craddick

Candace Harrison, a T-Mobile customer service rep in Albuquerque, is a big union supporter who's encouraging her coworkers to join her. She's been a union-represented reservations agent at Southwest Airlines, and a Teamster truck driver.

"I know what we can accomplish with CWA representation," Harrison says.

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Movement Building!

Workers Rights



Tammy Chaffee