CWA

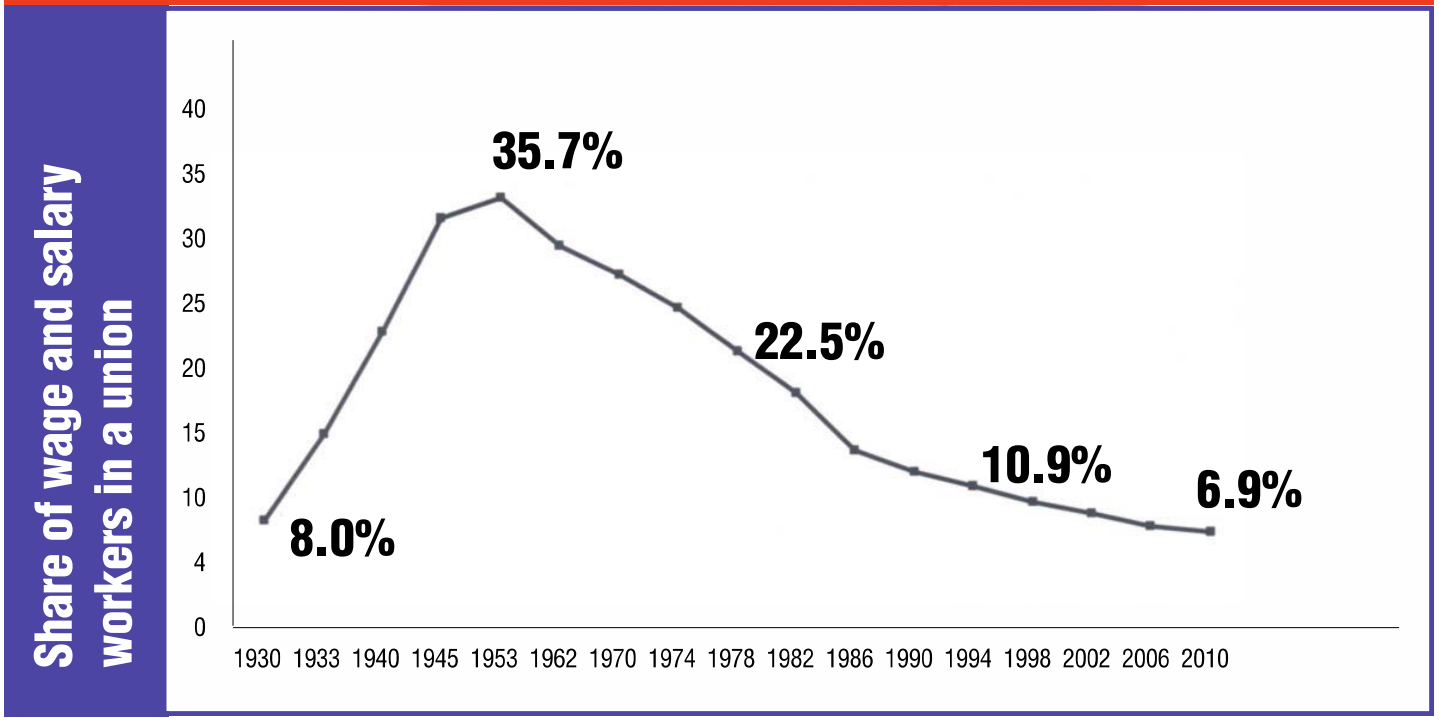
COMMUNICATIONS WORKERS OF AMERICA

Why is bargaining so tough?

Why is it so hard for workers to form a union?

Why aren't we getting pro-worker legislation passed?

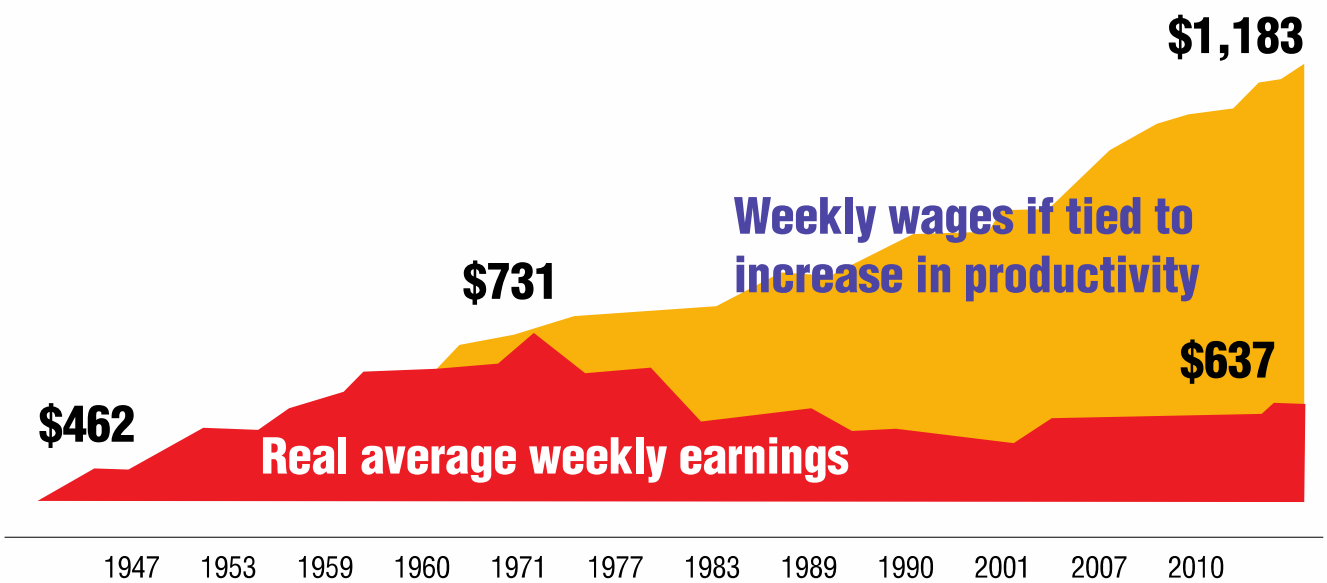
The Rise & Fall of Collective Bargaining Coverage



Source: John DiNardo. "The Casual Effect of Labor Unions in the U.S. Context."

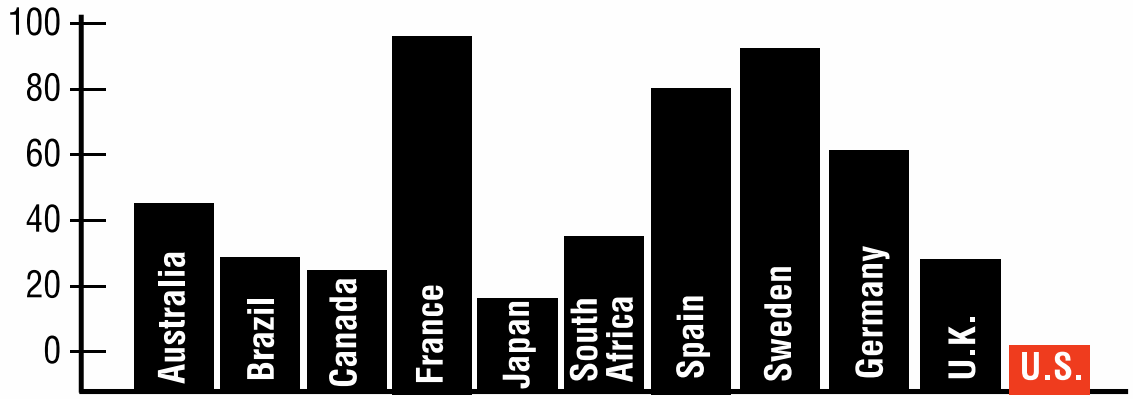
How American Workers Got Left Behind

Actual wages compared to estimated increases if they had risen with productivity



Source: Bureau of Labor Statistics — Productivity, Average Wage of Non-Supervisory Production Workers, Consumer Price Index

Union Coverage Makes a Difference
Collective Bargaining Coverage: U.S. Lags Behind Other Democracies



Source: BLS, Monthly Labor Review, January 2006

CEO Pay Skyrockets Compared with Workers' Wages

In **1980**, CEO pay equaled

42

times the average blue collar worker's pay.

Source: BusinessWeek magazine

By **2011**, CEO pay had grown to

380

times workers' median pay — by far the widest gap in the world.

Source: AFL-CIO Paywatch, www.pay-watch.org

TOUGH BARGAINING

Consolidated Edison Lockout — 2012

- In the middle of a hot New York City summer, management locked out 8,000 Utility Workers, jeopardizing safety for 3.2 million customers.
- The lockout lasted nearly one month.
- The final contract settlement included major contract modifications.

Caterpillar Strike 2012

- Members of the Machinists Union go on strike against a profitable company where the compensation for the chief executive increased by 60 percent in 2011, to $16.9 million.
- The final settlement eliminated more than half of the lump sum and included six years of wage and pension freezes for two-thirds of the workforce and higher health care premiums.

Cooper Tire Lockout 2011-2012

- More than 1,000 members of the Steelworkers Union were locked out for three months.
- Final settlement included a cap on workers' health care payments but ended the employer match for the 401k plan.

Democracy & Economic Justice

BLOCKS TO DEMOCRACY

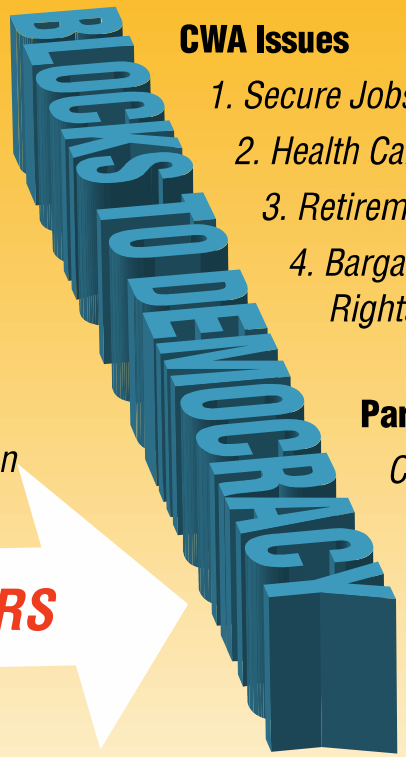
Money in Politics

Broken Senate Rules

No Path to Citizenship for Immigrants

Voter Suppression

7- 10 YEARS



CWA Issues

1. Secure Jobs & Trade

2. Health Care

3. Retirement Security

4. Bargaining & Organizing Rights

Partner Issues

Climate Change

Dream Act

Foreclosures

and more

Building A Movement of 50 Million to Break Through

CWA Contract Bargaining 2011-2012

New Jersey State Workers	NBC
Verizon and Verizon Wireless	NY Times
AT&T	CenturyLink
US Airways	AT&T Mobility
United	GE
ABC	Piedmont
	T-Mobile

This bargaining covers 250,000 + workers

HOW DO WE BREAK THROUGH?

We Break Through the Same Way that We Won in the 2012 Elections.

Building to 50 million strong

- Note: 131 million people voted in 2008, 82.5 million in 2010 and 120 million voted in 2012.
- This is not a complete list of progressive organizations. Others are likely present in your community.

BUILDING TO 50 MILLION STRONG

Note: 131 million people voted in 2008, 82.5 million voted in 2010, and 120 million voted in 2012

Demographics	Organizations	% of 2008 Electorate [1]	% Voted for Obama [1]	Membership
Latino	National Council of La Raza, LULAC...	9%	67%	10,000,000 +
African American	NAACP, LCCR....	13%	95%	10,000,000 +
Women	NOW, Planned Parenthood, Emily's List, League of Women Voters...	53%	56%	5,200,000
Students/Youth 18-29 year olds	USAS, USSA...	18%	66%	4,000,000
Seniors	ARA, AARP....	23%	47%	5,000,000
Labor	AFL-CIO, NEA, Change to Win...	24%	53%	15,000,000
Jobs with Justice				250,000
Environment	Sierra Club, Natural Resources Defense Council, National Wildlife Federation...			6,700,000
Progressives	MoveOn, Common Cause...			5,400,000
LGBT	National Gay and Lesbian Taskforce...			1,400,000
Faith Based	PICO National Network, Interfaith Worker Justice, Gamaliel...			4,000,000
Community Organizing	Center for Community Change, National People's Action...			5,000,000
Total				71,950,000