



Arizona House of Representatives
Phoenix, Arizona 85007

September 12, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

We are deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what we understand, the company's proposals would undermine good jobs in the communities we represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

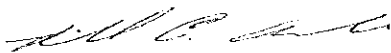
While we are aware of the changes that have taken place in the telecommunications industry, we know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, We strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration,

Richard Andrade
State Representative,
LD29



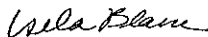
Rebecca Rios
Democratic Leader
State Representative,
LD27



Ray Martinez
State Representative,
LD30



Isela Blanc
State Representative,
LD26



Mark Cardenas
State Representative,
LD19



Rosanna Gabaldón
State Representative, LD2



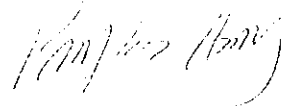
Lela Alston
State Representative,
LD24



Ken Clark
State
Representative, LD24



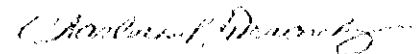
Pamela Powers Hannley
State Representative, LD9



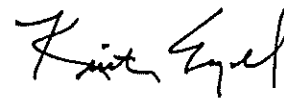
Geraldine Peten
State Representative, LD4



Charlene Fernandez
State Representative, LD4



Kristen Engel
State Representative,
LD10



Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well-aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your

bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

A handwritten signature in black ink, appearing to read "Juan Mendez". The signature is fluid and cursive, with the first name "Juan" and last name "Mendez" clearly distinguishable.

Senator Juan Mendez

Arizona's 26th District

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Assembly California Legislature



AUTUMN R. BURKE
ASSISTANT SPEAKER PRO TEMPORE
ASSEMBLYMEMBER, SIXTY-SECOND DISTRICT

COMMITTEES
ACCOUNTABILITY AND ADMINISTRATIVE
REVIEW
HEALTH
HOUSING AND COMMUNITY DEVELOPMENT
UTILITIES AND COMMERCE

SELECT COMMITTEES
CHAIR: CAREER TECHNICAL EDUCATION AND
BUILDING A 21ST CENTURY WORKFORCE

VICE CHAIR: CALIFORNIA BLACK CAUCUS

September 1, 2017

Mr. Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language can be interpreted as you intending to continuing offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers.

Therefore, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Sincerely,

A handwritten signature in black ink that reads "Autumn Burke". The signature is fluid and cursive, with the first name "Autumn" and last name "Burke" clearly distinguishable.

Autumn Burke
Assemblywoman, 62nd District



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Assembly California Legislature



ELOISE GÓMEZ REYES
ASSEMBLYMEMBER, FORTY-SEVENTH DISTRICT

COMMITTEES
APPROPRIATIONS
HUMAN SERVICES
JUDICIARY
PRIVACY AND CONSUMER PROTECTION
UTILITIES AND ENERGY

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CHAIR: ENVIRONMENTAL QUALITY
AND THE GREEN ECONOMY IN THE
INLAND EMPIRE

SPECIAL COMMITTEE
CO-CHAIR: LEGISLATIVE ETHICS

CAUCUSES
LATINO LEGISLATIVE CAUCUS
LEGISLATIVE ENVIRONMENTAL CAUCUS
LEGISLATIVE WOMEN'S CAUCUS

September 6, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing contract dispute with some 21,000 wireless workers across the country, many of whom work and live in the cities I represent as part of the 47th Assembly District. Millions of Americans rely on AT&T for communications services – and they need you to work together with your employees to continue to provide quality service while at the same time, providing well-paying jobs for your workers.

While I am aware of the changes in the telecommunications industry, I know that AT&T Mobility workers are the driving force behind the success of the company, and have made AT&T Mobility one of your most profitable divisions. These workers are the reason AT&T consistently does so well, and they should see more job security and prosperity for their efforts.

Your company has an opportunity at this moment to show that a successful and profitable corporation such as AT&T can ensure that workers receive their fair share based on their work and dedication.

I implore you to work directly with the union negotiating team so that your workers can have the economic security and AT&T can continue to be an industry leader.

Sincerely,

A handwritten signature in blue ink, appearing to read "Eloise", written over a blue circular stamp.

ELOISE GÓMEZ REYES
Assemblymember, 47th District



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Assembly California Legislature



FREDDIE RODRIGUEZ
ASSEMBLYMEMBER, FIFTY-SECOND DISTRICT

COMMITTEES
CHAIR: PUBLIC EMPLOYEES,
RETIREMENT, AND SOCIAL SECURITY
COMMUNICATIONS AND CONVEYANCE
HEALTH
JOBS, ECONOMIC DEVELOPMENT, AND
THE ECONOMY
JOINT COMMITTEE
VICE CHAIR: JOINT COMMITTEE ON
EMERGENCY MANAGEMENT

Email: Assemblymember.Rodriguez@assembly.ca.gov

September 5, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am writing to express my support for the AT&T wireless workers, members of the Communications Workers of America, for a fair contract. In the Fifty-Second Assembly District we rely on AT&T for communication services and working together with AT&T wireless employees is essential in continuing to provide high quality service.

The retail sector is one of the largest, fastest-growing, and most robust industries in our local economy. Families in my district and across California need successful businesses like AT&T to support their workers and enable them to provide for their families. Currently, AT&T proposals would undermine local jobs by refusing to provide meaningful job security in the face of outsourcing, would refuse to bargain fair commission pay structures for retail employees, and would increase healthcare costs on employees without adequate raises to offset their new burden.

As a Member of the California Assembly Committee on Communications and Conveyance I am aware of the changes that have taken place in the telecommunications industry. I recognize communication employees are the driving force behind many successful corporations.

I encourage for AT&T to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement. As a California State Assemblymember I am here to protect good local jobs and ensure high quality services to the families of the Fifty-Second Assembly District.

Thank you for your consideration,

A handwritten signature in dark ink, appearing to read "Freddie Rodriguez".

FREDDIE RODRIGUEZ
Assemblymember, 52nd District
Chair, Assembly Committee on Public Employees, Retirement, and Social Security



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FAX (916) 464-1915

Assembly California Legislature



KEN COOLEY
ASSEMBLYMAN, EIGHTH DISTRICT

COMMITTEES
CHAIR: RULES
GOVERNMENTAL ORGANIZATION
INSURANCE
PUBLIC EMPLOYEES, RETIREMENT,
AND SOCIAL SECURITY

SELECT COMMITTEES
CHAIR: FOSTER CARE
DOMESTIC VIOLENCE
LOCAL PUBLIC SAFETY AND
EMERGENCY PREPAREDNESS

ALFRED E. ALQUIST SEISMIC
SAFETY COMMISSION

September 25, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am writing to express my concern regarding AT&T's ongoing contract dispute with 21,000 wireless workers, here in California and elsewhere in the US, and the impact on those jobs which support local community vitality of job outsourcing strategies.

Since March 1880, when American Bell Telephone Company was formed, then continuously from March 1885, the AT&T enterprise has been identified as a premier American telecom supplier. Its acquisition by Southwestern Bell in 2005 and reclaiming of the corporate AT&T brand does not alter this distinctive American heritage, a success story founded upon the innovations of Alexander Graham Bell and the culture his creativity inspired.

This heritage of creativity in the face of extraordinary market acceptance and design conundrums makes me keenly interested in how contemporary AT&T policies can, if not creatively fashioned, undermine good jobs in communities across California and elsewhere in our country. Local jobs mean local purchasing power which supports local community life. Such community life is enriched on every level by the communication services and backbone which AT&T provides through its multitudinous investments in infrastructure and technology and research. Safeguarding local jobs, and the community health and goodwill towards AT&T which they sustain, aligns with these larger investments and extends their scope at very minimal cost for the gain they represent to the storied AT&T brand. Creative personnel policies, which support your people and the communities they live in, align with the great heritage of Bell Labs and the ability to dream how your innovations will enrich the quality of American society.

For these reasons, I urge AT&T to examine carefully its policies as they affect stable communities through jobs which pay well, are stable, which aim for bargaining fair commission pay, and which otherwise support your talented people by maintaining job security, avoiding outsourcing, tackling healthcare costs together and ensuring rights to such benefits as sick leave can be exercised without repercussion.



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Letter to AT&T CEO Randall Stephenson from California Assemblyman Ken Cooley

As indicated above, I am aware of the changes that have taken place in the telecommunications industry and I am sympathetic to the struggles you face. However, I also know the heritage of AT&T is founded upon human ingenuity in a degree, and over a span of time, that is virtually unrivaled in international business. Your proud AT&T wireless workers sustain the vitality of your most profitable division. Accordingly, it is a very American idea that they deserve to share in your company's success and growth, as evidenced by the monthly net profit of more than \$1 billion and the generous compensation packages of your executive team. Our country's economy depends on good, middle-class jobs. It's up to successful companies and, more to the point, leaders in innovation like AT&T, to step up and help innovate creative approaches to support these jobs and the communities and AT&T goodwill they sustain.

I strongly urge you to revisit your bargaining position and renew your efforts to engage the union representatives directly to achieve a sound bargained agreement that protects good jobs and ensures continued high quality service to the public.

Sincerely,

A handwritten signature in black ink that reads "Ken Cooley". The signature is written in a cursive, flowing style with a large, stylized "K" and "C".

Ken Cooley
California State Assemblyman, 8th District

STATE CAPITOL
P.O. BOX 942849
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FAX (619) 338-8099

Assembly California Legislature



LORENA GONZALEZ
ASSEMBLYWOMAN, EIGHTIETH DISTRICT

COMMITTEES
CHAIR: APPROPRIATIONS
SELECT COMMITTEES
CHAIR: WOMEN IN THE WORKPLACE

September 12, 2017

Randall Stephenson
CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am concerned about AT&T's ongoing contract dispute with 21,000 wireless workers across the country and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services, and they need you to work together with your employees to provide quality service.

From what I understand, good jobs in the communities that I represent would be jeopardized due to AT&T's outsourcing, refusal to provide meaningful job security, decline to bargain fair commission pay structures for retail employees, increased healthcare cost burdens on employees without adequate raises to offset such costs, and punitive scheduling policy that chastises people for using their hard earned sick time.

I am aware of the changes that have taken place in the telecommunications industry, and I believe that AT&T wireless workers are the driving force behind the company's most profitable division. They deserve to share in your company's success and growth. AT&T must respect its workers and the families each worker represents. The first step is to settle a fair contract with your wireless workers.

I thank you for your consideration and strongly urge you to reassess your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs, demonstrates care and value for your workers, and ensures continued high quality service to the public.

Sincerely,

A handwritten signature in blue ink, appearing to read "LGF", written over a horizontal line.

LORENA GONZALEZ FLETCHER

Assemblywoman, California's 80th District



VICE CHAIR
JAY OBERNOLTE

MEMBERS
ROB BONTA
SABRINA CERVANTES
MATTHEW DABABNEH
EDUARDO GARCIA
CHRIS R. HOLDEN
TOM LACKEY
EVAN LOW
BRIAN MAIENSCHIN
JIM PATTERSON
FREDDIE RODRIGUEZ
JIM WOOD

**Assembly
California Legislature**



**ASSEMBLY COMMITTEE ON
COMMUNICATIONS AND CONVEYANCE**

MIGUEL SANTIAGO, CHAIR
ASSEMBLYMEMBER, FIFTY-THIRD DISTRICT

STATE CAPITOL
P.O. BOX 942849
SACRAMENTO, CA 94249-0094
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FAX (916) 319-3560

CHIEF CONSULTANT
EDMOND CHEUNG

COMMITTEE SECRETARY
KALA TAILOR

September 5, 2017

Randall L. Stephenson
Chief Executive Officer, AT&T
AT&T Inc.
208 South Akard Street
Dallas, TX 75202

RE: Communications Workers of America contract negotiations

Dear Mr. Stephenson,

I am writing in regards to the AT&T Mobility workers represented by the Communications Workers of America (CWA) who have been in negotiations with AT&T over a fair contract.

As the Assemblymember representing the 53rd Assembly District of California, and Chair of the California State Assembly Committee on Communications and Conveyance, I am well aware of the changes that have taken place in the telecommunications industry and that you and your employees are the driving force behind the technology upgrades that provide quality services to me and my constituents.

While I am aware that such negotiations take time, I urge a renewed commitment on the remaining items to ensure a swift and fair conclusion to these matters. I look forward to continuing progress and a good faith effort to reach an agreement for fair wages and benefits for CWA workers. Doing so would ensure that AT&T continues to sustain a workforce that can build and maintain a network that can provide high quality cellular and data service in all our communities.

Sincerely,

A handwritten signature in blue ink, appearing to read "Miguel Santiago", written over a horizontal line.

MIGUEL SANTIAGO
Assemblymember, 53rd District
Chair, Assembly Committee on Communications and Conveyance

cc: William H. Devine, Vice President Legislative Affairs, AT&T California

MS: ec



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Assembly California Legislature



MIKE A. GIPSON
DEMOCRATIC CAUCUS CHAIR
ASSEMBLYMEMBER, SIXTY-FOURTH DISTRICT

COMMITTEES
AGING AND LONG-TERM CARE
BUSINESS AND PROFESSIONS
GOVERNMENTAL ORGANIZATION
INSURANCE
REVENUE AND TAXATION

SELECT COMMITTEES
CHAIR: INFECTIOUS DISEASES IN HIGH
RISK DISADVANTAGED COMMUNITIES
COMMUNITY AND LAW ENFORCEMENT
RELATIONS AND RESPONSIBILITIES
DOMESTIC VIOLENCE
FOSTER CARE
NON-PROFIT SECTOR
PORTS AND GOODS MOVEMENT
REGIONAL TRANSPORTATION SOLUTIONS

September 25, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high-quality service to the public.

Thank you for your consideration.

Sincerely,

Mike A. Gipson
Assemblymember, 64th District
Democratic Caucus Chair

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E-MAIL

Assemblymember.Jones-Sawyer@assembly.ca.gov

September 6, 2017

Assembly California Legislature



REGINALD BYRON JONES-SAWYER, SR.
ASSEMBLYMEMBER, FIFTY-NINTH DISTRICT

COMMITTEES
CHAIR: PUBLIC SAFETY
AGRICULTURE
BUDGET
GOVERNMENTAL ORGANIZATION

SUBCOMMITTEE
BUDGET SUBCOMMITTEE NO. 5 ON
PUBLIC SAFETY

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Sincerely,

REGINALD BYRON JONES-SAWYER, SR.
State Assembly Member, 59th District



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Assembly California Legislature



ROB BONTA
ASSISTANT MAJORITY LEADER
ASSEMBLYMEMBER, EIGHTEENTH DISTRICT

COMMITTEES
APPROPRIATIONS
COMMUNICATIONS AND CONVEYANCE
GOVERNMENTAL ORGANIZATION
HEALTH

September 15, 2017

Mr. Randall Stephenson
Chairman and CEO
AT&T Corporation
208 South Akard Street, Suite 3700
Dallas, TX 75202-4206

Dear Mr. Stephenson,

I am aware that AT&T wireless workers across the country and members of the Communication Workers of America are currently in a contracting dispute with AT&T.

Even in a constantly changing industry, AT&T is a very successful and profitable company. I believe that AT&T has a responsibility to give back to the consumers and communities who have made it successful by being a leader for economic growth. That means providing good, middle class jobs and not taking the low road of outsourcing, layoffs, and reducing sick days and commissions. Expanding hometown, quality jobs and putting an end to the outsourcing of work are critical issues for all working families.

AT&T is the largest and most profitable company in the Communications/Entertainment industry, posting profits of \$40.5 billion on revenues for Q2 2016, up more than 22% from Q2 2015. It is important to recognize that the workforce of AT&T has made this possible and it should not be forgotten at the bargaining table. I appreciate the work AT&T has done to ensure workers' voices are heard and I would urge you to continue to listen with an open-mind. It's because of a strong union workforce that AT&T is able to be so successful.

AT&T workers rely on good, middle class jobs and it's up to successful corporations like AT&T to step up and create and maintain those jobs. The 21,000 wireless workers at AT&T deserve a fair share in the company's success, growth and future. I urge you to bargain a fair agreement with these workers.

Sincerely,

A handwritten signature in blue ink that reads "Rob Bonta".

ROB BONTA
Assemblymember, 18th District



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Assembly
California Legislature



SABRINA CERVANTES
ASSEMBLYMEMBER, SIXTIETH DISTRICT

COMMITTEES

RULES
BANKING AND FINANCE
COMMUNICATIONS AND CONVEYANCE
JOBS, ECONOMIC DEVELOPMENT, AND
THE ECONOMY
PUBLIC EMPLOYEES, RETIREMENT,
AND SOCIAL SECURITY

SELECT COMMITTEES

CHAIR: VETERAN EMPLOYMENT AND
EDUCATION

September 12, 2017

Mr. Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

As the Assemblymember of the 60th District, which encompasses five cities in Western Riverside County and a population of more than half a million people, I am deeply concerned with the ongoing contract dispute with your wireless workers.

As a member of the Committee on Jobs, Economic Development and the Economy (JEDE), and the Committee on Communications and Conveyance, I urge you to achieve a reasonable bargaining agreement that protects good jobs and ensures high quality service to the public. It is unfortunate that the world's largest telecommunications company, with a third of the entire American population as its consumers, is unable to re-negotiate a comprehensive contract that provides job security, adequate cost of living adjustments, fair scheduling and affordable health benefits to its employees. It is critical that corporations, such as yours, do their part in respecting the employees who make significant contributions to your success.

I hope you will take part in preserving our strong American workforce. Thank you in advanced for your time and consideration.

Sincerely,

A handwritten signature in black ink that reads "Sabrina Cervantes". The signature is fluid and cursive, with the first name "Sabrina" being larger and more prominent than the last name "Cervantes".

SABRINA CERVANTES
Assemblymember, 60th District

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California State Senate

SENATOR
CONNIE M. LEYVA
TWENTIETH SENATE DISTRICT



CHAIR
DEMOCRATIC CAUCUS
SELECT COMMITTEE ON
MANUFACTURED HOME
COMMUNITIES
MEMBER
RULES
EDUCATION
ENERGY, UTILITIES AND
TELECOMMUNICATIONS
JOINT LEGISLATIVE AUDIT
TRANSPORTATION
AND HOUSING
SELECT COMMITTEE ON PORTS
AND GOODS MOVEMENT
SELECT COMMITTEE ON
CALIFORNIA-MEXICO
COOPERATION
SELECT COMMITTEE ON
WOMEN AND INEQUALITY:
STRATEGIES TO PROMOTE
OPPORTUNITY

September 12, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Re: Letter in Support of a Contract Resolution with the Communications Workers of America (CWA)

Dear Mr. Stephenson,

I write this letter in support of the hard working members of the Communications Workers of America and their efforts to negotiate a fair contract with AT&T Corporation. I have the privilege of representing members of CWA in California's 20th Senate District and many are civically engaged and contribute greatly to the communities in which they reside. They are mothers and fathers who work tirelessly to ensure that they are able to cover the basic costs of living which include keeping a roof over their heads, their refrigerators fully stocked and having the gas to get to and from work. It is for this reason that I urge you to reach a speedy resolution to the current contract dispute that only adds to the daily anxieties that already exist in the lives of my working class constituents.

As a former labor leader, I am well aware of the peace of mind that comes with a solid union contract. The ability to know that you will have a reliable and predictable work schedule, health benefits and a safe work environment helps workers sleep better at night. They wake up rested and rejuvenated ready to tackle another day of work that ultimately contributes to the success and bottom line of AT&T Corporation. Surely this can be a win-win for both the workers and the corporation; prosperity can be a two-way street.

I again respectfully urge you to reach a speedy resolution of this matter so that all parties may focus on making a dignified dollar and contributing to the economic health and well-being of America.

Sincerely,

A handwritten signature in cursive script, reading "Connie M. Leyva".

Connie M. Leyva
State Senator, 20th District

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California State Senate

SENATOR
JOSH NEWMAN

TWENTY-NINTH SENATE DISTRICT



COMMITTEES
VETERANS AFFAIRS
CHAIR
BUSINESS, PROFESSIONS &
ECONOMIC DEVELOPMENT
HEALTH
HUMAN SERVICES
INSURANCE

September 19, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

As the representative of California's 29th State Senate district, a great many of whom rely on AT&T for their communications services, I am deeply concerned about the ongoing AT&T contract dispute with more than 21,000 of your wireless workers across the country, as well as your extensive outsourcing and offshoring of good jobs to low-cost foreign workers.

The millions of Americans who rely on AT&T for communications rightfully expect you to work together with your employees to provide quality service, not to fight them in needlessly contentious negotiations. From what I understand, the company's most recent contract proposals fail to provide meaningful job security to your wireless workers, who are justifiably concerned about an array of work issues: the possible impacts of outsourcing; the absence of a fair commission pay structures for retail employees; shifting a greater share of the burden of health care costs to employees without adequate raises to offset those costs; and a continued reliance on a scheduling policy that disadvantages workers for taking their earned sick time.

Further, I am concerned that the absence of progress toward an amenable collective bargaining solution will be used as justification for further offshoring of jobs to low-cost workers in places like the Philippines, Dominican Republic and other countries, as well as increased reliance on low-wage, non-union domestic contractors for roles previously filled by unionized AT&T employees.

While I am well aware of the changes that are profoundly reshaping the telecommunications industry, I am also aware that AT&T's wireless workers are the driving force behind your company's most profitable division. As such, they deserve to share in the company's continued growth, success, and profitability. Like any good corporate citizen, AT&T should do its part in respecting the families whose talents and effort have made it so successful, and a sensible next step in that direction is to arrive at a fair contract with your wireless workers.

I strongly urge you to work directly with the union's negotiating team to achieve a bargaining agreement that protects good jobs while ensuring the continued high quality service and customer satisfaction that are AT&T's hallmarks.

Thank you for your consideration.

A handwritten signature in blue ink, appearing to read "Josh Newman", with a long, sweeping horizontal line extending to the right.

Josh Newman
Senator, 29th District

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California State Senate

SENATOR
NANCY SKINNER
MAJORITY WHIP
NINTH SENATE DISTRICT



CHAIR
PUBLIC SAFETY
BUDGET & FISCAL REVIEW
SUBCOMMITTEE 5:
PUBLIC SAFETY & LABOR

COMMITTEES
ENERGY, UTILITIES &
COMMUNICATIONS
ENVIRONMENTAL QUALITY
TRANSPORTATION & HOUSING

September 25, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Re: Bargaining Efforts – CWA Local 9415 and AT&T

Dear Mr. Stephenson,

I write to encourage AT&T to resolve the ongoing contract dispute with your 21,000 wireless workers. I ask that AT&T bargain in good faith and negotiate a fair contract with fair compensation, health and retirement benefits. From what I understand, the company's proposals have the potential to undermine good jobs in the communities I represent by not providing meaningful job security due to change in pay structures, healthcare costs, and sick-leave utilization. Without meaningful job security language, there is concern that good jobs would be outsourced to other countries or low-wage, non-union domestic contractors.

AT&T wireless workers are the driving force behind one of AT&T's most profitable divisions. They deserve to share in the company's success and growth.

Settling a fair contract with your wireless workers will help families in my district and across the country know that successful corporations like AT&T are mindful of their communities.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I urge you to work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

Nancy Skinner
State Senator, District 9

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California State Senate

SENATOR
DR. RICHARD PAN
SIXTH SENATE DISTRICT



CHAIR
PUBLIC EMPLOYMENT &
RETIREMENT

COMMITTEES:
AGRICULTURE

BUDGET & FISCAL
REVIEW

EDUCATION

HEALTH

SUBCOMMITTEE:
BUDGET SUBCOMMITTEE 4

August 25, 2017

Randall L. Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Mr. Stephenson,

I am deeply concerned about the contract dispute between AT&T Corporation and Communication Workers of America (CWA), and am writing you on behalf of the AT&T workers in support of their ongoing efforts to secure a fair contract.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security; refusing to bargain fair commission pay structures for retail employees; increasing the healthcare cost burden on employees without adequate raises to offset those costs; and insisting on a punitive scheduling policy that punishes people for utilizing earned sick time.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion monthly.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful by concluding a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Millions of Americans rely on AT&T for communications services, and they need you to work together with your employees to provide quality service and achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

In Solidarity,

Richard Pan, MD, MPH
State Senator, 6th District

California State Senate

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TONY MENDOZA

SENATOR, 32ND DISTRICT

September 26, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

RE: AT&T Contract Dispute

Dear Mr. Stephenson,

I am writing to express my concerns regarding the ongoing AT&T contract dispute with 21,000 wireless workers across the country. Millions of Americans rely on AT&T for communication services and it is essential that AT & T's executive staff and bargaining teams come together and negotiate an agreement that will provide quality service.

It is my understanding that the company's proposals would undermine good jobs in the communities I represent by denying job security, providing a lack of fair pay wages, and by increasing the cost of healthcare benefits. It has also been brought to my attention that employees are reprimanded for taking their earned illness days. Legislators have been working diligently to protect the rights of California employees, and your efforts to ensure that employees' rights are enforced and jobs remain in our state is paramount.

AT&T has a very good customer service reputation which is due to your wireless workers who happen to be the driving force of your company.

I urge you to meet with your bargaining team and negotiate a contract that will protect jobs of loyal employees which would ensure the continued quality service it provides your clientele.

Sincerely,

A handwritten signature in blue ink that reads "Tony Mendoza".

TONY MENDOZA
Senator, 32nd District



PERMANENT SELECT
COMMITTEE ON INTELLIGENCE
RANKING MEMBER

APPROPRIATIONS COMMITTEE
EX-OFFICIO MEMBER

E-MAIL VIA WEB ADDRESS AT:
www.house.gov/schiff

FACEBOOK:
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ADAM B. SCHIFF
28TH DISTRICT, CALIFORNIA

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(323) 315-5555
(BY APPOINTMENT ONLY)

September 25, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am writing to express my concern regarding the ongoing contract dispute between AT&T and 21,000 wireless workers across the country. It is my strong hope that the company will offer and accept proposals that will ensure good jobs remain in the communities I represent and others across the nation.

Many of your workers have expressed to me their fear that without further compromise, they will be faced with job insecurity, outsourcing, unfair commission pay structures, higher health care cost burdens, and a scheduling policy that punishes people for taking their earned sick time. Over the past few years, the American public has become more aware of the importance of corporations taking responsibility for the well-being of their employees and the surrounding communities. I appreciate AT&T's effort to reach equitable agreements with organized labor, most recently with wireline workers in California and Nevada. I strongly urge AT&T to continue to do its part to support the families that have helped make the company into the successful and profitable business that it is today.

Please do everything in your power to arrive at a fair contract with your wireless workers that protects jobs and ensures continued high quality service to the public. Thank you for your consideration of these concerns and your attention to this important matter.

Sincerely,

A handwritten signature in blue ink that reads "Adam B. Schiff".

ADAM B. SCHIFF
Member of Congress

Congress of the United States
House of Representatives
Washington, DC 20515

September 27, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Chris Shelton, President
Communications Workers of America
501 Third Street, N.W.
Washington, D.C. 20001

Dear Mr. Stephenson and Mr. Shelton:

We write to you today concerning the ongoing contract negotiations between AT&T and 21,000 wireless division employees represented by the Communications Workers of America. Many of our constituents depend on AT&T for reliable communications services, which is why we urge both sides to negotiate in good faith to reach an agreement quickly.


We appreciate the complexity of the negotiations on difficult issues such as wages, benefits, and employment protections, but as we approach nearly eight months since the last contract expired, we are concerned about the possibility of disruptions at the nation's largest telecommunications company.


We remain hopeful that both sides are nearing a resolution to the ongoing contract negotiations.

Sincerely,


PETE AGUILAR
Member of Congress


SALUD O. CARBAJAL
Member of Congress


RAUL RUIZ, MD
Member of Congress


NORMA J. TORRES
Member of Congress

BARBARA LEE

13TH DISTRICT, CALIFORNIA

DEMOCRATIC STEERING AND POLICY COMMITTEE

COMMITTEE ON APPROPRIATIONS

Member, Subcommittee on
Labor, Health and Human Services, Education,
and Related Agencies

Member, Subcommittee on
State, Foreign Operations, and Related Programs

COMMITTEE ON THE BUDGET



**Congress of the United States
House of Representatives
Washington, D.C. 20515-0509**

REPLY TO OFFICE CHECKED

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Fax: (202) 225-9817

☐ **DISTRICT OFFICE**
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Fax: (510) 763-6538

website: lee.house.gov

September 21, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am deeply concerned about the ongoing contract dispute between AT&T and the Communications Workers of America, which is impacting 21,000 wireless workers across the country. Millions of American rely on AT&T for communications services, and are concerned about the impact of a drawn out labor dispute.

In my district, housing costs and other costs of living have far outpaced the growth of wages, and union jobs offer some of the best ways for workers to be able to support themselves and their families while remaining in their communities. I am concerned by reports that AT&T increasingly relies on outsourcing to "authorized retailers" which do not afford workers the ability to collectively bargain for their wages and benefits.

I am also aware that this dispute has been ongoing since the previous contract expired in February, and that the workers have been advocating for protections against outsourcing, good faith bargaining over commission pay structures and health care costs, and changes in sick time policies. I urge you to settle a fair contract with your wireless workers on these important issues.

While I recognize that the telecommunications industry is very competitive and you have an obligation to shareholders to maintain profits, a stable and well-compensated workforce should be seen as an investment in the company's competitive edge, not a drag on profitability. I therefore encourage you to resolve this outstanding contract dispute in a manner that protects good union jobs in our communities, and ensures that the public is able to retain access to AT&T's high quality customer service.

Sincerely,

Barbara Lee
Member of Congress

JERRY McNERNEY
9TH DISTRICT, CALIFORNIA



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COMMITTEE ON
ENERGY AND COMMERCE

COMMITTEE ON
SCIENCE, SPACE, AND TECHNOLOGY

Congress of the United States
House of Representatives
Washington, DC 20515-0509

September 21, 2017

Randall Stephenson
Chief Executive Officer
AT&T
208 S. Akard St.
Dallas, TX 75202

Dear Mr. Stephenson:

The men and women of the Communications Workers of America (CWA) have worked to serve the needs of Californians and people across the country. I am disappointed that an agreement has not yet been reached between your company and CWA. I urge AT&T and CWA to come to terms for a long-term labor contract that properly recognizes the contributions made by CWA, which includes highly skilled workers for landlines and high-speed broadband.

We are united in our goals to ensure access to high-speed broadband regardless of region, and also that customers receive the quality service they have come to expect from AT&T. I recognize that AT&T has more full-time, union-represented employees than any company in America, which highlights the efforts made by both your company and by the Communications Workers of America to maintain a strong partnership. The natural give and take between employees and companies isn't always smooth, but a commitment to customer service and fair recognition of the value union workers provide is essential throughout any negotiation process.

I advise you, and all stakeholders involved, to reach an agreement as soon as possible so that the wireline workers and call center staff can continue representing AT&T as they have over the years. I stand by willing to assist in any manner that is appropriate and effective toward a resolution. Thank you for your continued work throughout California and my Congressional District.

Sincerely,



Jerry McNerney
Member of Congress

Cc: Mark Royse, VP – Labor Relations, AT&T

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FAX: (760) 312-9664

VARGAS.HOUSE.GOV



Congress of the United States
House of Representatives

Juan Vargas
51st District, California

COMMITTEE ON FINANCIAL SERVICES
CAPITAL MARKETS, SECURITIES, AND INVESTMENT
MONETARY POLICY AND TRADE
TERRORISM AND ILLICIT FINANCE

September 6, 2017

Mr. Randall Stephenson
Chairman and Chief Executive Officer
AT&T Corporation
208 South Akard Street, Suite 3700
Dallas, TX 75202-4206


Dear Mr. Stephenson:

It gives me pleasure to acknowledge the current negotiations for a fair contract between AT&T West Workers of California and Nevada, and the Communication Workers of America (CWA). I would further like to recognize the valuable time that both organizations provide to the well-being of professional relationships and good treatment of workers.

As in any industry, it is imperative to distinguish the important roles that labor and management parties have in a company. If done properly, the current negotiations will not only benefit the company by maintaining qualified labor, but workers will also keep their local jobs.

I respectfully urge you to give the AT&T West Workers of California and Nevada, and the CWA attention as you work toward a mutually beneficial negotiation. Please provide full and fair consideration on its merits and in compliance with all applicable rules and regulations.

Sincerely,


JUAN VARGAS
Member of Congress

JUDY CHU, Ph.D.
27TH DISTRICT, CALIFORNIA

**COMMITTEE ON
WAYS AND MEANS**
SUBCOMMITTEE ON
HEALTH

SUBCOMMITTEE ON
HUMAN RESOURCES

**COMMITTEE ON
SMALL BUSINESS**

SUBCOMMITTEE ON
ECONOMIC GROWTH, TAX AND CAPITAL ACCESS



Congress of the United States

House of Representatives

Washington, DC 20515

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PASADENA DISTRICT OFFICE:

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Pasadena, CA 91101
(626) 304-0110

September 14, 2017

Randall Stephenson
Chief Executive Officer
AT&T Corporation
208 South Akard Street
Dallas, Texas 75202

Dear Mr. Stephenson:

I write in regards to the current contract dispute between AT&T and the Communications Workers of America (CWA). I urge you to negotiate in good faith to reach a fair agreement with all of the impacted workers.

AT&T is one of the largest companies in the United States and is a source of high quality jobs for thousands of Americans. I understand that these negotiations impact 21,000 wireless workers, which includes those in my home state of California. I also understand that there are outstanding issues related to wages, job security, and scheduling policies and the rising cost of benefits. These workers play an integral role within the company to ensure that your consumers receive adequate service, and they contribute to your overall success. For these reasons, it is important for AT&T and CWA to continue working together to address the concerns of these workers.

Again, I encourage you to continue engaging in discussions in order to arrive at a fair and reasonable agreement. I appreciate your consideration.

Sincerely,

Judy Chu
Member of Congress

MEMBER:
COMMITTEE ON
WAYS AND MEANS
SUBCOMMITTEE ON TAX POLICY
SUBCOMMITTEE ON SOCIAL SECURITY

VICE CHAIR
DEMOCRATIC CAUCUS
SENIOR WHIP

Linda T. Sánchez
38TH DISTRICT, CALIFORNIA

Congress of the United States
House of Representatives
Washington, DC 20515

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www.lindasanchez.house.gov

September 25, 2017

Ken McNeely, Regional President Pacific Region
AT&T Corporation
430 Bush Street, 5th Floor
San Francisco, CA 94108

Dear Mr. McNeely,

I am writing regarding AT&T's ongoing contract negotiations with 4,000 mobility workers across California.

In my district, there are more than 1,300 call center employees in Cerritos. I am concerned by any proposals that would undermine high quality jobs in the communities that I represent or neglect to provide employees with job security in the face of many obstacles, including outsourcing. Since 2011, AT&T has eliminated or downsized a number of call centers in the United States, and many of these jobs went to third party vendors operating overseas in countries with low wages and weak labor protections.

AT&T wireless workers are a driving force behind the company's profitability and success. These hardworking employees deserve to share in the success and growth of the company they serve every day. I urge you to settle a fair contract with your wireless workers and support the working families that support your company every day. A fair contract would appropriately address pay structures for retail employees, adequately offset rising health care costs, and avoid policies that dissuade employees for taking their earned sick leave.

I applaud AT&T for being the only wireless telecommunication company to hire unionized labor, and I hope that you will continue to work with the union negotiating team to achieve a reasonable bargaining agreement that protects good American jobs and ensures high quality service to our community.

Sincerely,

Linda T. Sánchez

Linda T. Sánchez
Member of Congress

Committee on Appropriations
Ranking Member, Homeland Security
Labor, Health and Human Services and Education
Energy and Water

Democratic Senior Whip
Congressional Hispanic Caucus



LUCILLE ROYBAL-ALLARD
40TH DISTRICT, CALIFORNIA

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September 22, 2017

Mr. Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Mr. Christopher Shelton, President
Communications Workers of America (CWA)
501 3rd Street NW
Washington, DC 20001

Dear Mr. Stephenson and Mr. Shelton:

It has come to my attention that there is an ongoing contract dispute between the Communications Workers of America (CWA) and AT&T Mobility that affects 21,000 wireless workers across 36 states, including many in California and my congressional district.

As an advocate for working families and American businesses, I am writing to encourage both sides to return to the negotiating table. I am confident that you can work together in good faith to settle the contract dispute and achieve a reasonable agreement that protects good jobs in our communities while ensuring continued high quality service to the customers that AT&T serves.

Thank you for your consideration. I wish you the best as you move forward with the negotiation process.

Sincerely,

A handwritten signature in blue ink that reads "Lucille Roybal-Allard".

LUCILLE ROYBAL-ALLARD
Member of Congress

MARK TAKANO
41ST DISTRICT, CALIFORNIA

COMMITTEE ON
VETERANS AFFAIRS

COMMITTEE ON
SCIENCE, SPACE, AND
TECHNOLOGY

Congress of the United States
House of Representatives
Washington, DC 20515

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August 15, 2017

Mr. Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Mr. Christopher Shelton, President
Communications Workers of America
501 3rd Street NW
Washington, DC 20001

Dear Mr. Stephenson and Mr. Shelton:

I am writing today about the ongoing contract dispute between AT&T Mobility and the Communications Workers of America (CWA). I encourage both sides to work together and negotiate in good faith to put an end to the contract dispute.

The contract dispute impacts 21,000 wireless workers across thirty-six states, including many in California and my own district. The issues of disagreement include wages, benefits, job security, and other crucial matters. I hope that both sides can come to the bargaining table to resolve these issues quickly.

I wish you both success as you move forward with the negotiation process. For additional information, please contact Amanda Eaton on my staff at (202) 225-2305.

Sincerely,



Mark Takano
Member of Congress

TED W. LIEU
33RD DISTRICT, CALIFORNIA

COMMITTEE ON THE
JUDICIARY

COMMITTEE ON
FOREIGN AFFAIRS

Congress of the United States
House of Representatives
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(310) 321-7664

September 15, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, Texas 75202

Dear Mr. Stephenson,

Thank you for your leadership. I am writing to you to encourage AT&T to work towards a fair and responsible agreement with the Communications Workers of America (CWA). I know the issues in these negotiations are complex, but it is in the best interest of AT&T and CWA to work collaboratively to reach a contract that recognizes the important contributions of its workers and ensures the future success of the company.

As one of the largest U.S. employers, AT&T plays a significant role in our economy. Therefore, the importance of preserving high quality jobs for its 21,000 workers across the country cannot be overemphasized. It is my understanding that CWA has brought forth concerns that the company's proposed contract fails to prioritize the needs of its workforce. For instance, since 2011, approximately 12,000 call center jobs in the United States have been eliminated due to outsourcing – this has resulted in growing fears about job security in the communities that I represent. These workers serve an instrumental role in AT&T's growing success. Now more than ever, it is important for AT&T to work with CWA to address these pressing issues.

I strongly urge you to remain committed to reaching a fair labor agreement that achieves the shared interests of both parties by preserving good jobs and providing quality services to the public. Thank you for your time and consideration.

Sincerely,



Ted W. Lieu
Member of Congress

Congress of the United States

Washington, DC 20510

August, 3 2017

Mr. Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

We write to urge a quick resolution of the pending contract negotiations between your company and the Communications Workers of America that includes fair and equitable compensation and job security for your CWA employees – hundreds of which live in Connecticut.

It is important to maintain a critical United States based employee base, limiting the offshoring of jobs especially at a time when federal policies are strongly supporting keeping American jobs in the United States. AT&T can demonstrate its commitment to its American workforce by supporting a strong job security provision in the CWA contract.

Our economy and demand for products and services such as AT&T depend on the American workforce receiving fair, livable wages. We hope the CWA contract will reflect a recognition of this principle.

We appreciate the often complex and contentious nature of labor negotiations but urge an expeditious resolution that is fair to both the company and its employees.

Sincerely,



RICHARD BLUMENTHAL
United States Senate



CHRISTOPHER S. MURPHY
United States Senate



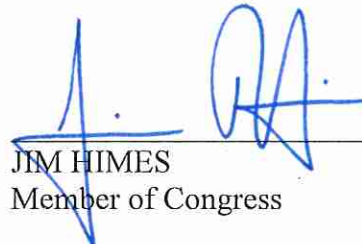
ROSA L. DeLAURO
Member of Congress



JOHN B. LARSON
Member of Congress



JOE COURTNEY
Member of Congress



JIM HIMES
Member of Congress



OFFICE OF THE MAYOR

City of Middletown

CONNECTICUT 06457

Daniel T. Drew
MAYOR

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, including those who live in Connecticut, and your extensive outsourcing and offshoring of good, American jobs.

Millions of Americans rely on AT&T for communications services - and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in Connecticut and the Middletown area by refusing to bargain for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors. This approach undermines the middle-class and hurts our economy here in Connecticut and across the nation.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division.

They deserve to share in the company's success and growth, evidenced by your net profit of more than \$1 billion per month.

What our economy needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in Middletown and across the country need successful corporations like AT&T to be as mindful of their treatment of their communities as they are of the bottom line. In the case of your wireless workforce, you have a moral and economic imperative to treat them with dignity and respect.

Rather than encouraging a "race to the bottom" that sends much needed middle-class jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work collaboratively with the union negotiating team to achieve a reasonable bargaining agreement that protects good local jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read "D. Drew", is written over a horizontal line.

Daniel T. Drew
Mayor of Middletown

Municipal Building: 245 deKoven Drive, Middletown, CT 06457
TEL: (860) 638-4801 FAX: (860) 638-1901 Email: mayor@middletownct.gov

ELIZABETH H ESTY
5TH DISTRICT, CONNECTICUT



**COMMITTEE ON
TRANSPORTATION AND INFRASTRUCTURE
VICE RANKING MEMBER**

SUBCOMMITTEE ON
HIGHWAYS AND TRANSIT
SUBCOMMITTEE ON
RAILROADS, PIPELINES AND HAZARDOUS MATERIALS
SUBCOMMITTEE ON
WATER RESOURCES AND ENVIRONMENT

**COMMITTEE ON
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SUBCOMMITTEE ON
RESEARCH AND TECHNOLOGY

COMMITTEE ON VETERANS AFFAIRS
SUBCOMMITTEE ON
DISABILITY ASSISTANCE AND MEMORIAL AFFAIRS
RANKING MEMBER

Congress of the United States
House of Representatives
Washington, DC 20515-0705

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NEW BRITAIN, CT 06053
(860) 223-8412

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[Facebook.com/RepEsty](https://facebook.com/RepEsty)
[Youtube.com/RepEsty](https://youtube.com/RepEsty)
[Instagram.com/RepEsty](https://instagram.com/RepEsty)

August 8, 2017

William F. Henderson, III
President, Local 1298
Communications Workers of America
3055 Dixwell Avenue
Hamden, CT 06518

Randall Stephenson
Chief Executive Officer
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson and Mr. Henderson:

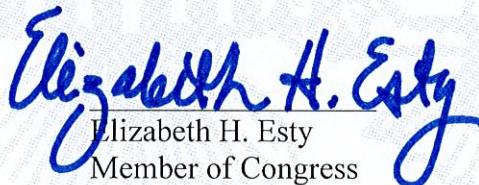
I write to you both today regarding the pending contract negotiations between AT&T and the Communications Workers of America (CWA). I commend both parties for coming to the table, and I am hopeful that you are able to develop a fair and equitable resolution soon.

As you know, I believe it is extremely important for U.S. businesses to invest in the U.S. workforce, the backbone of this country. I encourage AT&T to demonstrate its commitment to its American workforce by supporting a strong job security provision in the CWA contract. I also urge the employees and their representatives to work with AT&T to that end.

I understand the complexity of these negotiations, and I am optimistic that a resolution can be reached. Connecticut workers rely on good wages and job security, and our businesses need stability and predictability to remain competitive in today's economy.

If I can be of any assistance to you or your team, or if you have any questions, please do not hesitate to contact me.

Sincerely,


Elizabeth H. Esty
Member of Congress

ELEANOR HOLMES NORTON
DISTRICT OF COLUMBIA

COMMITTEE ON
TRANSPORTATION AND
INFRASTRUCTURE

SUBCOMMITTEES

RANKING MEMBER, HIGHWAYS AND TRANSIT

ECONOMIC DEVELOPMENT, PUBLIC
BUILDINGS AND EMERGENCY MANAGEMENT
AVIATION



COMMITTEE ON OVERSIGHT AND
GOVERNMENT REFORM

SUBCOMMITTEES

GOVERNMENT OPERATIONS

HEALTH CARE, BENEFITS, AND
ADMINISTRATIVE RULES

Congress of the United States
House of Representatives
Washington, DC 20515-1501

September 20, 2017

Randall Stephenson
CEO, AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I recently met with some of my constituents who are employees of AT&T. From that meeting, I understand that AT&T has an ongoing contract dispute with 21,000 wireless workers across the country, including many who work here in the District of Columbia. I am writing to inform you of some of my concerns about this labor dispute and to express my hope that it can be resolved shortly.

I understand that a major part of the dispute involves extensive outsourcing and offshoring of former American jobs. I have an ongoing concern regarding outsourcing and decreasing real wages nationally, and I hope that AT&T will not engage in a "race to the bottom" that hurts American families.

I also understand that some of the other issues causing disagreement in the negotiations include AT&T's proposal to limit bargaining regarding commission pay structures for retail employees, to increase the burden on employees to pay for their health benefits, and to provide less job security. I further understand that there is a punitive scheduling policy that punishes individuals for taking their earned sick time.

It is my hope that you can work directly with the union negotiating team to achieve a reasonable bargaining agreement that will protect jobs and continue to provide high-quality service to the public.

I encourage you to continue to engage with labor and come to a solution that will be beneficial for all parties. I appreciate your attention to this matter.

Sincerely,

Eleanor Holmes Norton

MAIN DISTRICT OFFICE

90 K STREET, N.E. SUITE 100
WASHINGTON, D.C. 20002-4203
(202) 408-9041
(202) 408-9048 (FAX)

2136 RAYBURN HOUSE OFFICE BUILDING

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WWW.NORTON.HOUSE.GOV

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SOUTHEAST DISTRICT OFFICE

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(202) 678-8900
(202) 678-8844 (FAX)



The Senate

STATE CAPITOL
HONOLULU, HAWAII 96813

September 19, 2017

Mr. Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am writing to express my concerns about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communication services – and they need you to work together with your employees to provide quality service, and avoid contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees and insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs. Your refusal to bargain over meaningful job security language would result in a continuation of offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

September 19, 2017
Page 2 of 2

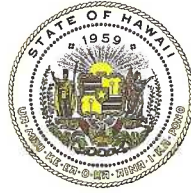
Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider and work directly with the union to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Donna Mercado Kim", with a stylized flourish at the end.

Donna Mercado Kim
Senator



The Senate

STATE CAPITOL
HONOLULU, HAWAII 96813

OFFICE OF SENATOR JOSHUA BOOTH GREEN M.D.

September 20, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services- and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Senator Joshua Booth Green M.D.

3rd District – Kona, Kau

HAWAII STATE CAPITOL, Room 407 – HONOLULU, HAWAII 96813

PHONE: (808) 586-9385 • Cell: (808) 937-0991 • TOLL FREE HAWAII ISLAND: (808) 974-400 ext. 9385 • FAX: (808) 586-9391 •

E-MAIL: sengreen@capitol.hawaii.gov

OFFICE OF SENATOR JOSHUA BOOTH GREEN M.D.

Randall Stephenson

September 20, 2017

Page 2

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

I appreciate your kind consideration and implore you to help our families continue to maintain good living standards and have access to affordable healthcare, especially in a time when our American families are worse off financially.

Sincerely,



Josh Green, M.D.

State Senate

3rd District

Senator Joshua Booth Green M.D.

3rd District – Kona, Kau

HAWAII STATE CAPITOL, Room 407 – HONOLULU, HAWAII 96813

PHONE: (808) 586-9385 • Cell: (808) 937-0991 • TOLL FREE HAWAII ISLAND: (808) 974-400 ext. 9385 • FAX: (808) 586-9391 •

E-MAIL: sengreen@capitol.hawaii.gov



HOUSE OF REPRESENTATIVES

STATE OF HAWAII
STATE CAPITOL
HONOLULU, HAWAII 96813

MATTHEW S. LOPRESTI, Ph.D.
STATE REPRESENTATIVE – DISTRICT 41

September 15, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

As the elected Representative of the Hawaii State Legislature's House of Representatives -District 41, I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans, including my constituents, rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it is clear that you can do both.

I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public. Thank you for your consideration.

Sincerely,

Matthew S. LoPresti, Ph.D.
HAWAII STATE REPRESENTATIVE, DISTRICT 41
EWA, EWA BEACH, EWA GENTRY, EWA VILLAGES,
HOAKALEI & OCEAN POINTE

STATE REPRESENTATIVE MATTHEW LOPRESTI, Ph.D.
415 S. Beretania Street, Room 424 | Honolulu, Hawaii 96813
Phone: (808) 586-6080 | Fax: (808) 586-6081 | Email: replopresti@capitol.hawaii.gov
www.capitol.hawaii.gov

JIM LYKAM
STATE SENATOR
Forty-fifth District
Statehouse: (515) 281-3371

HOME ADDRESS
2906 W 35th St
Davenport, IA 52806
H: (563) 391-1919
jim.lykam@legis.iowa.gov



The Senate
State of Iowa
Eighty-seventh General Assembly
STATEHOUSE
Des Moines, IA 50319

COMMITTEES

Commerce
Natural Resources and Environment
Transportation

Administration and Regulation
Appropriations Subcommittee

September 18, 2017

Randall Stephenson, CEO
AT & T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am writing you in support of the Communication Workers of America (CWA), your employees at AT&T. It is my understanding there are ongoing contract negotiations between CWA and AT&T Mobility.

These AT&T workers are my neighbors, my constituents, and taxpayers. I would encourage you to support keeping these jobs in Quad City area and the jobs in the United States. The relationship between employee and employer is a partnership; one doesn't work without the other. I hope for successful contract negotiations that will treat the employees and their jobs fairly.

Sincerely,

A handwritten signature in cursive script that reads "Jim Lykam".

Jim Lykam
State Senator

Date: 8-17-17

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations. From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

A handwritten signature in dark ink, appearing to read "Doug E. Orr". The signature is fluid and cursive, with a long horizontal stroke at the beginning.

Date: 8/17/17

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

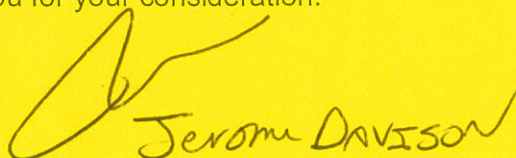
From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.


Jerome Davison

Illinois House of Representatives

District Office:

1504 3rd Ave.
Rock Island, IL 61201
(309) 558-3612



Springfield Office:

242A-W Stratton Building
Springfield, IL 62706
(217) 782-5970

Michael W. Halpin

State Representative • 72nd District

Randall Stephenson, CEO
AT & T Corporation
208 South Akard Street
Dallas, TX 75202

September 12, 2017

Dear Mr. Stephenson,

I recently attended a meeting with some of the 21,000 wireless workers employed by AT & T across the United States. I am concerned with the lack of progress in negotiation of a fair contract with these workers through their bargaining representative.

I have long been a proponent of keeping jobs here in America and in my short time so far in the legislature, I have made it a priority to ensure Illinois invest in companies that invest in Illinois, and to resist the attempts to outsource jobs to avoid labor cost.

To that end, job security for your workers is essential, as is a fair commission structure and affordable health insurance. Your workers have a right to negotiate these issues and it was unsettling to hear that AT & T refuses to bargain over job security.

AT & T and other telecommunications companies have long benefitted from the laws of the State of Illinois, and will be further assisted by legislation passed just this year.

Those benefits should be passed through to also benefit your employees, to give them the peace of mind that comes with a good-paying job that isn't subject to layoff on a moment's notice when a company decides to outsource to the Philippines or Dominican Republic.

We must avoid the "race to the bottom." We must all stand up and say there are some things that do not bend to the bottom line. Exploitation of cheap labor, without safety standards or protections from disclosure of customers' private financial and biographical information is one of them.

I encourage you to bargain fully, in good faith, with your employees, bring the unnecessary uncertainty in this dispute to an end, and reach an agreement that protects both our unparalleled workforce and the great services they help you provide.

Sincerely,

A handwritten signature in blue ink, appearing to read "Michael W. Halpin", with a long, sweeping underline that extends to the right.

Michael W. Halpin
State Representative
72nd District

Cc: Dea Polchow

ILLINOIS SENATE

DISTRICT OFFICE:
THE PROFESSIONAL BUILDING
164 DIVISION STREET, STE. 102
ELGIN, ILLINOIS 60120
PHONE: (847) 214-8864
FAX: (847) 214-8867

CAPITOL OFFICE:
M121 CAPITOL BUILDING
SPRINGFIELD, ILLINOIS 62706
PHONE: (217) 762-7746



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DEVELOPMENT
• FINANCIAL INSTITUTIONS
• HIGHER EDUCATION
• LOCAL GOVERNMENT
• TELECOMMUNICATIONS
& INFORMATION TECHNOLOGY

CRISTINA CASTRO
STATE SENATOR • 22ND DISTRICT

Mr. Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

August 23, 2017

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the county, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services – and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent in the 22nd State Senate District by refusing to provide for meaningful job security in the face of outsourcing. It is imperative you bargain in good faith and take into considerations the needs of AT&T employees and their families. There should be fair commission pay structures for retail employees, the healthcare cost burden placed on employees should come with adequate raises to offset those costs, and employees should not be punished for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the outside of the U.S. impacting our local economy.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. Employees deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

AT&T needs to do its part in respecting the families who make it successful and the first step in doing so is to negotiate in good faith and reach a fair settlement with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Cristina Castro", with a stylized flourish at the end.

Cristina Castro
State Senator, 22nd District

Date: 8-17-2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.



Daniel Biss

Illinois State Senate 9th District

JANICE D. SCHAKOWSKY
9TH DISTRICT, ILLINOIS

COMMITTEE ON ENERGY AND COMMERCE
Ranking Member, Digital Commerce
and Consumer Protection
Health
Oversight and Investigations
COMMITTEE ON THE BUDGET
CHIEF DEPUTY WHIP

Congress of the United States
House of Representatives
Washington, DC 20515-1309

2367 RAYBURN HOUSE OFFICE BUILDING
Telephone: 202-225-2111
Fax: 202-226-6890
TTY: 202-224-3901

5533 N. BROADWAY, SUITE 2
CHICAGO, IL 60640
Telephone: 773-506-7100
Fax: 773-506-9202

1852 JOHNS DRIVE
GLENVIEW, IL 60025
Telephone: 847-328-3409
Fax: 847-328-3425

September 18, 2017

Mr. Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

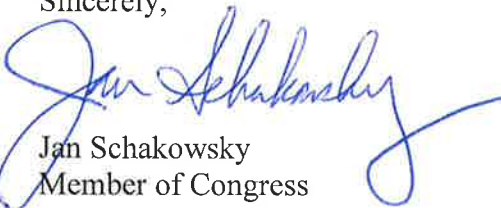
Dear Mr. Stephenson:

Last week I had the opportunity to meet with several AT&T wireless workers from Illinois and across the country about the situations that they face in the workplace and their efforts to negotiate a fair contract. I am concerned that those workers -- who are essential to the profitability of AT&T Mobility -- are not getting a fair deal. As a result, I urge you to reverse your bargaining position and work directly with their union negotiating team to achieve an agreement that protects good jobs. I believe that doing so would benefit your employees and their families while improving the ability of AT&T to provide high quality service to the public.

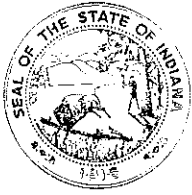
I will soon reintroduce legislation to recognize and reward Patriot Employers -- employers who hire domestically while providing good wages and benefits. AT&T has the ability and the opportunity to set the standard for the industry, ensuring that your workers have meaningful job security, receive good health and pension benefits, can access the paid medical and vacation leave they have earned and can fully exercise their collective bargaining rights. I hope that you will take that path, instead of contributing to a "race to the bottom" that relies on outsourcing to foreign and non-union domestic contractors, punitive scheduling policies, and inadequate wages and benefits.

Profitability should not come at the expense of the workers who are essential for corporate success. In fact, I believe that corporations that provide fair treatment to their employees and improve the economic well-being of local communities can thrive. Again, I urge AT&T to demonstrate a commitment to your workforce by working for a fair bargaining agreement and embracing the role of a Patriot Employer.

Sincerely,



Jan Schakowsky
Member of Congress



STATE OF INDIANA
HOUSE OF REPRESENTATIVES
THIRD FLOOR STATE HOUSE
INDIANAPOLIS, INDIANA 46204

JUSTIN MOED
200 WEST WASHINGTON STREET
INDIANAPOLIS, IN 46204

COMMITTEES:
FINANCIAL INSTITUTIONS, RMM
AGRICULTURE AND RURAL DEVELOPMENT
LOCAL GOVERNMENT
NATURAL RESOURCES

September 8, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

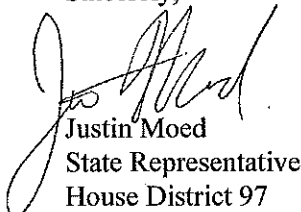
While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,



Justin Moed
State Representative
House District 97



**STATE OF INDIANA
HOUSE OF REPRESENTATIVES**

THIRD FLOOR STATE HOUSE
INDIANAPOLIS, INDIANA 46204

KARLEE MACER
ASSISTANT DEMOCRATIC WHIP
200 WEST WASHINGTON STREET
INDIANAPOLIS, IN 46204

COMMITTEES:
VETERANS AFFAIRS AND PUBLIC SAFETY, RMM
COMMERCE, SMALL BUSINESS AND ECONOMIC
DEVELOPMENT
UTILITIES, ENERGY AND TELECOMMUNICATIONS

August 28, 2017

Mr. Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country. This continuing conflict has affected AT&T employees in my district, and I am writing to you today to express my wholehearted support of their struggle to get adequate wages, job security, and healthcare.

From what I understand, the company's proposals would undermine good jobs in the community I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

These workers, who have contributed so much to your company's success and growth, deserve respect and a share of that wealth. I urge you to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of the treatment of these communities as they are of their bottom line.

Thank you for your consideration, and please do not hesitate contact me or my office with any questions.

Sincerely,

Karlee Macer
State Representative
House District 92

KEITH ELLISON
5TH DISTRICT, MINNESOTA

2263 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-4755

2100 PLYMOUTH AVENUE NORTH
MINNEAPOLIS, MN 55411
(612) 522-1212

ellison.house.gov
TWITTER: @keithellison



CHIEF DEPUTY WHIP
CO-CHAIR CONGRESSIONAL
PROGRESSIVE CAUCUS

FINANCIAL SERVICES COMMITTEE
SUBCOMMITTEE ON
OVERSIGHT AND INVESTIGATIONS
SUBCOMMITTEE ON CAPITAL MARKETS AND
GOVERNMENT SPONSORED ENTERPRISES
SUBCOMMITTEE ON
HOUSING AND INSURANCE

CONGRESS OF THE UNITED STATES
HOUSE OF REPRESENTATIVES

August 18, 2017

Mr. Randall Stephenson
CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am writing to ask you to come back to the bargaining table and negotiate in good faith with AT&T's workers. I am concerned by AT&T's practice of outsourcing and offshoring good American jobs. Millions of Americans rely on AT&T for communications services, and need you to work with your employees to provide quality service.

AT&T's proposals would undermine good jobs in Minnesota's 5th congressional district by refusing to provide for job security in the face of outsourcing. The company's proposals also reject fair pay structures for retail employees. I am troubled by AT&T's practice of increasing employees' healthcare cost burden without adequate raises to offset those costs. After a practice strike in May, one AT&T retail store in my district was closed immediately.

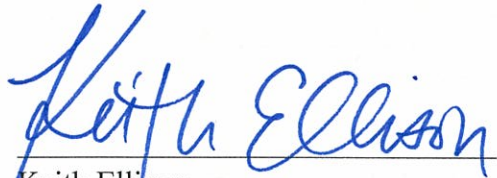
AT&T wireless workers are the driving force behind your most profitable division. As CEO, you earned \$28.4 million last year, which is hundreds of times more than the median AT&T worker. The current culture of paying CEOs hundreds of times more than the typical employees hurts working families, is detrimental to employee morale, and goes against what research shows is best for business. Your workers deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages for your executive team.

Our country needs a profitable corporation like AT&T to treat the families who make it successful with respect. The first step is to settle a fair contract with your wireless workers.

I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Keith Ellison". The signature is written in a cursive style with a large, stylized "K" and "E".

Keith Ellison
Member of Congress

RICHARD M. NOLAN
8TH DISTRICT, MINNESOTA

WASHINGTON OFFICE
2366 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-6211

NOLAN.HOUSE.GOV
FACEBOOK.COM/USREPRICKNOLAN
TWITTER.COM/USREPRICKNOLAN



Congress of the United States
House of Representatives
Washington, DC 20515-2308

COMMITTEE ON AGRICULTURE
RANKING MEMBER, GENERAL FARM COMMODITIES
AND RISK MANAGEMENT
CONSERVATION AND FORESTRY

COMMITTEE ON TRANSPORTATION AND
INFRASTRUCTURE
AVIATION
HIGHWAYS AND TRANSIT
RAILROADS, PIPELINES, AND HAZARDOUS MATERIALS

August 9, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country in addition to the extensive outsourcing and offshoring of good paying American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, and end these ongoing contentious contract negotiations.

AT&T's collective bargaining proposal undermines high quality jobs in the communities I represent by refusing to ensure meaningful job security in the face of outsourcing. Additionally, by refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset such costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time, proves AT&T's unwillingness to protect its workers that are the driving force behind its success. Such conduct leads to the assumption that AT&T is committed to offshoring good jobs with living wages to the Philippines, the Dominican Republic and other countries whose labor standards are severely sub-par.

Our country relies on profitable corporations, such as AT&T to live up to their end of the bargain and provide American jobs with living wages, healthcare, pensions, job security and other sensible benefits. Rather than promoting a "race to the bottom," I strongly urge you to reconsider your collective bargaining position, and work directly with the Communications Workers of America (CWA) union on an agreement that protects American jobs and provides quality telecommunications service to America's communities.

Thank you for your attention to this matter; I look forward to hearing back from you. If you have any questions please contact my Legislative Assistant Eddie Wytkind at 202-225-6211 or Eddie.Wytkind@mail.house.gov.

Sincerely,

Richard M. Nolan
Member of Congress

DULUTH OFFICE
11 EAST SUPERIOR STREET, SUITE 125
DULUTH, MN 55802
PHONE: (218) 464-5095

BRainerd OFFICE
501 LAUREL STREET
BRainerd, MN 56401
PHONE: (218) 454-4078

CENTER CITY OFFICE
313 N MAIN ST, ROOM 174
CENTER CITY, MN 55012
PHONE: (218) 491-3131

CHISHOLM OFFICE
316 WEST LAKE STREET #7
CHISHOLM, MN 55719
PHONE: (218) 491-3114

Congress of the United States
House of Representatives
Washington, DC 20515-3001

PLEASE REPLY TO:

- ☐ 1531 LONGWORTH BUILDING
WASHINGTON, DC 20515
(202) 225-6501
- ☐ 10 MELROSE AVE
SUITE 210
CHERRY HILL, NJ 08003
(856) 427-7000

August 2, 2017

Randall Stephenson
Chief Executive Officer
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am writing to encourage AT&T to work with the Communications Workers of America (CWA), to reach an amicable resolution that reflects the value of their members' work to the customers and communities the company serves.

Given the rapid changes that are taking place in the telecommunications industry, I appreciate AT&T's need to maintain flexibility and strive for more efficiency. However, as a trained electrician and proud retired union member, I also know firsthand the value of good wages and benefits to workers and their families. Particularly in the face of rising healthcare costs and increased outsourcing, fair wages are critical to secure long-term prosperity for American families. I hope that a final agreement will protect high quality middle class jobs in America and uphold the integrity of the 21,000 AT&T wireless workers across 36 states and Washington, DC that the CWA represents.

I commend AT&T's impressive \$1 billion in monthly profits. AT&T has a history of working with unions, and many unions have chosen to bring their business to AT&T because of that history. I hope that any contract proposal by AT&T would allow wireless retail workers, call center employees, and technicians— who worked hard to contribute to those profits — to share in your company's success.

Thank you for your consideration. As you consider further strategies, I look forward to a reasonable bargaining agreement that protects good jobs that pay fair wages, and ensures continued high quality service to the public.

Sincerely,



Donald Norcross
Member of Congress



Nevada Legislature

September 11, 2017

Stephanie Tyler
President - Pacific Northwest & Nevada
AT&T External Affairs
645 E. Plumb Lane B132
Reno, NV 89502

Dear Ms. Tyler,

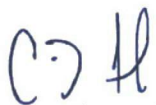
As Leaders of our respective Caucuses, we write to express our deep concern about the AT&T contract dispute with wireless workers in Nevada and across the nation. We write to encourage you and your employees to work together to resolve the dispute as quickly and fairly as possible.

Millions of Americans, including many Nevadans, rely on AT&T for communications services. It seems that the changes that have taken place in the telecommunications industry have made wireless workers a driving force behind a profitable division of the AT&T Corporation. In Nevada, the Legislature, the Executive Branch and all of the schools and other educational institutions in the state work together to ensure that superior training and other appropriate educational opportunities are readily accessible to all of our residents. These efforts ensure a dynamic and well-trained workforce is available for the businesses that choose to operate in Nevada.

The economy of our state, as well of that of the nation, is dependent upon companies like yours to remain healthy and vibrant. In that regard, we acknowledge and appreciate that AT&T is the country's largest employer of full-time union-represented labor; hence, another reason why we hope for a speedy resolution of this issue. Families in our districts, across Nevada, and the nation need successful corporations like AT&T, and we believe that successful corporations like AT&T need these families to continue to be successful. Therefore, we strongly encourage you to work with the union negotiation team to achieve a reasonable bargaining agreement that provides good jobs and ensures the continued availability of high quality communications services in Nevada and across our nation.

Thank you for your consideration.

Best regards,


Senator Aaron D. Ford
Senate Majority Leader


Assemblyman Jason Frierson
Speaker of the Assembly

TICK SEGERBLOM

SENATOR

District No. 3



LEGISLATIVE BUILDING:

401 South Carson Street
Carson City, Nevada 89701-4747

Office: (775) 684-1422 or

(775) 684-1400

Fax No.: (775) 684-6522

Email: Tick.Segerblom@sen.state.nv.us
www.leg.state.nv.us

DISTRICT OFFICE:

701 East Bridger Avenue, Suite 520
Las Vegas, Nevada 89101

Office: (702) 388-9600

Fax No.: (702) 385-2909

Email: rsegerblom@lvcoxmail.com

State of Nevada Senate

September 1, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink, consisting of a large, stylized 'S' or 'T' shape with a vertical line extending downwards.

Senator Tick Segerblom

Congress of the United States
House of Representatives
Washington, DC 20515-2803

September 7, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, including workers in Southern Nevada. Over 135 million Americans rely on AT&T for quality communications services, and the successful resolution of these negotiations is necessary both for these customers and the AT&T employees who reside in my district.

From what I understand, the proposals made by workers and their representatives have been incredibly reasonable: fair pay, equitable commission pay structures for retail employees, affordable healthcare, and fair scheduling practices that allow for the intended use of earned sick time.

I am especially concerned about the inability to come to an agreement over meaningful job security language, which is needed to prevent good jobs from being outsourced to foreign nations and low-wage, non-union domestic contractors. Offshoring and outsourcing not only harm workers, but also cause problems for customers, who want clear and consistent assistance when they have issues with their phone or data service.

Without meaningful changes, I am concerned that the company's proposals could devastate workers and their families in the communities I represent. I respectfully urge you to reconsider your position and work directly with the union negotiating team to achieve a reasonable agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,



Jacky Rosen
Member of Congress



CITY HALL OFFICE
250 BROADWAY, SUITE 1538
NEW YORK, NY 10007
TEL: (212) 788-7286
FAX: (212) 227-3176

DISTRICT OFFICE
2424 RALPH AVENUE
BROOKLYN, NY 11234
TEL: (718) 241-9330
FAX: (718) 531-1600
AMAISEL@COUNCIL.NYC.GOV

THE COUNCIL
OF
THE CITY OF NEW YORK
ALAN MAISEL
COUNCIL MEMBER, 46TH DISTRICT, BROOKLYN

CHAIRMAN
STANDARDS AND ETHICS
COMMITTEE
COMMUNITY DEVELOPMENT
EDUCATION
PARKS AND RECREATION
STATE AND FEDERAL LEGISLATION
VETERANS

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining

position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Alan Maisel". The signature is fluid and cursive, with the first name "Alan" and last name "Maisel" clearly distinguishable.

Alan Maisel
Councilmember, 46th District



ANTHONY BRINDISI
119th Assembly District

THE ASSEMBLY
STATE OF NEW YORK
ALBANY

CHAIR
Subcommittee on
Volunteer Emergency Services
COMMITTEES
Economic Development, Job Creation,
Commerce and Industry
Governmental Employees
Higher Education
Aging
Education
Transportation

July 18, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am writing to express my deep concerns about what I am hearing concerning the ongoing contract dispute between AT&T and its wireless workers not only in the communities that I represent but across the country.

From what I understand, the wireless workers are seeking meaningful job security language in their contract due to fears that the company has plans to continue outsourcing and offshoring these good American jobs to countries that don't provide living wages or allow union protections.

AT&T wireless workers in my community have also shared that in addition to their fears of outsourcing they feel AT&T is shifting the healthcare cost burden to employees without providing adequate compensation to offset the cost, utilizing a punitive scheduling policy that punishes workers for taking earned sick time and refusing to bargain fair commission pay structures for retail employees.

I am mindful of the rapid pace of innovation and the impact it has had on the telecommunications industry; however, as the AT&T wireless division is the company's most profitable the AT&T wireless workers deserve to share in the company's resulting gains.

I believe successful corporations like AT&T have the capacity and the responsibility to balance the bottom line with fair treatment of the workers which make it prosperous.

I urge you, on behalf of families in my district and across the country to work out a reasonable bargaining agreement with the union negotiating team that protects good jobs and ensures continued high quality service to the public.

Thank you, in advance, for your anticipated attention to this important matter.

Very Truly Yours,

Anthony Brindisi
Member of Assembly



ARAVELLA SIMOTAS
Assemblymember – 36th District
Queens County

NEW YORK STATE ASSEMBLY

DISTRICT OFFICE:

31-19 Newtown Avenue, Suite 401, Astoria, NY 11102
(718) 545-3889 • FAX (718) 545-3607

ALBANY OFFICE:

Legislative Office Building, Room 652, Albany, NY 12248
(518) 455-5014 • FAX (518) 455-4044

CHAIR
Commission on Administrative
Regulations Review

COMMITTEES
Banks
Corporations, Authorities
and Commissions
Energy
Ethics and Guidance
Insurance
Judiciary

July 26, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I write to express my deep concern over AT&T's ongoing contract dispute with wireless workers and extensive outsourcing of good middle-class jobs. Millions of Americans rely on AT&T for communications services—and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

It is critical that we protect good jobs in our communities and ensure workers can maintain a decent standard of living for themselves and their families. It is my understanding that AT&T's current proposals would undermine workers' financial stability by failing to provide meaningful job security in the face of outsourcing, fair commission structures for retail employees, adequate raises to offset the burden of rising healthcare costs, or fair scheduling policies that allow workers to use their earned sick time without retaliation. AT&T's refusal to compromise over job security language will increase the likelihood that crucial jobs will be offshored to locations overseas or outsourced to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind the company's most profitable division. They deserve to share in AT&T's growth and success, evidenced in a monthly net profit over \$1 billion. Families in my district and across the country need corporations like AT&T to be as mindful of their responsibility to their employees as they are of their bottom line. In the case of your wireless workforce, it is clear that you can do both.

Rather than adopting policies that encourage further outsourcing and threaten the compensation working families need and deserve, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable agreement that preserves good jobs in the United States and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Aravella Simotas". The signature is fluid and cursive, with the first name "Aravella" written in a larger, more prominent script than the last name "Simotas".

Aravella Simotas
New York State Assemblymember
36th District – Queens

THE ASSEMBLY
STATE OF NEW YORK
ALBANY



BRIAN BARNWELL
Assemblyman 30th District

COMMITTEES
Aging
Children & Families
Labor
Libraries & Education Technology
Real Property Taxation

July 25, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear, Mr. Stephenson:

I am writing you in regard to your ongoing contract dispute with wireless workers across the country. I am deeply concerned with the outsourcing of these American jobs.

I am deeply concerned that the current proposals would fail to provide actual job security for workers; refuse to bargain fair pay structures for retail employees; increase the healthcare cost burden on employees without adequate raises to offset these costs; and I am concerned about a scheduling policy that punishes people for actually taking their earned sick time. Sending jobs overseas is un-American and hurts our American families who depend on these jobs. Sending jobs overseas weakens America as a country.

I am sure you would agree that AT&T wireless workers are the driving force behind your success. As a proud American, I strongly request that you reconsider your bargaining position and work directly with the union negotiating team to achieve an agreement that protects good American jobs and ensures the high quality service the public has come to expect from AT&T.

Sincerely,

A handwritten signature in black ink that reads 'Brian Barnwell'.

Brian Barnwell
30th Assembly District



THE ASSEMBLY
STATE OF NEW YORK
ALBANY

COMMITTEES
Codes
Health
Higher Education
Insurance
Judiciary

CHARLES D. LAVINE
Assemblyman 13th District

CHAIR
Ethics and Guidance Committee

CO-CHAIR
Legislative Ethics Commission

August 4, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Sincerely,

Charles D. Lavine
Member of Assembly



CRYSTAL D. PEOPLES-STOKES
141st Assembly District

**THE ASSEMBLY
STATE OF NEW YORK
ALBANY**

CHAIR
Governmental Operations

COMMITTEES
Alcoholism and Drug Abuse
Environmental Conservation
Higher Education
Insurance
Rules

July 25, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and we need you to work together with your existing employees to continue providing quality service.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to bargain for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Besides equitable contract terms, my biggest concern is that you will move quality American jobs offshore to the Philippines, the Dominican Republic and other countries, and outsource to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in your monthly net profit of more than \$1 billion.

AT&T is a respected international corporate citizen, we are asking that it does its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, I firmly believe that you can do both.

I respectfully request that AT&T reconsider its bargaining position and ask that you work directly with the union negotiating team to achieve a reasonable and equitable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Sincerely,

Honorable Crystal D. Peoples-Stokes
Member, New York State Assembly
141st District



FÉLIX W. ORTIZ
ASSISTANT SPEAKER
51st District
Kings County

THE ASSEMBLY
STATE OF NEW YORK
ALBANY

COMMITTEES
Ways and Means
Rules
Labor
Correction



July 27, 2017

Dennis G. Trainor
Vice President

Bob Master
Assistant to the Vice President
Communications Workers of America
80 Pine Street, 37th floor
New York, NY 10005

Dear Dennis and Bob:

Thank you for your letter of July 20th. Please be assured that I continue to support your efforts on behalf of AT&T workers who have been fighting for a fair contract.

As follow up, I will contact AT&T CEO Randall Stephenson to urge him to negotiate in good faith and urge him to agree to terms supported by the CWA. Your members deserve the best.

With my best wishes for success,

Sincerely,

Felix W. Ortiz
Assistant Speaker



HARRY B. BRONSON
Assemblymember
138th District

THE ASSEMBLY
STATE OF NEW YORK
ALBANY

CHAIR
Commission on Skills Development
and Career Education

COMMITTEES
Agriculture
Economic Development, Job Creation,
Commerce and Industry
Labor
Local Governments
Steering
Transportation

July 25, 2017

Mr. Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, Texas 75202

Dear Mr. Stephenson,

I am writing because I am concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

It is my understanding, the company's proposals would undermine good jobs in the communities I represent by refusing to bargain for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language indicates to me that your company will continue to offshoring good and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in your monthly net profit of more than \$1 billion and your continued status as a dividend aristocrat.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Sincerely,

Harry B. Bronson
Member of Assembly



JOHN T. McDONALD III
Assemblymember 108th District

THE ASSEMBLY
STATE OF NEW YORK
ALBANY

CHAIR
Subcommittee
on Effective Treatment

COMMITTEES
Aging
Alcoholism and Drug Abuse
Cities
Higher Education
Real Property Taxation
Ways and Means

July 11, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would negatively impact good jobs in the communities I represent by refusing to bargain for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs other countries and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are a valuable asset behind your most profitable division. They deserve to share in the company's success and growth, evidenced in your monthly net profit of more than \$1 billion and your continued status as a dividend aristocrat.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

Member of Assembly
John T. McDonald III



KIMBERLY JEAN-PIERRE
Assemblywoman 11th District
Suffolk County

THE ASSEMBLY
STATE OF NEW YORK
ALBANY

COMMITTEES
Banks
Children and Families
Economic Development, Job Creation,
Commerce and Industry
Local Governments
Mental Health
Transportation
Black, Puerto Rican, Hispanic and
Asian Legislative Caucus

August 2, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, rather than fighting with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much-needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Warm Regards,

Kimberly Jean-Pierre
Assemblywoman
11th Assembly District

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services, and they need you to maintain a fair and respectable relationship with your employees to provide quality service.

The current proposals by your company would threaten the quality jobs in my community, and across the state of New York by refusing to provide sufficient job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset such costs, and insisting on a punitive scheduling policy that punishes employees for using well-earned sick leave. Your proposed language grants you the ability to offshore quality jobs to the Philippines, the Dominican Republic and other countries where you are able to acquire low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth.

What our communities need is for profitable corporations, like AT&T, to do its part in respecting the hard working individuals who make it successful. The first step is to establish a fair contract with your wireless workers. Rather than encouraging a proposal that sends much needed jobs overseas and undermines the careers of working men and women, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Sincerely,

A handwritten signature in cursive script that reads "Michaelle Solages".

Honorable Michaelle C. Solages
Member of Assembly
22nd Assembly District



MONICA WALLACE
Assemblymember 143rd District
Erie County

THE ASSEMBLY
STATE OF NEW YORK
ALBANY

CHAIR
Subcommittee on
Volunteer Emergency
Services
COMMITTEES
Aging
Energy
Local Governments
Real Property
Taxation
Veterans' Affairs

July 6, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in your monthly net profit of more than \$1 billion and your continued status as a high dividend earning corporation.

Research shows that when workers receive fair and livable wages, the entire community thrives. These hard working men and women will be able to turn those wages into homeownership and investment in their communities, which is good for all of us. Providing your workers with the means to live a good life is right and just, and you'll see the benefits tenfold.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than outsourcing good American jobs overseas, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

Monica P. Wallace
New York State Assemblymember, District 143

COMMITTEES

Chair, Emerging Workforce Subcommittee
Corporations, Authorities and Commissions
Consumer Affairs
Correction
Environmental Conservation
Labor
Ways and Means

CAUCUSES

Black, Puerto Rican, Hispanic and
Asian Legislative Caucus
Puerto Rican/Hispanic Task Force
Women's Legislative Caucus

REPRESENTING

Flushing, Kew Garden Hills, Queensboro Hill
Hillcrest, Fresh Meadows,
Oakland Gardens, Auburndale,
Bayside Hills, Douglaston



OFFICE OF
**NEW YORK STATE
ASSEMBLYWOMAN
NILY ROZIC**
25th DISTRICT

July 27, 2017

DISTRICT OFFICE

159-16 Union Turnpike
Flushing, New York 11366
718-820-0241
FAX: 718-820-0414

CAPITOL OFFICE

LOB, Room 547
Albany, New York 12248
518-455-5172
FAX: 518-455-5479

EMAIL

rozicn@nyassembly.gov

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am deeply concerned about the ongoing AT&T contract dispute. Millions of Americans rely on AT&T for communications services – and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities.

I strongly urge you to reconsider your position and work directly with the union to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public. Please keep me apprised of any and all updates on this issue and do not hesitate to contact me directly at my district office at 718-820-0241.

Sincerely,

A handwritten signature in black ink that reads "Nily Rozic". The signature is fluid and cursive, with the first name "Nily" and last name "Rozic" clearly distinguishable.

Nily Rozic



SHELLEY MAYER
Assemblymember 90th District

THE ASSEMBLY
STATE OF NEW YORK
ALBANY

CHAIR
Assembly Task Force on
Women's Issues

COMMITTEES
Children and Families
Cities
Education
Health
Labor
Social Services

MEMBER
Legislative Women's Caucus
Puerto Rican/Hispanic Task Force

August 11, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am writing to express concerns about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and AT&T's outsourcing and offshoring of jobs. From what I understand, the company's proposals would undermine good jobs in the communities I represent by failing to provide for meaningful job security in the face of outsourcing, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, insisting on a punitive scheduling policy that punishes people for taking their earned sick time, and failing to bargain fair commission pay structures for its retail employees. Millions of Americans rely on AT&T for communications services — and they need AT&T to work with its employees to provide quality service and fair working conditions and compensation for its employees.

A profitable corporation like AT&T ought to do its part to respect the workers and families who make it successful. Your wireless workers deserve a fair contract. Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

Shelley Mayer

CHAIR
Subcommittee on
Regulated Mortgage Lenders

COMMITTEES
Banks, Codes, Correction,
Education, Housing, and
Veterans' Affairs

CAUCUSES
Black, Puerto Rican, Hispanic and
Asian Legislative Caucus
Puerto Rican/Hispanic Task Force



OFFICE OF
NEW YORK STATE ASSEMBLYMAN
WALTER T. MOSLEY
57TH DISTRICT

DISTRICT OFFICE
Shirley A. Chisholm State Office Building
55 Hanson Place, Room 328
Brooklyn, New York 11217
Tel: 718-596-0100
Fax: 718-596-4992

ALBANY OFFICE
Legislative Office Building
Room 542
Albany, New York 12248
Tel: 518-455-5325
Fax: 518-455-3684

August 10, 2017

Mr. Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I write this letter to express my concerns about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of American jobs. Millions of Americans rely on AT&T for communications services, and they need you to work together with your employees to provide quality service, not to drag out contentious negotiations.

I have been informed that, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for important job security. AT&T must not refuse to bargain fair commission pay structures for retail employees. The company should not insist on increasing the healthcare cost burden on employees without adequate raises to balance those costs. AT&T must not support a corrective scheduling policy that penalizes people for taking their earned sick time.

Finally, families in my district and across the country need successful businesses like AT&T to be mindful of the treatment towards their employees. I encourage you to reconsider your bargaining position. Working directly with the union negotiating team can achieve a reasonable agreement that protects good jobs and ensures constant high quality service to the public.

Sincerely,

A handwritten signature in black ink that reads "Walter T. Mosley".

Walter T. Mosley
New York State Assemblyman
57th Assembly District

WTM/dp

VICE-CHAIR
CODES

FINANCE

COMMITTEE MEMBER

BANKS

CHILDREN AND FAMILIES

CIVIL SERVICE AND PENSIONS

ETHICS

INSURANCE

JUDICIARY

LABOR

RULES

E-MAIL ADDRESS

SAVINO@NYSenate.GOV

THE SENATE
STATE OF NEW YORK



DIANE J. SAVINO
SENATOR, 23RD DISTRICT

**INDEPENDENT DEMOCRATIC CONFERENCE
LIAISON TO THE EXECUTIVE BRANCH**

ALBANY OFFICE:

ROOM 315

LEGISLATIVE OFFICE BUILDING

ALBANY, NEW YORK 12247

PHONE: (518) 455-2437

FAX: (518) 426-6943

DISTRICT OFFICE:

36 RICHMOND TERRACE, STE. 112

STATEN ISLAND, NEW YORK 10301

PHONE: (718) 727-9406

FAX: (718) 727-9426

SATELLITE OFFICE:

2872 W 15TH STREET

BROOKLYN, NEW YORK 11224

PHONE: (718) 333-0311

FAX: (347) 492-3263

July, 27, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services --- and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs in the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous and compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless

workers. Families in the district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race in the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Diane J. Savino", with a long horizontal flourish extending to the right.

Diane J. Savino

August 11, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am writing to you to express my deep concern regarding the ongoing AT&T contract dispute and AT&T's treatment of workers, customers and taxpayers. Millions of Americans rely on AT&T for communications services – and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

It is my understanding that AT&T is proposing a contract that would undermine the job security of 21,000 wireless workers across the country, including 1,330 mobility employees in New York State. Your proposal would increase the likelihood that good jobs will be sent abroad to the Philippines, the Dominican Republic and other locations overseas or be outsourced to low-wage, non-union domestic contractors. Additionally, I am deeply concerned by your refusal to adequately compensate your employees for the contributions they make to your company by refusing to bargain fair commission pay structures, attempting to increase the health care costs for your employees without adequately raising their salaries to offset those costs, and pushing a punitive scheduling policy that would punish workers for taking their earned sick time.

AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, which is evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

Our country needs profitable corporation, like AT&T, to respect the workers that make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be mindful of your treatment of their communities, as you are of your bottom line. In the case of your wireless workforce, it is clear that you can do both.

I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,



Gustavo Rivera
33rd State Senate

JOHN E. BROOKS
SENATOR, 8TH DISTRICT
Ranking Minority Member
Agriculture
Local Government
Mental Health and Developmental Disabilities

**THE SENATE
STATE OF NEW YORK**



Committees
Aging
Consumer Protection
Education
Housing, Construction and Community
Development
Insurance

July 27, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services – and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities that I represent by refusing to provide for meaningful job security in the face of outsourcing by refusing to bargain fair commission pay structures for retail employees. Further, it would insist on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and implement a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, reading "John E. Brooks".

John E. Brooks
Senator, 8th District

Albany Office: Room 513 Legislative Office Building • Albany, New York 12247 • (518) 455-2765 • Fax (518) 426-6925
District Office: 5750 Merrick Rd., Suite 205 • Massapequa, NY 11755 • (516) 883-0610 • Fax (516) 882-0636
E-mail Address: brooks@nysenate.gov • **Webpage:** brooks.nysenate.gov



**LIZ KRUEGER
SENATOR, 28TH DISTRICT**

ALBANY OFFICE
LEGISLATIVE OFFICE BUILDING
ROOM 808
ALBANY, NEW YORK 12247
(518) 455-2297
FAX (518) 426-6874

DISTRICT OFFICE
211 EAST 43RD STREET, STE. 1201
NEW YORK, NEW YORK 10017
(212) 490-9535
FAX (212) 499-2558
E-MAIL
LKRUEGER@NYSENATE.GOV

**NEW YORK
STATE
SENATE**

ALBANY, NEW YORK 12247



RANKING MINORITY MEMBER
FINANCE

COMMITTEES:

CODES

ELECTIONS

HIGHER EDUCATION

HOUSING, CONSTRUCTION
& COMMUNITY DEVELOPMENT

MENTAL HEALTH &
DEVELOPMENTAL DISABILITIES
RULES

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I write in regard to the 21,000 AT&T wireless workers across the country who have been fighting for a fair contract that will protect the quality and integrity of their employment. Millions of Americans rely on AT&T for communications services – and they need you to work together with your employees to provide quality service.

While I am aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth – provide them basic job protections, wage increases that cover the rising cost of healthcare, and a fair scheduling policy that allows workers to use their earned sick time.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities.

I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Liz Krueger".

Liz Krueger
NY State Senator

**NEW YORK
STATE
SENATE**

ALBANY, NEW YORK 12247



NEIL D. BRESLIN
SENATOR, 44TH DISTRICT

LEGISLATIVE ETHICS COMMISSION

RANKING MINORITY MEMBER
INSURANCE COMMITTEE

COMMITTEES

BANKS
EDUCATION
FINANCE
HIGHER EDUCATION
JUDICIARY
RULES

ROOM 414
STATE CAPITOL
ALBANY, NEW YORK 12247
TEL. 518-455-2225
FAX 518-426-6807

July 27, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services – and they need to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their hard earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Very truly yours,

Neil Breslin
Member of Senate

NDB/bsr

PHIL BOYLE
SENATOR, 4TH DISTRICT
COMMITTEE CHAIRPERSON
COMMERCE, ECONOMIC DEVELOPMENT
AND SMALL BUSINESS



THE SENATE
STATE OF NEW YORK
ALBANY 12247

COMMITTEES
CODES
CONSUMER PROTECTION
FINANCE
HOUSING, CONSTRUCTION AND
COMMUNITY DEVELOPMENT
JUDICIARY
LOCAL GOVERNMENT
RACING, GAMING AND WAGERING

August 4, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I write to you to express my concern about the ongoing AT&T contract dispute with 21,000 wireless workers across the country. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service. The last contract expired on February 11, 2017 and a rolling extension expired on May 1, 2017. It is time that the AT&T Corporation work to find a solution that would provide a fair contract and protect good American jobs.

From what I understand, the company's contract proposals would undermine good jobs in the communities. Workers deserve to have meaningful job security in the face of outsourcing, fair commission pay structures for retail employees, affordable health care coverage, and a flexible scheduling policy allows individuals to use their earned sick time. The lack of meaningful job security language indicates to me the intention to further send these jobs to other countries, and to outsource to low-wage, non-union domestic contractors.

Since 2011, AT&T has eliminated 12,000 call center jobs in the U.S., closing more than 30 call centers across the country and downsizing others. Rather than keeping those good-paying jobs here at home, AT&T sent much of that work to third party vendors operating in countries with low wages and weak labor protections.

These workers drive growth in AT&T's most profitable segment, its wireless business, and provide cellular and data service to 135 million customers nationwide. Workers deserve to share in the company's success and growth. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it is clear that you can do both.

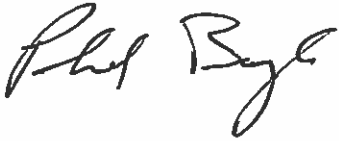
DISTRICT OFFICE: 69 W. MAIN ST., SUITE B • BAY SHORE, NY 11706 • (631) 665-2311 FAX (631) 206-2090
ALBANY OFFICE: ROOM 814 • LEGISLATIVE OFFICE BUILDING • ALBANY, NY 12247 • (518) 475-3411 FAX (518) 426-6973
E-MAIL ADDRESS: PBOYLE@NYSENATE.GOV • **WEBSITE:** BOYLE.NYSENATE.GOV



I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink that reads "Phil Boyle". The signature is written in a cursive, flowing style.

Senator Phil Boyle
State Senator District 4

ALBANY OFFICE
ROOM 302
LEGISLATIVE OFFICE BUILDING
ALBANY, NEW YORK 12247
TEL: (518) 455-3401
FAX: (518) 426-6914

DISTRICT OFFICE
55 FRONT STREET, ROOM 1
ROCKVILLE CENTRE, NEW YORK 11570
TEL: (516) 766-8383
FAX: (516) 766-8011

WEBSITE
KAMINSKY.NYSENATE.GOV

E-MAIL
KAMINSKY@NYSENATE.GOV

**THE SENATE
STATE OF NEW YORK
ALBANY**



SENATOR TODD KAMINSKY
9TH SENATE DISTRICT

RANKING MINORITY MEMBER
ENVIRONMENTAL CONSERVATION

COMMITTEES:
ALCOHOLISM & DRUG ABUSE
CODES
FINANCE
HEALTH
JUDICIARY
LOCAL GOVERNMENT
TRANSPORTATION
VETERANS, HOMELAND SECURITY &
MILITARY AFFAIRS
SCIENCE, TECHNOLOGY, INCUBATION AND
ENTREPRENEURSHIP SELECT COMMITTEE

August 16, 2017

Mr. Randall Stephenson
CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am writing to express my concerns with the ongoing AT&T contract dispute, and the company's approach to negotiations with its labor force. Millions of Americans rely on AT&T for communications services – and they need you to work with your employees to provide quality service, not fight with them in overly-contentious negotiations.

The contract currently offered by AT&T would undermine good-paying jobs in my district. AT&T must negotiate to ensure job security in the face of outsourcing, offer a fair commission pay structure for retail employees, grant raises to offset the higher cost of healthcare, and correct the scheduling policy, which punishes workers for taking their earned sick time. Only by treating your employees with the respect they deserve in negotiations can AT&T guarantee the continued excellence in service your customers rely on.

While I am well aware of the changes that have taken place in the telecommunications industry, wireless workers remain the driving force behind your most profitable division. They deserve a share in the company's success and growth, as monthly profits exceed \$1 billion.

Our country needs powerful corporations like AT&T to do its part in respecting the families who make it successful. An important step is to sign a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be mindful of the communities you operate.

Rather than encouraging a "race to the bottom," that sending much-needed jobs overseas and undermining the pay that working families depend upon, I urge you to reconsider your company's bargaining position. Work with the union negotiating team to



achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration. You can reach me at 516-766-8383 with any questions, and I would be happy to discuss my concerns with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Todd Kaminsky', with a stylized flourish at the end.

Todd Kaminsky
Senator, New York 9th District

THE ASSEMBLY
STATE OF NEW YORK
ALBANY



BRIAN BARNWELL
Assemblyman 30th District

COMMITTEES
Aging
Children & Families
Labor
Libraries & Education Technology
Real Property Taxation

July 25, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear, Mr. Stephenson:

I am writing you in regard to your ongoing contract dispute with wireless workers across the country. I am deeply concerned with the outsourcing of these American jobs.

I am deeply concerned that the current proposals would fail to provide actual job security for workers; refuse to bargain fair pay structures for retail employees; increase the healthcare cost burden on employees without adequate raises to offset these costs; and I am concerned about a scheduling policy that punishes people for actually taking their earned sick time. Sending jobs overseas is un-American and hurts our American families who depend on these jobs. Sending jobs overseas weakens America as a country.

I am sure you would agree that AT&T wireless workers are the driving force behind your success. As a proud American, I strongly request that you reconsider your bargaining position and work directly with the union negotiating team to achieve an agreement that protects good American jobs and ensures the high quality service the public has come to expect from AT&T.

Sincerely,

A handwritten signature in black ink that reads "Brian Barnwell".

Brian Barnwell
30th Assembly District

BRIAN HIGGINS
26TH DISTRICT, NEW YORK

COMMITTEE ON WAYS AND MEANS
VICE RANKING MEMBER
SUBCOMMITTEE ON HEALTH
SUBCOMMITTEE ON TRADE

COMMITTEE ON THE BUDGET

CO-CHAIR, CANCER CAUCUS

CO-CHAIR, NORTHERN BORDER CAUCUS

CO-CHAIR, REVITALIZING OLDER CITIES
TASK FORCE

June 26th, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I write today regarding your ongoing contract negotiations with your workforce across the country that are represented by the Communications Workers of America, including those who are my constituents. It is my hope that these negotiations can proceed, and conclude, in a matter that promotes good American jobs with meaningful benefits associated with them.

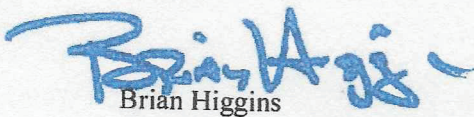
I appreciate the volatile nature of the communications industry and the significant innovation and intensive capital investments required to keep pace with the take-up of modern technologies. Companies like AT&T must be agile and very deliberate in their long-term strategies in order to maximize their viability. However, I believe, and I think you share, that your ability to achieve both short and long-term business objectives is heavily reliant upon having and maintaining a skilled and well-educated workforce. As an American company with a long history, I know you understand the value of employing American workers, and I hope you continue to do so.

Throughout my career, I have supported the right of Americans to organize collectively to bargain for their rights at work. As such, in this case, I believe it is reasonable for the working men and women of AT&T to bargain for good wages, benefits, and working conditions. I am hopeful both sides of this negotiation may arrive at a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Our nation boasts a proud history that is rich with examples of labor and management successfully reaching agreements that benefit workers while ensuring profits in small businesses, mid-size companies and multinational corporations. I am optimistic that you will be able to continue that tradition.

Thank you for your consideration.

Sincerely,


Brian Higgins
Member of Congress

Congress of the United States
House of Representatives
Washington, DC 20515-3226

2459 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-3306
(202) 226-0347 (FAX)

726 EXCHANGE STREET
SUITE 601
BUFFALO, NY 14210
(716) 852-3501
(716) 852-3929 (FAX)

800 MAIN STREET
SUITE 3C
NIAGARA FALLS, NY 14301
(716) 282-1274
(716) 282-2479 (FAX)
higgins.house.gov

RESOLUTION

Sponsors: Christopher P. Scanlon

Date: June 27, 2017

Subject: Resolution in Support of CWA Members Fighting AT&T for a Fair Contract

WHEREAS, 21,000 AT&T wireless workers, represented by the Communications Workers of America (CWA), throughout the United States are fighting for a new contract. Their contract expired on February 11, 2017 and the rolling extension expired May 1, 2017; and

WHEREAS, On May 19th, after nearly four months of negotiations, these workers went on strike for the first time in the company's history. The strike ended on May 21st, after the company responded to some of CWA's information requests. Unfortunately, since then the company has refused to bargain in good faith; and

WHEREAS, Despite \$1 billion in monthly profits, AT&T refuses to meet the fair and reasonable demands of CWA members. These demands include:

- Wage increases that cover rising healthcare costs and lift living standards
- Protections for retail worker compensation preventing management from unilaterally changing commission plans, resulting in wages cut by thousands of dollars each year. Basic job security in the face of rampant outsourcing. **Since 2011, AT&T has eliminated 12,000 call center jobs from the U.S.**, outsourcing them to third party vendors operating in countries with low wages and weak labor protections, while also compromising customer service. **AT&T has also outsourced more than 60% of their branded retail stores to "authorized dealers."** Customers regularly complain about deceptive sales practices at these stores. CWA members are calling on the company to reverse these dangerous trends.
- Affordable health care for all employees, including new hires.
- A fair scheduling policy that allows workers to use their earned sick time. AT&T wants to add "wait days" before employees can be paid when they call in sick. The company also wants to drastically reduce sick days for new employees; and

WHEREAS, AT&T's unwillingness to meet CWA's fair demands does not just hurt the 21,000 employees affected, it hurts our communities by reducing disposable income put back into the community and eliminating good paying jobs altogether by outsourcing. Families in Buffalo and across the county need successful corporations like AT&T to be as mindful of their treatment of our community as they are of their bottom line.

NOW, THEREFORE, BE IT RESOLVED,

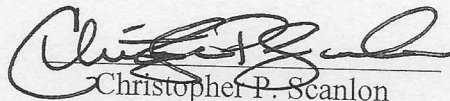
That this Honorable Body fully supports the demands of the 21,000 AT&T wireless workers represented by Communications Workers of America (CWA); and

BE IT FURTHER RESOLVED,

That the Buffalo Common Council urges AT&T to reconsider their bargaining position and work directly with the union negotiation team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public; and

BE IT FINALLY RESOLVED,

That the City Clerk forward a copy of this resolution to Randall Stephenson, CEO of AT&T Corporation (208 South Akard Street Dallas, TX 75202) and CWA President Christopher M. Shelton (501 3rd Street NW Washington, DC 20001).

A handwritten signature in dark ink, appearing to read "Chris Scanlon", written over a horizontal line.

Christopher P. Scanlon
President Pro Tempore
South District Council Member



The City of Buffalo Common Council

1413 City Hall
Buffalo, NY 14202

Meeting: 06/27/17 02:00 PM
Department: Common Council
Category: Resolution
Prepared By: Bethany Wright
Initiator: Bethany Wright
Sponsors: President Pro Temp, South District Council Member Christopher P. Scanlon
DOC ID: 4321

ADOPTED

AGENDA ITEM 17-1120

Scanlon - Support of CWA Members Fighting AT&T for Fair Contract

RESULT: ADOPTED

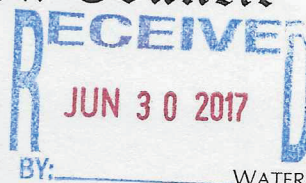
The Buffalo Common Council

CHRISTOPHER P. SCANLON
PRESIDENT PRO TEMPORE
SOUTH DISTRICT COUNCIL MEMBER

65 NIAGARA SQUARE, 1401 CITY HALL
BUFFALO, NY 14202-3318

PHONE: (716) 851-5169 ♦ FAX: (716) 851-4294

E-mail: cscanlon@city-buffalo.com



CHAIRMAN

FINANCE
TRANSPORTATION
WATERFRONT DEVELOPMENT

COMMITTEES

BUDGET
CIVIL SERVICE

LEGISLATIVE ASSISTANTS

PEGGY SHEA
RACHEL REID

June 28, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Re: AT&T and CWA Contract Negotiations

Dear Mr. Stephenson:

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country and your extensive outsourcing and off shoring of good, American jobs. Millions of Americans rely on AT&T for communications services—and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to bargain for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union, domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in your monthly net profit of more than \$1 billion and your continued status as a dividend aristocrat.

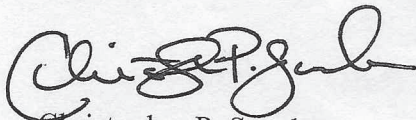
What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

CEO Stephenson
June 28, 2017
Page 2

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pat that working families need I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Attached please find a unanimously adopted resolution from the June 27, 2017 Buffalo Common Council meeting supporting CWA's reasonable and fair demands. I thank you for your time and welcome the opportunity to further discuss this with you. Please contact me at 716-863-3394 or cscanlon@city-buffalo.com.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris P. Scanlon", written in a cursive style.

Christopher P. Scanlon
President Pro Tempore
Buffalo Common Council

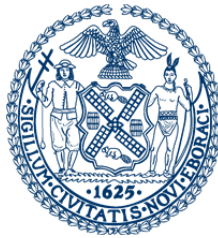
Enclosure

cc: John Mudie, Executive Vice President CWA Local 1122

BENJAMIN J. KALLOS
COUNCIL MEMBER, 5TH DISTRICT

244 East 93rd Street
New York, NY 10128
(212) 860-1950 Voice
(212) 980-1828 Fax

BKallós@BenKallós.com



**THE COUNCIL OF THE
CITY OF NEW YORK**

CHAIR
Governmental Operations

COMMITTEES
Land Use
State & Federal Legislation
Women's Issues
SUBCOMMITTEE
Landmarks, Public Siting &
Maritime Uses

August 24, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

Ben Kallos
Council Member

Helen Rosenthal
Council Member

Bill Perkins
Council Member

Margaret Chin
Council Member

COMMUNITY OFFICE
37-32 75TH STREET, 1ST FLOOR
JACKSON HEIGHTS, NY 11372
Tel: (718) 803-6373
Fax: (718) 803-9832

CITY HALL OFFICE
250 BROADWAY, ROOM 1826
NEW YORK, NY 10007
Tel: (212) 788-7066
Email: dromm@council.nyc.gov



THE COUNCIL OF
THE CITY OF NEW YORK
DANIEL DROMM
COUNCIL MEMBER, 25TH DISTRICT, QUEENS

CHAIRPERSON
EDUCATION

COMMITTEES
CIVIL RIGHTS
CIVIL SERVICE & LABOR
IMMIGRATION
OVERSIGHT & INVESTIGATIONS

SUB-COMMITTEE
800N PUBLIC SCHOOLS

August 28, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am writing to urge you, in the strongest possible terms, to work with the 21,000 wireless employees across 36 states and DC to reach an agreement that protects American jobs and ensures continued high-quality service to customers.

To the detriment of workers in my district and across the country, AT&T is refusing to bargain concerning basic provisions: meaningful job security language, fair commission pay structures for retail employees, non-punitive scheduling policy that allows for earned sick time, and no increase in workers' healthcare burden.

These employees ensure that AT&T continues its tremendous profitability, which in turn enables extremely generous compensation packages for you and your fellow executives. Treating workers fairly and making a profit are not mutually exclusive. AT&T can do both by working directly with the union negotiating team.

Thank you for your careful consideration of this letter. If you have any questions or concerns, do not hesitate to contact me at (718) 803-6373.

Sincerely,

A handwritten signature in blue ink, appearing to read "Daniel Dromm", with a stylized flourish at the end.

Daniel Dromm
New York City Council Member, 25th District



ERIE COUNTY LEGISLATURE

HON. KEVIN R. HARDWICK

LEGISLATOR

July 6, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

After decades of decline, Buffalo and Erie County are finally on the rise again. The state, county and city governments have worked together to spur economic development and repair critical infrastructure. Our partners in the private sector have also actively participated in our renaissance.

I am concerned, though, that AT&T's ongoing contract dispute with its wireless workers threatens our continued prosperity. Many of those workers and, I hope, future workers live and raise their families in Erie County. They deserve a fair contract that provides them job security, as well as decent pay and benefits.

A strong AT&T is a critical component of our communications infrastructure. Reliable AT&T workers are an integral part of the fabric of our community. I urge you to look out for the welfare of both.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink, reading "Kevin R. Hardwick".

Kevin R. Hardwick
4th District Legislator

Laura Curran
LEGISLATOR, DISTRICT 5



NASSAU COUNTY LEGISLATURE

1550 FRANKLIN AVENUE
MINEOLA, NEW YORK 11501
(516) 571-6205
FAX: (516) 571-0291
lcurran@nassaucountyny.gov

RANKING MEMBER
PUBLIC SAFETY

COMMITTEES
FINANCE
MINORITY AFFAIRS
PLANNING, DEVELOPMENT
& THE ENVIRONMENT
PUBLIC WORKS
TOWNS, VILLAGES & CITIES

September 25, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am very troubled by the ongoing AT&T contract dispute with your wireless workers across the country, including many in Nassau County, and your outsourcing and offshoring of quality, good paying, American jobs. So many of us rely on AT&T for communications services — and I believe it is imperative that you work with your employees to provide quality service.

My understanding is that the company's proposals would undermine meaningful job security in the face of outsourcing, prevent a mutually-agreed and fair commission structure for retail employees, increase the healthcare cost burden on employees, and insist on a punitive scheduling policy that punishes people for using their earned sick time. Instead of standing by American and Nassau County workers, your stance will allow you to outsource the jobs that benefit our communities. But you are also outsourcing to non-union domestic contractors, undermining the wages and benefits your employees are entitled to.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They should share in the company's success and growth.

Nassau County and our country need companies such as AT&T to respect the families who make them successful. The first step is to settle a fair contract with your wireless workers. Families in Nassau need you to consider their communities as you deal with your workers. Your success shows you can both take care of your workers and have a profitable bottom line.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay

that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Very truly yours,

A handwritten signature in cursive script that reads "Laura Curran".

Laura Curran
Nassau County Legislator
for the Fifth District



THE COUNCIL
OF
THE CITY OF NEW YORK
CITY HALL
NEW YORK, NY 10007

MELISSA MARK-VIVERITO
SPEAKER

TELEPHONE
(212) 788-7210

August 7, 2017

Randall Stephenson
CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

As Speaker of the New York City Council and a former organizer for SEIU Local 100, I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs.

The millions of Americans who rely on AT&T for communications services need you to work together with your employees to provide quality service.

From what I understand, the company's proposals would undermine good jobs in communities throughout the nation, including right here in New York City, by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a scheduling policy that penalizes employees for taking their earned sick time.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth.

Here in New York City, we've expanded paid sick leave – because no one should have to choose between their job and their health. We've stood up to protect day laborers – because no one should be taken advantage of in their work place. And we have passed laws to ban the box, expand caregiver rights and end credit check discrimination.

We've done this because it's not only the right thing to do, it makes economic sense. When our workers are valued, respected and empowered, our economy thrives.

Rather than encouraging a “race to the bottom” that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and to work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read "Melissa", with a stylized, flowing script.

MELISSA MARK-VIVERITO
Speaker

ERIE COUNTY LEGISLATURE

PATRICK B. BURKE

7th District Legislator



□ 92 Franklin Street, 4th Floor
Buffalo, New York 14202
716/858-8878
FAX: 716/858-8818

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

July 3, 2017

Dear Mr. Stephenson,

I am a Legislator representing Erie County New York- a county which includes the City of Buffalo- the second largest city in New York State. I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good American jobs. Millions of Americans rely on AT&T for communications services - and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

AT&T's proposals would undermine good jobs in the communities I represent here in Erie County's 7th District, by refusing to bargain for meaningful job security in the face of outsourcing, and fair commission pay structures for retail employees. AT&T's proposal would also increase the healthcare cost burden on employees without adequate raises to offset those costs, and would issue a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in your monthly net profit of more than \$1 billion and your continued status as a dividend aristocrat.

continued

Randall Stephenson, CEO
page two

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Sincerely,



PATRICK B. BURKE

7th District Legislator

ERIE COUNTY LEGISLATURE

PETER J. SAVAGE, III
Erie County Legislator
3rd District

Representing Buffalo & Tonawanda

June 30, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am writing about the ongoing AT&T contract dispute with thousands of wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

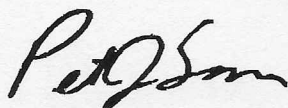
While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in your monthly net profit of more than \$1 billion and your continued status as a dividend aristocrat.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,



Peter J. Savage III
Erie County Legislator
3rd District



□ 1701 Hertel Avenue
Buffalo, New York 14216
716/832-0493
FAX: 716/832-0494

□ 92 Franklin Street, 4th Floor
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FAX: 716/858-8818



SEAN M. RYAN
Assemblyman 149th District

THE ASSEMBLY
STATE OF NEW YORK
ALBANY

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716-885-9630
FAX: 716-885-9636

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518-455-4886
FAX: 518-455-4890

ryans@assembly.state.ny.us

June 30, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

As a member of the New York State Assembly, I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services – and they need you to work together with your employees to provide quality service, not fight with them needlessly contentious negotiations.

From what I understand, the company's proposal would undermine good jobs in the communities I represent by refusing to bargain for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those cost, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in your monthly net profit of more than \$1 billion and your continued status as a dividend aristocrat.

What our country needs is for profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like At&T to be mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality services to the public.

I appreciate your consideration. Please do not hesitate to reach out to me with any questions or concerns regarding this matter.

Sincerely,

A handwritten signature in black ink that reads "Sean M. Ryan". The signature is fluid and cursive, with the first name "Sean" and last name "Ryan" clearly legible.

SEAN M. RYAN
MEMBER OF ASSEMBLY



Town of Brookhaven Long Island

Edward P. Romaine, Supervisor

August 1, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to other countries and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Office of the Supervisor

One Independence Hill • Farmingville • NY 11738 • Phone (631) 451-9100 • Fax (631) 451-6677

www.brookhaven.org

Printed on recycled paper

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Edward P. Romaine". The signature is fluid and stylized, with a large initial 'E' and a prominent 'R'.

Edward P. Romaine
Supervisor

CAROLYN B. MALONEY
12th District, New York

2308 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, DC 20515-3212
(202) 225-7944

COMMITTEES:
FINANCIAL SERVICES

GOVERNMENT REFORM

JOINT ECONOMIC COMMITTEE
[SENIOR HOUSE DEMOCRAT]



Congress of the United States

House of Representatives

Washington, DC 20515-3212

July 31, 2017

Randall Stephenson
Chairman, Chief Executive Officer and President
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am writing in regards to AT&T's ongoing contract dispute with 21,000 wireless workers across the country. The Communications Workers of America (CWA) contacted me on behalf of their members, and I understand that they wish to come to a fair, equitable, and quick resolution with AT&T.

AT&T employs approximately 1,330 AT&T Mobility employees in 134 stores across my state of New York. These employees depend upon their jobs to support themselves and their families. These middle class jobs are an important part of New York State's economy. I believe that providing good jobs with reasonable wages and affordable benefits to its employees will significantly contribute to AT&T's long term success and will ensure that it can provide quality customer service to its 136 million wireless subscribers nationwide.

I believe that AT&T has a responsibility to treat its workers fairly. I understand that 21,000 workers across 36 states, including New York, went on strike in May 2017 over AT&T's failure to negotiate a new contract in good faith. I believe that the most successful companies are the ones that treat their workers equitably and consider the long term investment in a happy and productive workforce. Rather than participating in a race to the bottom, I hope AT&T will consider the importance of developing and maintaining a loyal and productive workforce. I hope that you will work directly with the union to reach a mutually beneficial agreement that is acceptable to all parties. Thank you for your kind attention to my concerns, consistent with all applicable rules and regulations.

Very truly yours,

CAROLYN B. MALONEY
Member of Congress

CBM/jc

Cc: Dennis G. Trainor, Bob Master

Please Reply To: 1651 3rd Avenue, Suite 311, New York, NY 10128-3679

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619 Lorimer Street
Brooklyn, NY 11211
(718) 349-5972

WEBSITE: maloney.house.gov
Twitter: @RepMaloney

THOMAS R. SUOZZI

3RD DISTRICT, NEW YORK

COMMITTEE ON
FOREIGN AFFAIRS

COMMITTEE ON
ARMED SERVICES

FOLLOW ON

f Rep.TomSuozzi

@RepTomSuozzi



House of Representatives
Washington, DC 20515

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478A PARK AVENUE
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(631) 923-4100-PHONE

250-02 NORTHERN BOULEVARD
LITTLE NECK, NY 11362
(631) 923-4100-PHONE

<http://suozzi.house.gov>

August 2, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country. Millions of Americans rely on AT&T for communications services — and they need you and the union to work together to provide quality service.

From what I understand, the company's proposals would undermine good jobs in the communities I represent. Your employees need meaningful job security, not the threat of outsourcing. This means negotiating in good faith for fair benefits, including commission pay structures for retail employees, health care and scheduling policy. While I am aware of the changes that have taken place in the telecommunications industry, AT&T workers are a valuable asset to the company's success and growth.

I would like to see a prestigious American company like AT&T continue to respect the workers who make them a successful enterprise. Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I would urge you to work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely:

Thomas R. Suozzi
Member of Congress



THE ASSEMBLY
STATE OF NEW YORK
ALBANY

DAVID BUCHWALD
Assemblyman 93rd District

CHAIR
Subcommittee on
Election Day Operations and
Voter Disenfranchisement

COMMITTEES
Consumer Affairs and Protection
Corporations, Authorities and
Commissions
Election Law
Governmental Operations
Judiciary
Local Governments

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

September 13, 2017

Dear Mr. Stephenson,

I am writing to you due to my concern over the continued strike of AT&T wireless workers in much of the country.

It is my understanding that the last contract that AT&T had with many of its workers expired on February 11, 2017. A rolling extension was then terminated on May 1, 2017. That precipitated with a three-day strike from May 19 to May 21. This strike was to protest AT&T's failure to present proposals in the negotiation stage that showed a commitment to good jobs for the future. Of additional concern, there seemed to be few efforts from management to ensure these jobs would stay in the United States. Protections in a union contract from having jobs outsourced to the Philippines, the Dominican Republic or other countries strike me as very appropriate.

AT&T's workers are concerned over issues like wages, fair commission pay structures for its retail employees and reasonable health care coverage. A fair contract for both your workers and their families is necessary for both AT&T and the workers represented by the Communications Workers of America (CWA) to prosper. I understand that the telecommunications industry is consistently changing, however, these wireless workers are a driving force behind your industry's success. It is my hope that a mutually beneficially contract can be agreed to in the not-too-distant future. If you have any questions please do not hesitate to give my district office a call at 914-244-4450.

Sincerely yours,

Assemblyman David Buchwald
NYS Assembly
93rd Assembly District



STEVEN ENGLEBRIGHT
4th Assembly District
Suffolk County

THE ASSEMBLY
STATE OF NEW YORK
ALBANY

CHAIRMAN
Committee on Environmental Conservation

COMMITTEES
Education
Energy
Higher Education
Rules

COMMISSIONS
Science and Technology
Water Resource Needs of Long Island

MEMBER
Bi-State L.I. Sound Marine Resource Committee
N.Y.S. Biodiversity Research Institute
N.Y.S. Heritage Area Advisory Council

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

August 14, 2017

Dear Mr. Stephenson,

I write with concern about the ongoing AT&T contract dispute with 21,000 wireless workers across the nation. Millions of Americans choose AT&T for their wireless communications services — and these customers deserve AT&T to work together with its employees to provide quality service and maintain the good jobs that help keep American communities strong and vibrant.

It is my understanding that the current company proposals threaten middle class jobs in the communities I represent by refusing to provide for both meaningful job security in the face of outsourcing and fair commission pay structures for retail employees. Additionally, there are concerns with company positions on increasing the healthcare cost burden on employees without adequate raises to offset those costs and advancing a scheduling policy that punishes people for taking their earned sick time.

Despite changes that have transformed the telecommunications industry, it is the AT&T wireless workers who are the driving force behind your company's most profitable division. They do their jobs well and deserve to share in your company's stellar success and growth, as evidenced in AT&T's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

AT&T is a thriving company and what our nation needs is for successful corporations like AT&T to do their part in valuing the workers who contribute to their prosperity. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging policies that send jobs overseas and undermine the economic security of our communities, I urge you to work with the union negotiating team to achieve a fair agreement that protects jobs and ensures continued high quality service to the public.

Thank you for your consideration of these comments.

Sincerely,



Steve Englebright

ALBANY OFFICE
ROOM 615
LEGISLATIVE OFFICE BUILDING
ALBANY, NEW YORK 12247
PHONE: (518) 455-2031
FAX: (518) 426-6860

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PHONE: (914) 934-5250
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E-MAIL: LATIMER@NYSENATE.GOV
WEBSITE: LATIMER.NYSENATE.GOV



THE SENATE
STATE OF NEW YORK
ALBANY

COMMITTEES:
EDUCATION, RANKING MINORITY MEMBER
BANKS
CONSUMER PROTECTION
ENVIRONMENTAL CONSERVATION
INSURANCE
LOCAL GOVERNMENT
RACING, GAMING AND WAGERING

August 2, 2017

Mr. Randall Stephenson
CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services, and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do

Rather than encouraging a “race to the bottom” that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to consider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "George Latimer", written in a cursive style.

George Latimer
NYS Senator, 37th S.D.

GEORGE LATIMER
37TH SENATE DISTRICT

ALBANY OFFICE
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WEBSITE: LATIMER.NYSENATE.GOV



THE SENATE
STATE OF NEW YORK
ALBANY

COMMITTEES:
EDUCATION, RANKING MINORITY MEMBER
BANKS
CONSUMER PROTECTION
ENVIRONMENTAL CONSERVATION
INSURANCE
LOCAL GOVERNMENT
RACING, GAMING AND WAGERING

September 26, 2017

Mr. Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public. Thank you for your consideration.

Sincerely,

A handwritten signature in cursive script, appearing to read "George Latimer".

George Latimer
NYS Senator, 37th S.D.

Dan Miller, Member
42nd Legislative District

850 Washington Road, Suite 102
Mt. Lebanon, Pennsylvania 15228
(412) 343-3870
116A East Wing
P.O. Box 202042
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RepMiller@panhouse.net
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@RepDanMiller



House of Representatives
COMMONWEALTH OF PENNSYLVANIA
HARRISBURG

July 6, 2017

Committees

Judiciary
Education, Co-Chair, Subcommittee on Special Education
Children & Youth
Human Services
Labor

Caucus Memberships

Autism & Intellectual Disabilities, Co-Chair
Early Childhood Education
Firefighters & EMS
Government Reform
HOPE (heroin, opioid prevention and education)
LGBT Equality
Steel

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I write regarding the ongoing AT&T contract dispute involving 21,000 wireless workers across 36 states and Washington D.C. nationwide. As you are aware, this contract expired in February this year, and after 4 months of negotiations, it seems both sides are still at an impasse.

I am deeply concerned about the reports of extensive outsourcing of American jobs, both on American soil to low-wage contractors, as well as offshore to other countries. There has also been reports of refusals to negotiate fairly and reasonably with wireless workers and retail employees over fair pay structures, commission plans, healthcare, wages, fair and balanced scheduling policies, and earned sick time.

It seems wholly unnecessary for AT&T to push for call center offshoring, retail outsourcing and increasing pay, commission and earned time-use restrictions from its employees you're your company simultaneously reports profits of \$1 billion monthly. More alarming are reports of Unfair Labor Practices committed by AT&T by refusing to provide necessary bargaining information and worker intimidation.

I would strongly encourage you to work with the CWA Union to reach a fair resolution that works for everyone involved: the company, the workers, their families and communities and the customers.

Respectfully,

A handwritten signature of Dan Miller in black ink, written over a horizontal line.

DAN MILLER
Member, 42nd Legislative District
Allegheny County
The Pennsylvania House of Representatives

JAKE WHEATLEY, JR., MEMBER

36 EAST WING
P.O. BOX 202019

HARRISBURG, PENNSYLVANIA 17120-2019
FINANCE COMMITTEE: (717) 783-1614
19TH LEGISLATIVE DISTRICT: (717) 783-3783
FAX: (717) 780-4753

WEBSITE: WWW.PAHOUSE.COM/WHEATLEY
EMAIL: JWHEATLEY@PAHOUSE.NET



House of Representatives
Commonwealth of Pennsylvania
Harrisburg

DEMOCRATIC CHAIRMAN
FINANCE COMMITTEE

LEGISLATIVE BUDGET & FINANCE COMMITTEE,
TREASURER

PENNSYLVANIA LEGISLATIVE HUNGER CAUCUS,
CO-CHAIR

AFTERSCHOOL CAUCUS,
CO-CHAIR

UNIVERSITY OF PITTSBURGH BOARD OF TRUSTEES,
MEMBER

June 27, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard St
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services – and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to bargain for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in your monthly net profit of more than \$1 billion and your continued status as a dividend aristocrat.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Jake Wheatley, Jr." The signature is written in a cursive, flowing style.

Jake Wheatley, Jr.
State Representative
19th Legislative District - PA

MICHAEL H. O'BRIEN, MEMBER
175TH LEGISLATIVE DISTRICT

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House of Representatives

Commonwealth of Pennsylvania
Harrisburg

July 13, 2017

COMMITTEES

URBAN AFFAIRS, DEMOCRATIC CHAIRMAN
APPROPRIATION
POLICY

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to bargain for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am well aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in your monthly net profit of more than \$1 billion and your continued status as a dividend aristocrat.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Respectfully,
A handwritten signature in black ink, reading "Michael O'Brien".

MICHAEL O'BRIEN
Member 175th District

SOUTHEAST DELEGATION

OF THE PENNSYLVANIA HOUSE DEMOCRATIC CAUCUS

Berks, Bucks, Chester, Dauphin, Delaware, Lancaster, Lebanon, Montgomery & York Counties

Madeleine Dean

Chair

32 East Wing
PO Box 202153

Harrisburg, PA 17120

717-783-7619

www.pahouse.com/SouthEastDelegation

Randall Stephenson, CEO

AT&T Corporation

208 South Akard Street

Dallas, TX 75202

September 12, 2017

Dear Mr. Stephenson:

Members:

Carolyn Comitta

Vice-Chair

Mary Jo Daley

Vice-Chair

Margo Davidson

Vice-Chair

Tina Davis

Vice-Chair

Patty Kim

Vice-Chair

Perry Warren

Vice-Chair

Pamela DeLissio

Secretary

Steve McCarter

Treasurer

Kevin Boyle

Matthew Bradford

Tim Briggs

Thomas Caltagirone

Maria Donatucci

John Galloway

Carol Hill-Evans

Brian Kirkland

Leanne Krueger-Brancey

Joanna McClinton

Mark Rozzi

Michael Sturla

Greg Vitali

Regional Director:

Koh Chiba

KChiba@pahouse.net

We, the members of the Southeast Delegation of Pennsylvania House Democrats, are deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what we understand, the company's proposals would undermine good jobs in the communities we represent by refusing to bargain for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While we are well aware of the changes that have taken place in the telecommunications industry, we know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in your monthly net profit of more than \$1 billion and your continued status as a dividend aristocrat.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in our districts and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, we strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Member Signature

House District

A handwritten signature in black ink, featuring a large, stylized 'G' followed by a series of loops and a long horizontal stroke.

31

43RD DISTRICT

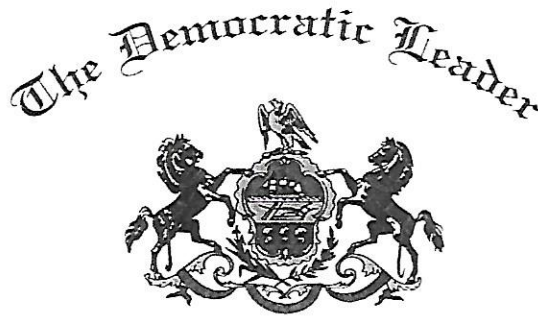
JAY COSTA

SENATE BOX 203043
HARRISBURG, PA 17120-3043
717-787-7683
FAX: 717-783-5976

1501 ARDMORE BOULEVARD
SUITE 403
PITTSBURGH, PA 15221
412-241-6690
FAX: 412-731-2332

2306 BROWNSVILLE ROAD
PITTSBURGH, PA 15210
412-884-8308
FAX: 412-886-2080

314 EAST EIGHTH AVENUE
HOMESTEAD, PA 15120-1592
412-462-4204
FAX: 412-462-4543



Senate of Pennsylvania

COMMITTEES

APPROPRIATIONS, EX-OFFICIO
RULES & EXECUTIVE NOMINATIONS,
DEMOCRATIC CHAIR
VETERANS AFFAIRS & EMERGENCY
PREPAREDNESS, DEMOCRATIC CHAIR
FINANCE
GAME & FISHERIES
HEALTH & HUMAN SERVICES

costa@pasenate.com
www.senatorcosta.com

July 21, 2017

Randall Stephenson, CEO AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am writing to convey to you my concern about the ongoing dispute between AT&T and 21,000 wireless workers across the nation, as well as the extensive outsourcing and offshoring of American jobs. Millions of Americans rely on AT&T for communications services, and it is important that AT&T workers who provide those services have a fair contract.

I am concerned about what I heard learned about the proposals made by AT&T, and, though I am aware of the challenges facing the telecommunications industry, I know that AT&T wireless workers are the engine that drives the company's most profitable division. These workers deserve to share in the success and growth that they create. I urge you to settle a fair contract with these workers so that families in my district can rely on their jobs with AT&T. I have no doubt that you can fulfill this need, and meet your obligations to shareholders of your company.

Thank you for your attention to this issue. I urge you to bargain fairly and seek a reasonable agreement that protects jobs and ensures continuing, high-quality service.

Sincerely yours,

Senator Jay Costa, Jr.
43rd District

JC/jlg

45TH DISTRICT

JIM BREWSTER

SENATE BOX 203045
THE STATE CAPITOL
HARRISBURG, PA 17120-3045
717-787-5580
FAX: 717-772-3588

ONE MONROEVILLE CENTER
3824 NORTHERN PIKE, SUITE 1015
MONROEVILLE, PA 15146
412-380-2242
FAX: 412-380-2249

201 LYSLE BOULEVARD, SUITE 100
MCKEESPORT, PA 15132
412-664-5200
FAX: 412-664-5202

NEW KENSINGTON CITY HALL
301 11TH STREET, SUITE L
NEW KENSINGTON, PA 15068
724-334-1143
FAX: 724-334-1152



Senate of Pennsylvania

COMMITTEES

GAME & FISHERIES, DEMOCRATIC CHAIR
LAW & JUSTICE, DEMOCRATIC CHAIR
APPROPRIATIONS
BANKING & INSURANCE
EDUCATION
LOCAL GOVERNMENT
TRANSPORTATION
POLICY

LEGISLATIVE BUDGET
& FINANCE COMMITTEE, VICE CHAIR
PORT AUTHORITY OF ALLEGHENY
COUNTY, BOARD OF DIRECTORS

AFTERSCHOOL CAUCUS
AT-RISK CHILDREN & FAMILY CAUCUS
AVIATION CAUCUS
COMMUNITY COLLEGE CAUCUS
FIRE & EMERGENCY SERVICES CAUCUS
GOVERNMENT REFORM CAUCUS
LAW ENFORCEMENT CAUCUS
PRAYER CAUCUS, MINORITY CHAIR
SPORTSMEN CAUCUS
THIRD CLASS CITY CAUCUS
UNIVERSITY OF PENN CAUCUS

June 29, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services – and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what I understand, the company's proposals would undermine good jobs in the communities I represent by refusing to bargain for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While I am aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in your monthly net profit of more than \$1 billion and your continued status as a dividend aristocrat.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families to make it successful. The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Sincerely,



Jim Brewster
State Senator

11TH DISTRICT
JUDITH L. SCHWANK

SENATE BOX 203011
HARRISBURG, PA 17120-3011
717-767-8925
FAX: 717-772-0578

210 GEORGE STREET
SUITE 201
READING, PA 19605
610-929-2151
FAX: 610-929-2576

EMAIL: senatorschwank@pasenate.com
WEBSITE: www.senatorschwank.com



COMMITTEES

AGRICULTURE & RURAL AFFAIRS,
DEMOCRATIC CHAIR
HEALTH & HUMAN SERVICES,
DEMOCRATIC CHAIR
APPROPRIATIONS, VICE CHAIR
AGING & YOUTH
LOCAL GOVERNMENT
STATE GOVERNMENT
POLICY

PENNSYLVANIA STATE SYSTEM
OF HIGHER EDUCATION,
BOARD OF GOVERNORS

Reading

Senate of Pennsylvania

July 24, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr Stephenson:

I have recently been contacted by representatives of CWA Local 13500 that are deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not the continuation of contentious negotiations.

It is my understanding that the company's proposals would undermine good jobs in communities across the country by refusing to bargain for meaningful job security, fair commission pay structures, healthcare costs in the face of outsourcing, and scheduling policy. The refusal to bargain over meaningful job security language means the continuation of the outsourcing of good jobs to other countries, including low-wage, non-union domestic contractors.

I am aware of the changes that have taken place in the telecommunications industry and I know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth.

It is critical for a profitable corporation like AT&T to do work with its employees in ensuring they remain successful. I respectfully request that you work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public. Thank you for your consideration.

Sincerely,

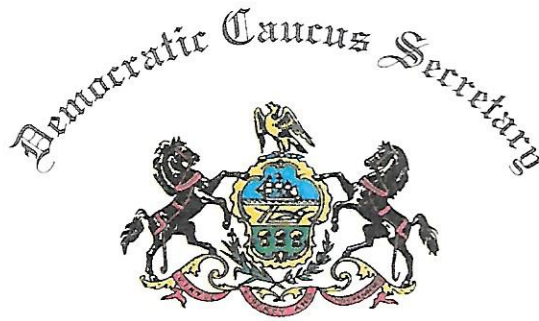
A handwritten signature in black ink, appearing to read "Judith L. Schwank".
Judith L. Schwank
Senator – 11th District

JLS: wge

1ST DISTRICT
LAWRENCE M. FARNESE JR.
SENATE BOX 203001
THE STATE CAPITOL
HARRISBURG, PA 17120-3001
TELEPHONE: 717-787-5662
FAX: 717-787-4531

1802 SOUTH BROAD STREET
PHILADELPHIA, PA 19145
TELEPHONE: 215-952-3121
FAX: 215-952-3155

EMAIL: farnese@pasenate.com
TWITTER: @larryfarnese
FACEBOOK: facebook.com/SenatorLarryFarnese
WEB: www.senatorfarnese.com



Senate of Pennsylvania

July 24, 2017

COMMITTEES
COMMUNITY, ECONOMIC &
RECREATIONAL DEVELOPMENT,
MINORITY CHAIR
BANKING & INSURANCE
CONSUMER PROTECTION &
PROFESSIONAL LICENSURE
JUDICIARY
RULES & EXECUTIVE NOMINATIONS
TRANSPORTATION
POLICY

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

I am writing regarding the ongoing AT&T contract dispute with 21,000 wireless workers across the country. Millions of Americans rely on AT&T for communications services, including the people I represent in Philadelphia, Pennsylvania, and I am urging you to work together with your employees to provide good, family sustaining jobs and quality service to consumers.

While I am well aware of the changes that have taken place in the telecommunications industry, I believe that AT&T wireless workers are the driving force behind your most profitable division and they deserve to share in the company's success and growth. Our country needs profitable corporations like AT&T to do their part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. My constituents are consumers and community members -- they need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, I believe that you can do both.

I strongly urge you to work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Very truly yours,

Lawrence M. Farnese, Jr.
State Senator
1st Senatorial District

cc: Julie Daloisio, President, CWA Local 13500

42ND DISTRICT
WAYNE D. FONTANA
SENATE BOX 203042
HARRISBURG, PA 17120-3042
717-787-5300
FAX: 717-772-5484

932 BROOKLINE BOULEVARD
PITTSBURGH, PA 15226-2106
412-344-2551
KENMAWR PLAZA
524 PINE HOLLOW ROAD
KENNEDY TOWNSHIP, PA 15136-1661
412-331-1208
EMAIL: fontana@psenate.com
WEB: www.senatorfontana.com
TWITTER: @WayneDFontana



Senate of Pennsylvania

COMMITTEES
URBAN AFFAIRS & HOUSING,
DEMOCRATIC CHAIR
COMMUNICATIONS & TECHNOLOGY
COMMUNITY, ECONOMIC
& RECREATIONAL DEVELOPMENT
CONSUMER PROTECTION
& PROFESSIONAL LICENSURE
LAW & JUSTICE
RULES & EXECUTIVE NOMINATIONS
POLICY

July 20, 2017

Randall Stephenson, CEO,
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

It has been brought to my attention that members of the Communications Workers of America Union are deeply concerned about the ongoing AT&T contract dispute. This includes more than 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services. It is my belief that AT&T should be working together with their employees to provide quality service instead of spending precious time in needlessly contentious negotiations that seem to be getting nowhere.

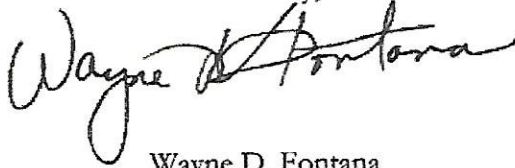
From what I understand, the company's proposals would undermine good jobs in communities across the country by refusing to bargain for meaningful job security in the face of outsourcing and fair commission pay structures for retail employees. Without adequate raises, workers are also being punished by AT&T insisting on increasing the healthcare cost burden and through punitive scheduling policies that penalizes people for taking their earned sick time.

While I am aware of the changes that have taken place in the telecommunications industry, I know that AT&T wireless workers are the driving force behind your company's most profitable division. The employees deserve to share in AT&T's success and growth as evidence in the monthly net profit of more than \$1 billion and the continued status as a dividend aristocrat.

What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. My members need corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, I strongly urge you to reconsider your bargaining position. Please work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Sincerely,

A handwritten signature in black ink that reads "Wayne D. Fontana". The signature is fluid and cursive, with the first name "Wayne" being larger and more prominent than the last name "Fontana".

Wayne D. Fontana
State Senator, 42nd Senatorial District

WDF/blm

COMMITTEE ON HOMELAND SECURITY

COMMITTEE ON FOREIGN AFFAIRS

COMMITTEE ON SMALL BUSINESS



Congress of the United States
House of Representatives
Washington, DC 20515

July 14, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am writing to you about the ongoing AT&T contract dispute with 21,000 wireless workers across the country. Millions of Americans rely on AT&T for communications service, and they need you to work together with your employees to provide quality service.

I am well aware of the changes that have taken place in the telecommunications industry, and I know that AT&T wireless workers are a major factor behind your most profitable division. They deserve to share in the company's success and growth, especially in light of AT&T's very robust profits.

From what I understand, the company's proposals would not improve job security in the face of continued outsourcing, increase the healthcare costs on employees without equivalent raises to offset those costs and changes your HR policies making it more difficult for employees to use their contractual sick leave. I am most concerned about the job security language allowing the continued offshoring of good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage domestic contractors.

Your company's workers and families in my district and across the country need successful corporations like AT&T to be mindful of your treatment of their communities as you have done in the past. The first step is to return to the bargaining table with CWA and reach a mutually agreeable contract. Rather than pursuing policies that send much needed jobs overseas and undermine the pay that working families need, I strongly urge you to reconsider that bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality services to the public.

Thank you for your consideration.

A handwritten signature in cursive script that reads "Brian K. Fitzpatrick".
Brian K. Fitzpatrick
Member of Congress

MATT CARTWRIGHT
17TH DISTRICT, PENNSYLVANIA

COMMITTEE ON APPROPRIATIONS
SUBCOMMITTEES:
COMMERCE, JUSTICE, SCIENCE,
AND RELATED AGENCIES
FINANCIAL SERVICES
AND GENERAL GOVERNMENT
COMMITTEE ON OVERSIGHT
AND GOVERNMENT REFORM

Congress of the United States
House of Representatives
Washington, DC 20515-3817

July 25, 2017

1034 LONGWORTH HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-5546

226 WYOMING AVENUE
SCRANTON, PA 18503
(570) 341-1050

20 NORTH PENNSYLVANIA AVENUE, SUITE 201
WILKES-BARRE, PA 18711
(570) 371-0317

121 PROGRESS AVENUE, SUITE 310
POTTSVILLE, PA 17901
(570) 624-0140

400 NORTHAMPTON STREET, SUITE 307
EASTON, PA 18042
(484) 546-0776

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

and

Christopher Shelton, President
Communications Workers of America
501 3rd Street NW
Washington, DC 20001

Dear Messieurs Stephenson and Shelton,

As our economy grows and evolves, I strongly believe that American workers and corporations would benefit themselves and the country by keeping several key principles of modern economics and public policy in mind:

Maximizing the number of U.S. jobs (versus foreign-based jobs that are only a part of domestic economic activity) pays big dividends to all. U.S. jobs strengthen companies, industries, communities, and whole states or regions. They lift our standard of living, widen our tax base, and strengthen families.

Investing in American workers invests in our future. Capable workers working directly for U.S. companies on U.S. soil, under an arrangement that both employees and employers find beneficial, form a pillar of stability for our economic future. That happens most completely when employees and employers share the responsibilities and rewards of business success. And that happens best when employees and employers progress relatively equally with respect to compensation- and cost-sharing, profit and loss distribution, and company expansions and contractions.

There is no substitute for working together fairly, in good faith, and deliberately. Thus, I urge you to come together with ever an eye towards compromise, agreement, and the greater good. I urge you both to be humble in the face of the impact your leadership will have on the many people who depend on the industry you lead. And I urge you to put the needs of the nation above self-interest or economic partisanship.

If you do so, we all will benefit. I thank you for your consideration.

Sincerely,



Matt Cartwright
Member of Congress

COMMITTEE ON
ENERGY AND COMMERCE

SUBCOMMITTEES:
COMMUNICATIONS AND TECHNOLOGY
RANKING MEMBER

ENERGY AND POWER

CO-CHAIR:
COALITION FOR AUTISM
RESEARCH AND EDUCATION

CONGRESSIONAL CAUCUS ON ROBOTICS



Congress of the United States
House of Representatives

MIKE DOYLE
14TH DISTRICT, PENNSYLVANIA

WASHINGTON OFFICE:
239 CANNON HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-2135

DISTRICT OFFICES:
2637 EAST CARSON STREET
PITTSBURGH, PA 15203
(412) 390-1499

11 DUFF ROAD
PENN HILLS, PA 15235
(412) 241-6055

627 LYSLE BOULEVARD
McKEESPORT, PA 15132
(412) 664-4049

July 21, 2017

Randall Stephenson
Chief Executive Officer and Chairman of the Board of Directors
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson:

I am concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service.

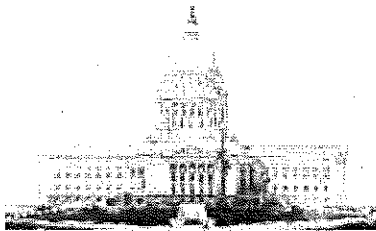
From what I understand, your company's most recent contract proposals could undermine good jobs in the communities I represent. I know that AT&T wireless workers are the driving force behind your most profitable division. What our country needs is for corporations, like yours, to do their part in respecting the individuals and families who make them successful.

The first step is to settle a fair contract with your wireless workers. Families in my district and across the country need successful corporations to be as mindful of how they treat the community as they are of their bottom line. In the case of your wireless workforce, it's clear that you can do both.

I strongly urge you to work with your employees to achieve a reasonable bargaining agreement that protects good jobs and ensures continued high quality service to the public.

Thank you for your consideration.

Mike Doyle
Member of Congress



THE WISCONSIN STATE LEGISLATURE

August 21, 2017

Randall Stephenson, CEO
AT&T Corporation
208 South Akard Street
Dallas, TX 75202

Dear Mr. Stephenson,

We are deeply concerned about the ongoing AT&T contract dispute with 21,000 wireless workers across the country, and your extensive outsourcing and offshoring of good, American jobs. Millions of Americans rely on AT&T for communications services — and they need you to work together with your employees to provide quality service, not fight with them in needlessly contentious negotiations.

From what we understand, the company's proposals would undermine good jobs in the communities we represent by refusing to provide for meaningful job security in the face of outsourcing, refusing to bargain fair commission pay structures for retail employees, insisting on increasing the healthcare cost burden on employees without adequate raises to offset those costs, and insisting on a punitive scheduling policy that punishes people for taking their earned sick time. Your refusal to bargain over meaningful job security language means you can continue offshoring good jobs to the Philippines, the Dominican Republic and other countries, and outsourcing to low-wage, non-union domestic contractors.

While we are well aware of the changes that have taken place in the telecommunications industry, we know that AT&T wireless workers are the driving force behind your most profitable division. They deserve to share in the company's success and growth, evidenced in the company's monthly net profit of more than \$1 billion and the generous compensation packages of your executive team.

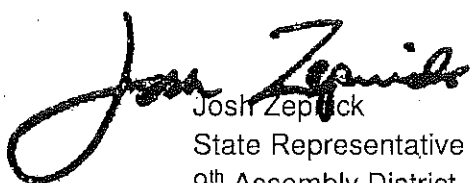
What our country needs is for a profitable corporation like AT&T to do its part in respecting the families who make it successful. The first step is to settle a fair contract with your wireless workers. Families in our district's and across the country need successful corporations like AT&T to be as mindful of your treatment of their communities as you are of your bottom line. In the case of your wireless workforce, it's clear that you can do both.

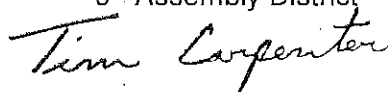
Rather than encouraging a "race to the bottom" that sends much needed jobs overseas and undermines the pay that working families need, we strongly urge you to reconsider your bargaining position and work directly with the union negotiating team to achieve a reasonable

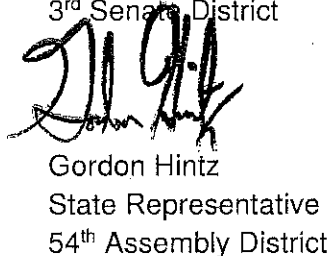
bargaining agreement that protects good jobs and ensures continued high quality service to the public.

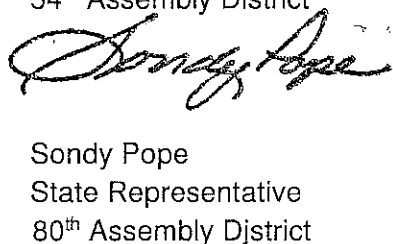
Thank you for your consideration.

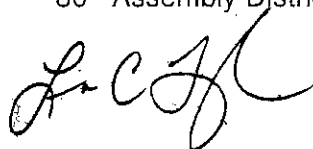
Sincerely,

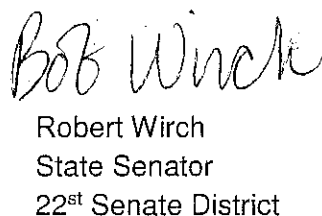

Josh Zepnick
State Representative
9th Assembly District

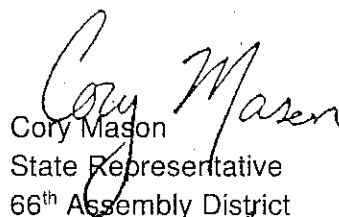

Tim Carpenter
State Senator
3rd Senate District

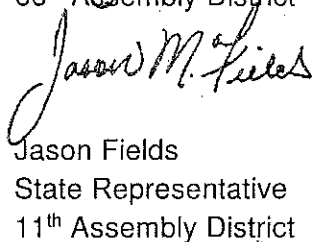

Gordon Hintz
State Representative
54th Assembly District


Sondy Pope
State Representative
80th Assembly District

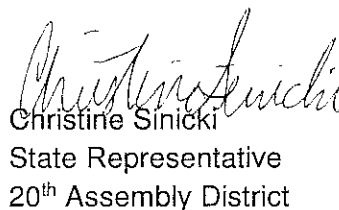

Lena Taylor
State Senator
4th Senate District

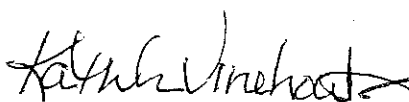

Robert Wirch
State Senator
22nd Senate District

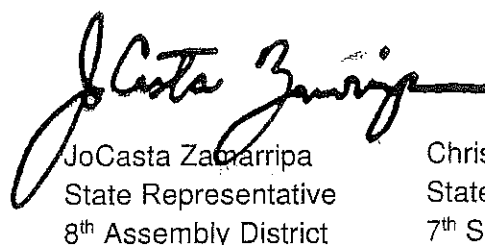

Cory Mason
State Representative
66th Assembly District

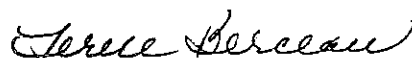

Jason Fields
State Representative
11th Assembly District

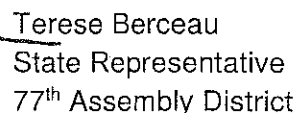

Beth Meyers
State Representative
74th Assembly District

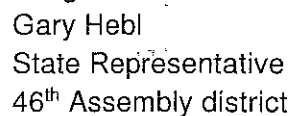

Christine Sinicki
State Representative
20th Assembly District

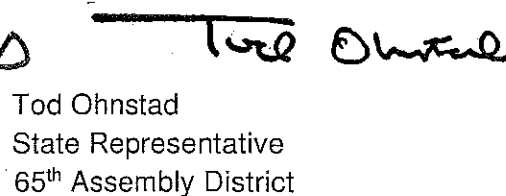

Kathleen Vinehout
State Senator
31st Senate District

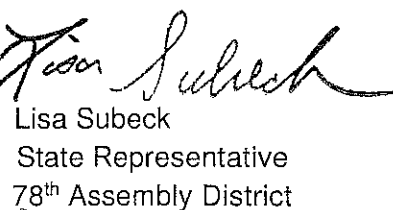

JoCasta Zamarripa
State Representative
8th Assembly District

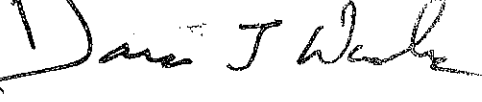

Terese Berceau
State Representative
77th Assembly District


Gary Hebl
State Representative
46th Assembly district


Tod Ohnstad
State Representative
65th Assembly District


Lisa Subeck
State Representative
78th Assembly District


Dana Wachs
State Representative
91st Assembly District


Chris Larson
State Senator
7th Senate District

**A RESOLUTION TO BE SUBMITTED
BY LEGISLATOR BURKE**

RE: Showing Support for the 21,000 AT&T Wireless Employees Represented by the Communication Workers of America Fighting for a New Union Contract

WHEREAS, twenty-one thousand AT&T wireless employees are negotiating for a new contract. The last contract expired on February 11th, and a rolling extension was terminated on May 1. These employees drive the growth in AT&T's most profitable segment, its wireless business; and

WHEREAS, after four months of contract negotiations, AT&T wireless employees went on strike from May 19 to the 21 in protest of AT&T's failure to present serious proposals. This strike caused hundreds of stores across the country to close; and

WHEREAS, AT&T brings in over \$1 billion dollars a month in profits, yet does not share these profits with their employees. AT&T has closed over 30 call centers and downsized others, which eliminated 12,000 good paying jobs. AT&T outsourced those jobs to countries with low wages and weak labor protections instead of keeping them in the United States. In addition, AT&T uses third party retailers, known as "authorized retailers," which customers often complain about deceptive sales practices; and

WHEREAS, workers are fighting for several key issues: wage increases to cover the rising cost of the standard of living and healthcare; protection for retail workers preventing management from unilaterally changing commission plans to cut wages; basic job security in the face of outsourcing; affordable healthcare for all employees; a fair scheduling policy that allows workers to use their earned sick time; and

WHEREAS, the backbone of a strong capitalist economy is the American workforce. Historically, improvements in labor conditions has come from workers standing up for fair and equitable treatment. The 21,000 workers deserve to be heard by AT&T who should settle a fair contract with the workers rather than encouraging a "Race to the Bottom" that sends much needed jobs overseas and undermines the pay that working families deserve.

NOW, THEREFORE, BE IT

RESOLVED, that this Honorable Body voice its support for the twenty-one thousand employees of AT&T wireless fighting for a fair contract and strongly urges AT&T to reconsider its bargaining position and work directly with the union negotiating team to achieve a reasonable bargaining agreement that protects well paying jobs and ensures continued high quality service to the public; and be it further

RESOLVED, that a certified copy of this resolution is sent to the CEO of the AT&T Corporation, Randall Stephenson and any other party deemed necessary and proper.

FISCAL IMPACT: None for the resolution.