BUILDING A MOVEMENT for ECONOMIC JUSTICE & DEMOCRACY

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

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.

By 2011, CEO pay had grown to 380 times workers’ median pay — by far the widest gap in the world.


Source: BusinessWeek magazine
TOUGH BARGAINING
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

**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**

**7-10 Years**
### CWA Contract Bargaining 2011-2012

<table>
<thead>
<tr>
<th>New Jersey State Workers</th>
<th>NBC</th>
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<tbody>
<tr>
<td>Verizon and Verizon Wireless</td>
<td>NY Times</td>
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<tr>
<td>AT&amp;T</td>
<td>CenturyLink</td>
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<tr>
<td>US Airways</td>
<td>AT&amp;T Mobility</td>
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<td>United</td>
<td>GE</td>
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<td>ABC</td>
<td>Piedmont</td>
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<td>T-Mobile</td>
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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

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<thead>
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<tbody>
<tr>
<td>Latino</td>
<td>National Council of La Raza, LULAC...</td>
<td>9%</td>
<td>67%</td>
<td>10,000,000 +</td>
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<tr>
<td>African American</td>
<td>NAACP, LCCR....</td>
<td>13%</td>
<td>95%</td>
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<tr>
<td>Women</td>
<td>NOW, Planned Parenthood, Emily's List, League of Women Voters...</td>
<td>53%</td>
<td>56%</td>
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<tr>
<td>Students/Youth 18-29 year olds</td>
<td>USAS, USSA...</td>
<td>18%</td>
<td>66%</td>
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<tr>
<td>Seniors</td>
<td>ARA, AARP....</td>
<td>23%</td>
<td>47%</td>
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<td>Labor</td>
<td>AFL-CIO, NEA, Change to Win...</td>
<td>24%</td>
<td>53%</td>
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<td>Jobs with Justice</td>
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<td>Environment</td>
<td>Sierra Club, Natural Resources Defense Council, National Wildlife Federation...</td>
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<td>Progressives</td>
<td>MoveOn, Common Cause...</td>
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<td>LGBT</td>
<td>National Gay and Lesbian Taskforce...</td>
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<td>Faith Based</td>
<td>PICO National Network, Interfaith Worker Justice, Gamaliel...</td>
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<td>Community Organizing</td>
<td>Center for Community Change, National People's Action...</td>
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<tr>
<td><strong>Total</strong></td>
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<td><strong>71,950,000</strong></td>
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