

# 6 months after expiration

## Mobilization is still going strong

6 MONTHS without a contract @ AT&T



This is the longest we have gone without a contract at AT&T Legacy T, but our members are not giving up on our quest for job security and affordable benefits

### “One day longer, the Union is stronger”

In the field, Members are positioned for a long battle with the company. Prolonging negotiations is a tactic AT&T has used many times in recent years trying to wear workers down and shift anger and blame away from themselves; **EPIC FAIL.**

**General Malcontent** (Defined a person who is generally dissatisfied and rebellious) has been spotted in many Locals across the country. This picture (right) was taken of Malcontent in Minneapolis as she and many other members prepared to educate the public about AT&T offshoring American jobs, and CWA members’ fight for job security as we reached 6 months without a contract October 14.



“CWA members, many whom have dedicated most of our adult lives to AT&T, have continued to work in good faith since the labor agreement expired April 14<sup>th</sup> hoping the company will come to the table to negotiate a fair contract with job security and affordable healthcare so we can keep dedicating ourselves to quality service for our customers.” We are all General Malcontent until we have a contract.



# PROOF that Mobilization Works!



In August members wrote letters to the Alliance Board of Trustees demanding funding for the Alliance programs.

As a result, the Company called our Legacy T bargaining team back to the table August 27.

Though the company was not interested in continuing negotiations to reach an overall agreement, we were successful in securing Alliance funding! Alliance Live and Article 43 certification classes are both up and running, along with other Alliance programs! We are **STONGER TOGETHER!**



*JOIN in the Action*

If **“Do the right thing”** was AT&T's bargaining strategy, we would already have a contract with job security.

**M**embers are not just sitting by idle

*Here are some of the amazing actions happening across the country!*



**Local 1051** has been educating the public at Bruins Hockey games, and receiving community support in our fight to keep jobs. More public actions are in the works. Members are wearing red Thursdays and black Fridays.

**Local 1058** reports their members are still inside clicking away, especially at one of their favorite times 10:58 daily! The Local continues to hold information tables and pass out fliers to keep members informed. The Local passed out dice to help show how cutting the watermark in half is gambling with our future. Members inside continue to wear Red Thursdays and Black Fridays.



**Local 1150** held several informational pickets; members are clicking and wearing red Thursdays and black Fridays. Many workers posted yard signs to help educate their neighbors about AT&T's continued erosion of American Jobs. Several activists have been talking to the public on the street and at busy train stations, outside sporting events and at New York City Labor Day festivities getting the community to sign the GoodJobsATT.org petition in support of our campaign. Leaders have held information tables to help keep members informed.

**Local 1152** Officers and Activists have been participating in public events like the NY State Fair, Labor Day Parade, public gatherings and have deployed yard signs in neighborhoods and on high traffic areas. The Local ran billboards on the back of many city busses through August and September to help educate the community on our fight to keep good jobs in the U.S and in Syracuse. They received much public support and have collected thousands of signatures on the GoodJobsAtt.org petition. Inside members wear Red Thursdays, black Fridays, participate in noise actions, stay united through communications and are working to ensure each worker understands what is at stake this election cycle.

**Local 2100** members have been forced to file grievances over multiple offenses committed by management. Workers finally got off of 6 day work weeks. Members are wearing red on Huddle days, and have put GoodJobAtt.org signs in their yards at home. The skeleton has made its way to Maryland and is appearing outside one of the DirecTV garages.

**Local 2201** has continued to engage elected officials in our fight to keep good jobs in the United States and activists have collected petition signatures at events including a cookout with the Congressman.





**Local 2252** holds public rallies weekly alternating between Oakton VA and Waldorf MD, near AT&T buildings including retail stores. Retirees are actively attending, and the Local is receiving much support from Allies and the community. Members wear red Thursdays and black Fridays and have displayed yard signs in their neighborhoods and on main exits of highways. Activists are collecting signatures on the GoodJobsATT.org petition.

One Activist was able to get the GoodJobsAtt.org petition sign on the news after Hurricane Michael moved through the area.

**Local 13552** members have deployed yard signs in their neighborhoods and are wearing red Thursdays and black Fridays. They continue to engage elected officials in our fight for jobs.

**Local 3010** members are wearing red Thursdays, members stay informed through direct conversations and fliers. Public signs are in Spanish to catch more attention and support from the community.



**Local 3108** members have signs posted in their cubes and continue to wear red Thursdays and make noise when the mood strikes. They continue to leaflet and collect petition signatures at outside events. Activists are working on the upcoming election. Electing working family friendly candidates is top on their agenda.

**Local 3250** activists continue to hold rallies, wear red Thursdays, black Fridays and participate in noise actions including clickers and cowbells. Workers have received compliance emails restricting what they can and can't say about AT&T, the timing seems to be an attempt to limit CWA members ability to spread the truth about AT&T's attack on American Jobs, and scare the workers into silence. (Threats & intimidation are illegal under the NLRA). Activists continue talking to their friends, neighbors, customers and the public about how AT&T offshoring jobs hurts our communities including sharing our jobs message on FB and other social media.



**Local 3603** members are wearing red Thursday and black Friday, and using clickers during noise actions. The Local made car magnets and drove cross country to educate our communities about AT&T's greed, their tax lies and our fight to protect American Jobs. Activists have been participating in public actions and collecting signatures on the GoodJobsATT.org petition.

**Local 4250** keeps workers informed with informational flyers and passed out dice to highlight the 50% job cut in the watermark under AT&T's final offer. Members are wearing red Thursdays, black Fridays, clicking and working to rule to ensure no one is disciplined. Activists joined Postal workers at their Columbus Day rally, and collected signatures on the GoodJobsATT.org petition.



**Local 4252** members are displaying the GoodJobsAtt.org signs in their yards and they have been placed near interstate off ramps. The Local distributed koozies to members who are using them in the office, and keep red balloons and signs up in the office. The members show solidarity by wearing red Thursdays and black Fridays. The Local continues to hold information tables in the break room and are planning further outside actions.

**Local 4603** bought and distributed car/door hangers that say "We support our Union" and "United we stand"; members proudly display them on their rearview mirrors and at their desks. Members are wearing red Thursdays and black Fridays to show solidarity.

**Local 4998** activists hosted a huge action along with **Local 4900** while the District 4 conference was in Indianapolis. Members continue to wear red Thursdays and Black Fridays, and are collecting signatures on the GoodJobsATT.org petition.

**Local 6137** members are collecting signatures from their communities on the GoodJobsATT.org petition. Members are wearing red Thursdays and black Fridays.

**Local 6143** activists held an informational picket, are wearing red Thursdays, black Fridays and are looking for another public opportunity to get our job message out. The Legacy T bilingual center received their closure notice. Two people will follow the work to Fresno CA and the rest will retire November 16. These workers understand the importance of the job security language, and continue to be engaged in the fight for a fair contract.

**Local 6150** is keeping members educated and focused by distributing informational fliers in the work place. Members have been reassured that terms of the 2015 contract remain in place while we negotiate the new contract, so management can't change working conditions without negotiating them with the union.

**Local 6300** members are working with 6350 on public actions and showing solidarity. Local leaders are keeping our jobs fight in the public and educating elected officials and candidates up to date on our issues and actions.

**Local 6350** Members played the shell game with Local Leaders trying to figure out where the AT&T jobs have gone. Informational flyers are distributed to the membership to keep them informed. Activists wear red Thursdays, black Fridays; continue making noise and working to rule. They hold rallies and worksite meetings to keep members engaged. The Local keeps putting our jobs message out into our communities and collecting signatures on the GoodJobsATT.org petition.



Activists continue leafleting in front of sporting events, other public gatherings, and have been in front of CVS and other customer locations several times per week with our job security and affordable healthcare messages.

## Local 6350 challenge

6350 challenges all Legacy T Locals to leaflet in front of customer locations (like CVS) at least one time every week in order to continue to apply pressure to the company and get bargaining started again.

**Local 6450** has been keeping members engaged through member education, fliers and one on one meetings in the break room and snack/concessions stands. Members show solidarity by wearing red Thursdays, participate in noise actions, hold healthcare mobilization every Tuesday and are continuing to work to rule. Since KC Chiefs day is every Friday, mobilizers brought in black ribbons for members to wear. In the new work location 6450 receives a lot of support from



members in the AT&T SW contract. Activists attended many public events including Columbus day and an anti Sprint TMobile merger rally, collecting signatures on our GoodJobsATT.org petition from allies and our communities.

**Local 7050** continues to work to the rule to protect members from discipline and are keeping members engaged through education and updates. More CWA strong signs are present in the work areas. Activists are welcoming new mobility call center members to the Local, and keeping politicians updated on our jobs fight.



**Local 7200** members are working with 7250 on actions. Holding weekly Thursday informational pickets and passed out treats at the special info picket held to mark 6 months without a contract. Members are wearing red Thursdays, black Fridays and issued “pink slips” to AT&T’s Final Offer. Activists stand strong in support of 7250’s silent walk throughs and elevator rallies.

**Local 7250** jointly with 7200 and the CWA MN State Council is keeping elected officials and working family friendly candidates for office up to date on our fight to protect American Jobs at AT&T. Dozens of State Senate and House members signed on to letters delivered to the AT&T MN President. Many State and Federal Candidates also signed the (cont)

(7250 Continued) GoodJobsATT.org petition along with hundreds of community members at each of the events Local Activists, Stewards and Officers have attended. Dozens of State Senate and House



members signed on to letters delivered to the AT&T MN President. Members are wearing red Thursdays and black Fridays, standing, clicking, noise rallies in the elevator lobbies, silent office walks, and supporting 7200 members as they increase their participation in solidarity actions overcoming managements intimidation tactics. Yard signs have been displayed in members yards, and busy locations in our communities.

**Local 7750** members continue to hold rallies twice a week, and are entered into a local drawing for wearing red Tuesdays and Thursdays and attending the rally. They also wear black Fridays. Mobilizers keep members informed through one on one conversations and workplace flyers. Members have taken home paper petitions to collect signatures from family and neighbors.

**Local 7800** members are working to rule. Local leadership has contacted politicians and engaged them in our fight to protect U.S jobs.



**Local 7906** members are wearing red on huddle/pallet days and holding actions at the shops. Local leaders have engaged elected officials in our fight for job security.



**Local 9415** members are still wearing red Thursdays and black Fridays. Local leaders provided food during National Customer Service/Employee Appreciation week, collected voter registration cards, CWA Strong cards and got many volunteers pledging participation in future actions. Members were able to have fun and enjoyed hanging out away from their desks to socialize and speak with their union reps about issues including bargaining.



This is OUR fight. Join us in action.

Contact your Local to find out what’s going on in your area and what you can do to help. Also find out how to participate in **virtual mobilization training** class. This is a 4-hour instructor lead computer based interactive, energizing and empowering learning experience.



STAY Connected:

Like us on FB @CWALegacyT

text **LegT** to 69866 to receive updates directly to your phone

**Ask your Local for a copy of the paper petition, ask your friends, family and neighbors to sign in support**

[www.GoodJobsATT.org](http://www.GoodJobsATT.org)

Send mobilization reports and pictures from events to [CWAmobilization2018@gmail.com](mailto:CWAmobilization2018@gmail.com). Pictures may be used on social media or a future report.

Stay Strong in your mobilization. We need to continue to send AT&T the message:

**One Day Longer, the Union is Stronger!**

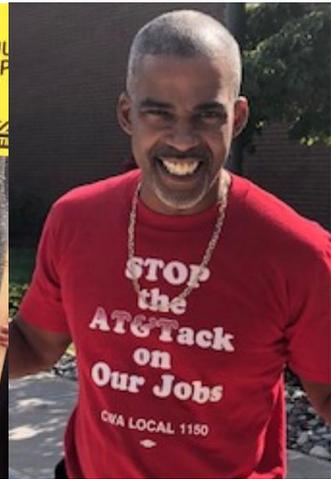
Below: Local 1152 Activists with the Bus Billboards that rolled around Syracuse for 2 months.



Below Left: Local 1150 Activist collecting petition signatures on the street;

Below Center: 7200/7250 selfie/photo bomb;

Below Right: 1150 Stop the Attack on our Jobs Shirt!





Above left: 2252 gets GoodJobsAtt.org petition on Local News; Above Right 2252 Retiree HC sign



Above Left 3606 car magnets close up; Above Right 7200/7250 Info Picket; Below 2252 Info Picket



Below Left: 6350 Collecting leafleting CVS; Right 6350 where are the jobs shell game. Philippines & India 5000+ each, Czech 1528 & Slovak Republic 4081. That's a lot of American Jobs lost.



Above Left & Center: 9415 Member appreciation; Above Right: 6450 collecting petition signatures  
Below: 6450 Rallying for Jobs



## AT&T IN THE YEAR 2018

I think that I shall never see,  
A company that's greedy as AT&T.  
A company with such corporate wealth,  
But they try to hide it like a sly flying stealth.  
Occupational employees belong to CWA,  
A Union that protects from being screwed and led astray.  
Upper management decisions keep emotions abuzz,  
But the company exists because of workers like us.  
You lay off our members to save money you say,  
But your corporate sponsorships seem to be here to stay.  
You out source our jobs and send them overseas  
It's not fair and we deserve them, return them home please.  
Cutting our workforce creates a big mess,  
Our health falls apart because of the stress.  
If CWA members were treated with respect and care,  
Maybe our health wouldn't be in such disrepair.  
We deserve to be paid for sick time you see,  
We earned it earlier we shouldn't have to plea.  
Union members are here to stay,  
We go to work and we earn our pay.  
AT&T we're tired of your game,  
Sit down to the table and don't be so lame.  
The American Dream and a fair contract,  
Can't happy employees be a part of the pact?  
Bargain, bargain, bargain please,  
Stop dragging it out and being a tease.  
AT&T don't you realize it yet?  
CWA employees are you best asset.

By Pam Groszek (CWA Local 6450, originally titled 'AT&T in the year 2012')

