

Volume 76, #2 • summer 2016

CWA news

RECLAIMING OUR ECONOMY & OUR DEMOCRACY



STANDING TOGETHER, ONE DAY LONGER



By CWA President Chris Shelton

The 15,000 workers at AT&T West have been working without a contract since April, and are mobilizing against the demands of this company to cut health care and retirement security and for other concessions.

At United Airlines, bargaining for an integrated contract covering 25,000 Flight Attendants is continuing, under the direction of a federal mediator.

In New Jersey, CWA public workers are building support for a constitutional amendment that will be on the November ballot that requires the state government to fully fund the public worker pension fund. Governor Christie had no problem protecting billions in tax relief for big corporations and big earners, but has broken promises to state workers.

We're fighting a pension fund grab by Nokia as part of its takeover of Alcatel-Lucent that could put the health care of thousands of retirees and spouses at risk.

At Verizon, 29,000 CWA members and another 10,000 members of the IBEW have been on strike since April 13. Picket lines are strong, and the solidarity of other unions and allies has been amazing. Strikers are determined to last one day longer than this greedy, multi-billion company, but

CWA is in some tough fights. The good news is that we're a union where members have each other's backs. That's how we know we can take on greedy employers and the 1 percent, and win.

as we all know, the decision to strike is a tough call. After 10 months of bargaining, with Verizon refusing to move off its demands for givebacks and concessions, our members had no choice.

We believe that this strike can be a real beginning when it comes to restoring the American Dream for working families.

All working families deserve a decent standard of living, secure jobs, good health care, and retirement security. Those are our core issues in every negotiation and in every contract fight.

To that I'd add that all working families want to provide for a solid future for our children and grandchildren.

That's what we are fighting for, whether we're on strike at Verizon or standing up to any other employer.

We're playing offense, too. We're organizing and growing, with new members from DirecTV customer care centers, technical and administrative units joining almost every day. With allies, we're taking on the Big Banks and the financial institutions that prop up the 1 percent at the expense of the rest of us.

With AFA-CWA, we're fighting the attempt by Norwegian Airlines International to gut worker protections in the airline industry by hiring crews from Thailand and other low-wage

countries. The Department of Transportation tentatively has approved a foreign carrier permit for NAI, and we're fighting to block that action, because the jobs of hundreds of thousands of Flight Attendants, mechanics, pilots, passenger agents and other airline workers in our country and in Europe are at stake.

We have supporters of the Trans-Pacific Partnership and other bad trade deals scrambling, and have won commitments from the Democratic presidential candidates that TPP is a non-starter.

With allies, we're mobilizing to take back our democracy, so we can put an end to big money contributions that are devastating our political process. We're fighting back against attacks on the right to vote and taking a stand for justice.

And we're looking ahead to the November elections, when we have a real opportunity

to elect a President, Senators and other elected officials who we know are on the side of working families, not the 1 percent.

We're standing together for what's right, what's fair and what will ensure that working families have the opportunity to live the American Dream.

All working families deserve a decent standard of living, secure jobs, good health care, and retirement security.

CWAnews

Official Publication of the Communications Workers of America (AFL-CIO, CLC)

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CWA News (ISSN 0007-9227) is published quarterly Jan/Feb/March, April/May/June, July/Aug/Sept, and Oct/Nov/Dec by Communications Workers of America, 501 3rd Street, N.W., Washington, D.C. 20001-2797. Periodical Postage Paid at Washington, D.C. and additional mailing offices.

Postmaster: Send address changes to CWA News, 501 3rd Street, N.W., Washington, D.C. 20001-2797.

Printed by Kelly Press, Cheverly, Md.

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Message to Verizon:

Why are we on strike?

For a better future for our families!



CWA UPDATE

CWA Workers Fight for Fair Pensions in New Jersey

It's time that the government of New Jersey paid its fair share, when it comes to workers' pensions. This November, voters – not Gov. Chris Christie or the state legislature – will weigh in on a constitutional amendment in the form of a ballot measure that would require the state to meet its obligation and make full payments into the pension fund for public workers.

CWA is mobilizing to make that answer a resounding “yes.”

For months, New Jersey CWA activists have been running an unprecedented, statewide member education campaign to build support among our 800,000 members and retirees. More than 500 shop stewards and activists have participated in mobilization trainings. So far, there have been more than 1,000 volunteer shifts, with activists going door-to-door to talk to union families about the importance of passing this ballot question. The campaign is using smart technology to navigate neighborhoods and keep track of results. Volunteers have also been phone banking to ensure that voters amend the constitution to hold politicians accountable and save our pension.

“If all of us do our part, turn out to vote, we can almost guarantee ourselves a victory,” Seth Hahn, CWA New Jersey's political director, told activists on a town hall call.

In 2011, Christie signed a law requiring the state to do its part in restoring proper funding for the pension system, after forcing pension cuts for workers. But, the governor reneged

on the deal, grabbing billions of dollars from the pension system to help his own budget when state revenues fell short of expectations. Christie fought against funding the pension but was happy to protect billions in tax relief for corporations and wealthy people making more than \$400,000 a year.

Last fall, the New Jersey Supreme Court, although agreeing with CWA that the State had not met its obligation, said they did not have the authority to mandate pension contributions and that only a constitutional amendment could do that.

The ballot measure would put the state on track for full pension funding by 2022. Let's fix this pension crisis once and for all.



CWA members and allies rally for fair pensions at the State Capitol in Trenton, N.J.



Activists are spreading the word about the November referendum that will require the state to make full pension fund payments.

Tennessee Is

NOT
FOR
Sale

Tami Shultz, a University of Tennessee Knoxville facility services staffer, had a simple and direct question for Gov. Bill Haslam.

“I was wondering why you haven't spoken to the people yet about campus outsourcing,” she said, approaching a rattled Haslam at a dedication ceremony. “I'm not asking for a lot, just communication.”

But Haslam isn't talking – not to the United Campus Workers-CWA Local 3865 members whose jobs are at stake in his scheme to outsource all facilities maintenance, management, and security at state colleges and universities. Since the beginning, the governor has attempted to conduct this entire operation in secret.

So UCW-CWA members like Shultz are stopping Haslam at public appearances. They're mobilizing massive call-in days to let the governor's office know that the public demands a say. As the Haslam administration delivered a “business justi-

fication” presentation to state lawmakers – brazenly claiming that privatization would save the state money – protesters lined the hallway outside and unfurled three scrolls listing more than 5,000 people who had signed a petition against outsourcing. Chants of “Tennessee is not for sale!” and “Governor Haslam step off it, put people over profit!” rang up and down Legislative Plaza.

At rallies and demonstrations against Haslam's backroom dealings, UCW-CWA has been joined by hundreds of allies including students, clergy, community activists, ATU, SEIU Local 205, the UT Diversity Matters Coalition, the Tennessee chapter of the Sierra Club, Statewide Organizing for Community eMpowerment, fast food and homecare workers fighting for \$15, and more.

Workers and the community aren't fooled by the empty promises of out-of-touch politicians. They know that outsourcing would certainly lead to job cuts, smaller salaries, slashed benefits, higher turnover and degraded services. They under-

stand that privatization often does not result in big savings for the government, as hidden fees and cost overages and more add up.

“Contracted employees don't do more with less,” Tom Anderson, UCW-CWA Local 3865 president and University of Tennessee Knoxville facilities services staffer, told lawmakers at a recent committee hearing. “They do what they're contracted to do. Anything else you have to pay for. And they're claiming they can do a better job with no loss of service, no job cuts, no benefit cuts, no other cuts, everything is going to be better but it's going to cost less with no evidence to back that up. That's just a sales job that I won't buy.”



DIRECTV WORKERS SAY 'CWA YES'

Nearly 10,000 DirecTV technicians, customer service representatives and warehouse and administrative workers now have CWA representation, and more are joining every day. It's more proof that when workers can make a free and fair choice about union representation — without management harassment, interference or worse — they say, "CWA YES."

DirecTV is owned by AT&T. The management neutrality and card check provisions that CWA bargained with AT&T are the reasons that workers can make a fair choice about union representation.

Call center workers in Huntsville, Ala., got the ball rolling. CWA Local 3905 President David Betz, working with a determined inside committee, the local's members and leadership, and District 3, said a "fast and furious" organizing drive lasted just eight days. "The group worked from 6 a.m. to midnight each day to make sure every employee had the opportunity to discuss joining CWA. There was a tremendous response from DirecTV workers, who take calls from customers around the country," he said. Concerns included favoritism in the workplace and miscommunication about the company's policies.

Across the country, CWA organizers and locals are working with DirecTV workers who want a CWA voice. Here are some of the recent highlights:

- **More than 2,000 technicians, warehouse and administrative workers in California and Nevada joined CWA**, with 15 CWA locals working together in 26 locations.
- In Denton and Hanover, Md., **100 technicians, warehouse and administrative workers won representation**. CWA Locals 2106 and 2100 talked and met with workers.

"We need CWA to represent us because we are playing with a new set of rules now. We need to make sure that we have a voice and that those rules are upheld for everyone. CWA is our voice and AT&T's conscience."

Malena Ponder, Tulsa customer care center and new CWA member.

- In La Vergne and Knoxville, Tenn., **201 DirecTV technicians joined CWA**. Locals 3808 and 3802 worked to get them organized, with 80 percent of them signing CWA membership cards at the same time.
- The **985 workers at the Tulsa, Okla., DirecTV customer care center now have representation** with help from CWA Local 6012.
- In District 6, another **923 workers** — technicians, installers, warehouse and administrative employees in Arkansas, Kansas, Missouri, Oklahoma and Texas — **gained a CWA voice through a solidarity campaign** with help from 16 CWA locals.
- In Alabama, another **240 CWA DirecTV technicians, warehouse and administrative workers joined CWA**, and signed up mainly on the night shift, working with Locals 3901, 3902, 3903, 3905, 3908 and 3911.
- A unit of **110 DirecTV technicians in Oregon gained CWA representation**, with support from Local 7906 and Local 9421 organizers and District 9.

CWA MEMBERS TAKE ON AT&T WEST



Premises technicians, members of CWA Local 9511 in Escondido, Calif., stand together for a fair contract at AT&T West.

The 15,000 CWA workers at AT&T West are working without a contract after their collective bargaining agreement expired on April 10.

CWA members are mobilizing across District 9, putting the company on notice that they're serious about getting a good contract. Negotiations cover workers at AT&T West in California and Nevada.

"We're going to continue fighting for a fair contract while we stay on the job," said CWA District 9 Vice President Tom Runnion. "For weeks, we have called on AT&T West to get serious about bargaining and negotiate a fair agreement for its workers. Our members showed their determination to achieve a fair contract with over 95 percent voting to authorize a strike, if necessary. That remains an option."

AT&T is a very profitable company and its \$49 billion purchase of DirecTV closed last July. However, in bargaining for the workers who have helped make it successful, AT&T is demanding outrageous concessions.

NOKIA



FIGHTING NOKIA-ALCATEL PENSION GRAB

CWA active members and retirees are fighting back against a pension grab orchestrated by Alcatel-Lucent in an attempt to improve their bottom line as part of the takeover by Nokia. Workers have been holding informational pickets at major Nokia sites, contacting their members of Congress, expanding letter writing campaigns to include the Nokia and Alcatel-Lucent Board of Directors and mobilizing to stop this scheme.

Last year, Alcatel-Lucent moved 20,000 retirees and \$3 billion in pension assets from the Lucent Technologies Pension Plan (LTPP) — the plan covering only retired union workers and surviving spouses — into the underfunded management pension plan. This jeopardizes not only the future assets of retired union workers but restricts the fund's ability to subsidize health care, life insurance and death benefits for retirees.

CWA filed a lawsuit, joined by the IBEW, to stop Alcatel-Lucent (who is now a wholly-owned subsidiary of Nokia). Their actions violate the current CWA-Alcatel-Lucent contract, as well as a separate, standing agreement between Alcatel-Lucent, CWA and IBEW that says excess pension funds would be used to pay

workers' post-retirement health benefits. That agreement is in effect through the end of 2019. Alcatel-Lucent's actions also violate the "exclusive benefit rule" of the Employee Retirement Income Security Act of 1974 (ERISA), which sets minimum standards for most voluntarily established pension and health plans in private industry to provide protection for individuals in these plans.

CWA Telecommunications and Technologies Vice President Lisa Bolton points out that Alcatel-Lucent has raided the LTPP a second time, taking dollars to shore up health benefits for the 20,000 IBEW retired workers and spouses that it moved to the management plan.

"Years ago, CWA and Lucent management worked together to change the law and make it possible to use excess pension funds to help cover collectively bargained retiree health care costs. Now, these Wall Street bankers and managers want to use our money to meet their obligations, enrich themselves and shareholders, not to protect retirees," said Bolton.

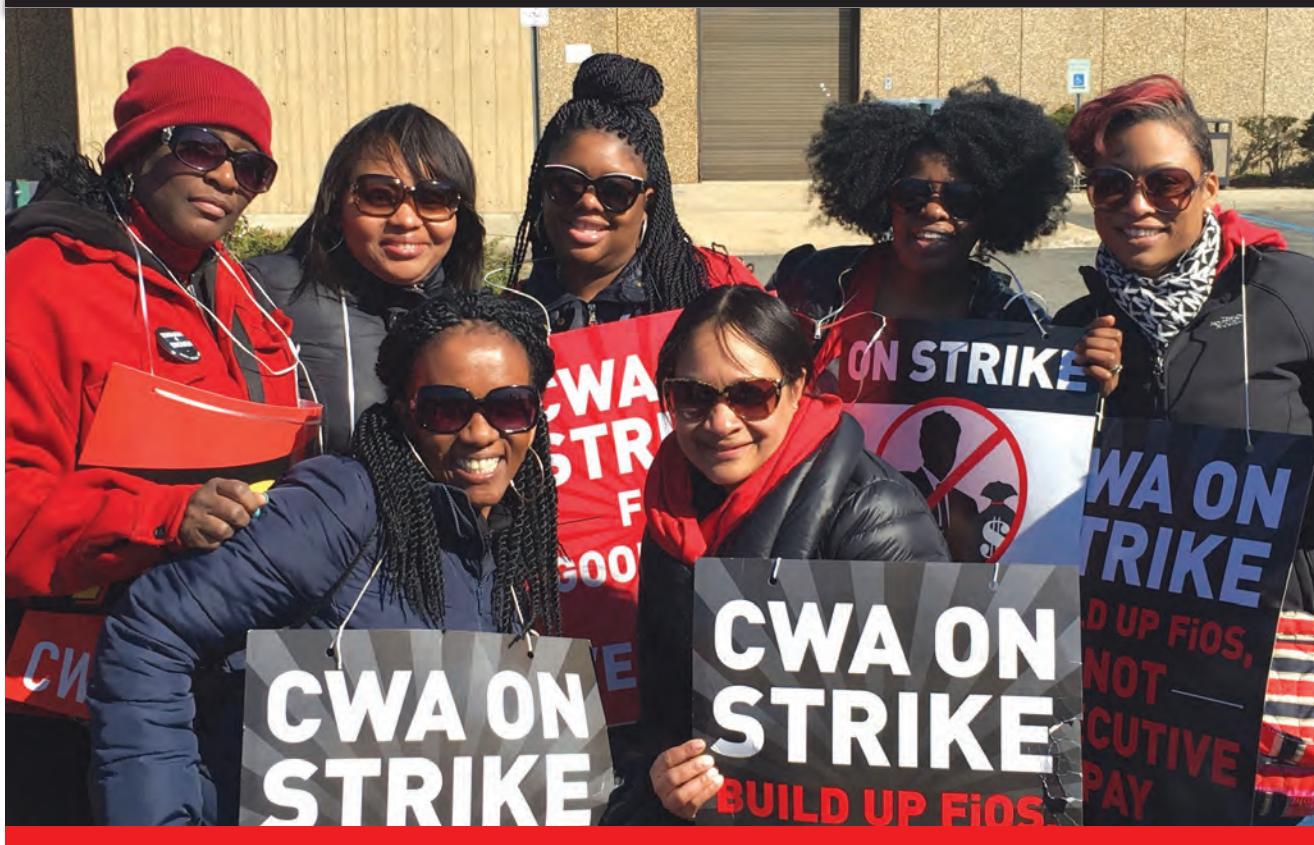


at&t

Mobility workers approve 4-year contract

CWA District 6 AT&T Mobility members ratified a new four-year contract, covering about 9,400 workers in Arkansas, Kansas, Missouri, Oklahoma and Texas.

CWA MEMBERS STANDING STRONG in verizon[✓] strike



CWA Verizon workers and allies from Virginia to Massachusetts are standing together for a fair contract.

After ten months of trying to reach a fair contract, 39,000 Verizon workers from Massachusetts to Virginia went on strike on April 13.

Despite making record profits — \$39 billion over the last three years — Verizon executives have been pushing to offshore more jobs to the Philippines, Mexico and other locations, outsource work to low-wage contractors and transfer workers away from home for months at a time.

Regulators in New York, Pennsylvania and Maryland are investigating Verizon for unsafe conditions affecting workers and consumers in those states. Verizon had tried to block the Pennsylvania Public Utility Commission from pursuing the case, instead, regulators scheduled hearings, indicating that they take these complaints very seriously.

Communities where Verizon has pledged to build out its FiOS high-speed broadband are angry that Verizon is reneging on that promise.

In New York City and Philadelphia, Verizon has not met its obligations to build out FiOS high-speed broadband under citywide cable franchise agreements, and Verizon has failed to build-out FiOS in Baltimore, western Massachusetts, virtually all upstate New York cities and many communities in Pennsylvania.

Meanwhile, the company is making \$1.8 billion in profit every month — after all the bills are paid — but continues to demand givebacks

and concessions from workers and retirees and refuses to provide customers with the FiOS service they want and the properly working copper network that 8 million customers in those states depend on.

CWA District 1 Vice President Dennis Trainor said, “We’ve negotiated for almost a year, in good faith. But nothing satisfies this greedy management. Verizon is determined to destroy good jobs, because its executives are focused on their own pay and their Wall Street share price instead of the long-term stability of the company and responsiveness to customers.”

“Verizon has shown it has no regard for workers and our families, for customers, for communities. It should keep good jobs in the communities that are generating demand for Verizon services, not send those jobs offshore,” said CWA District 2-13 Vice President Ed Mooney.

At rallies and picket lines across Verizon territory and at Verizon Wireless store actions across the country, thousands of

CWA and IBEW members and families, CWA retirees, Jobs with Justice activists, community supporters and allies are standing up to Verizon’s greed.

At Verizon’s annual meeting in Albuquerque, more than 250 CWA members called out the company for enriching top executives while attempting to cut jobs, benefits and workers’ standard of living and to put longtime customers at risk by not maintaining the network.

Public support remains very strong, with elected officials in every state in the Verizon footprint joining strikers at picket lines and rallies. Twenty U.S. Senators from the region signed a letter telling Verizon to bargain fairly. Senator Chuck Schumer (D-NY), the next leader of the U.S. Senate, joined the picket lines, as did House Democratic Leader Nancy Pelosi, Democratic presidential candidates Bernie Sanders and Hillary Clinton, and many others.



The Verizon Striking Families Solidarity Fund has been set up to make sure that members who are facing financial hardship during the strike have a place to turn.

Please go to www.standuptoverizon.com/solidarity to make a donation.

T-Mobile

In another big win at T-Mobile US, the National Labor Relations Board (NLRB) has ruled that two more rules in T-Mobile’s employee handbook are illegal: a prohibition on recordings in the workplace and forcing employees to maintain a “positive work environment.”

The decision builds on the NLRB’s landmark, consolidated ruling that T-Mobile maintained unlawful policies that blocked workers from organizing or even talking to each other about problems on the job. In March 2015 Judge Christine Dibble found 11 of the 13 handbook rules challenged by CWA to be unfair labor practices.

In early May, the NLRB affirmed Dibble’s findings and ruled in CWA’s favor on all counts, finding that the handbook violated federal labor law because the rules interfered with workers’ rights.

T-Mobile US workers took a major step forward this past April by formally electing chief stewards to strengthen their union voice.

T-Mobile Workers United (TU) is the voice of T-Mobile workers in the U.S. and Germany. German workers, members of the union ver.di, have been a big part of the campaign for bargaining rights for U.S. workers.

T-Mobile workers elected stewards at these locations: call centers in Springfield, Mo.; Wichita, Kan.; and Nashville, Tenn., and at two call centers in Albuquerque, NM. Two at-large stewards also were elected, to represent retail store workers and other call center workers.

T-Mobile management recently started a sham company union called “T-Voice.” T-Voice is nothing like a union, because it is funded by management, run by workers management-picked and can be shut down by management at any time.

The NLRB is investigating T-Mobile’s creation of this company union, which is a violation of federal labor law.

Flight Attendants Fight for FAIR CONTRACT AT UNITED



The AFA-CWA Joint Negotiating Committee, bargaining for a joint contract covering 24,000 Flight Attendants at the pre-merger United, Continental and Continental Micronesia Airlines, is pushing hard to reach the industry-leading contract that Flight Attendants deserve.

Mediation has been underway for about six months, and AFA-CWA Flight Attendants and supporters have been picketing at United terminals at airports around the globe, sending a powerful message to management that they are determined to get a fair contract.

A lot of work has taken place over the course of the last six months of mediation, and the AFA-CWA Joint Negotiating Committee has built a comprehensive proposal that incorporates all the issues that are important to Flight Attendants, and especially the critical issues of working conditions, benefits and compensation.

"It is well past time that Flight Attendants and passengers share in the benefits of a fully integrated airline," said AFA-CWA presidents Ken Diaz (pre-merger United), Randy Hatfield (pre-merger Continental) and Kathleen Domondon (pre-merger Continental Micronesia). "A contract for Flight Attendants is critical for completion of the merger and long-term success of the airline. We are united in our commitment to achieve a new standard for our careers as we share in the profits we help create. Share price doesn't save lives. Flight Attendants do."

The three carriers merged in 2010, and today United is posting record profits. Executives and shareholders are cashing in, United's stock price is up 204 percent since negotiations began and United is investing \$100 million in a Brazilian airline.

Flight Attendants aren't sharing in those gains and are fighting for a fair contract that reflects their sacrifices at the pre-merger carriers.

NEARLY 1,000 SPORTS BROADCAST MEMBERS JOIN NABET-CWA

Nearly 1,000 technicians and other workers who bring television sports to millions of viewers have joined NABET-CWA over the past year, following new work agreements reached with ABC Sports and NBC Sports.

NABET-CWA President Charlie Braico said the program, "Growing the Union at ABC Sports and NBC Sports," has been very successful and will continue to bring union representation to hundreds of workers, especially in sports field production.

"There has been a huge expansion in the coverage of sports, especially for college athletics. The number of college football games broadcast in a weekend — and covered by NABET-CWA collective bargaining agreements — has grown from five to as many as 35 games. Most of these workers are daily hires, who are hired show to show, season to season. It's clear that they want the benefits of NABET-CWA representation," he said.

Daily Hire/Freelance members are an integral part of NABET-CWA, and the union has focused on ensuring that these workers have the opportunity for a union voice.

AFA-CWA Mobilizes for Minimum Rest Requirements

Flight Attendants are continuing to mobilize for a 10-hour minimum rest requirement to be included in the Federal Aviation Administration reauthorization.

At a Lobby Day in Washington, D.C., AFA-CWA Flight Attendants were joined by airline workers from the Air Line Pilots, Transport Workers, Association of Professional Flight Attendants, Machinists and others for a day of rallying and meetings with Members of Congress and staff.

Flight Attendants and supporters visited all 541 congressional offices and talked with their Senators and Representatives about the need for 10 hours minimum rest for Flight Attendants.

Current federal regulation rules provide Flight Attendants with only eight hours of "rest" after a 14-hour day. That window of time includes passenger deplaning, travel to and checking in at a hotel, preparing for the next day, travel back to the airport, transiting security, crew briefing and safety checks, passenger boarding and finally releasing the aircraft from the gate. This likely means workers only get four to five hours of sleep before another long day — if everything goes according to schedule. Pilots and other flight deck crew already have the 10-hour minimum rest period.

Both the House and Senate have marked up FAA reauthorization bills. After both houses pass the bills, a conference committee will work out differences between the two versions of the bill. AFA-CWA Flight Attendants will continue to contact their Senators and Representatives to make certain that the 10-hour rest period is included.

AFA-CWA International President Sara Nelson said the 10 hours rest and flight fatigue management program is one of the union's top legislative priorities this year.



Freelancers of the World, UNITE!

Independent writers, photographers, videographers and graphic designers are signing up for Guild Freelancers, a growing part of the Pacific Media Workers Guild and the NewsGuild-CWA, to build stability in a rapidly changing industry.

"The term 'gig economy' has a cute, hip ring to it," said Guild Freelancers co-founder and current secretary-treasurer Rebecca Rosen Lum. "But freelance journalists know there is nothing cute about coming up short at the end of the month, about suffering with an impacted wisdom tooth for lack of dental coverage, about never being able to go on holiday with your children. We urge all independents to look past the marketing talk to the realities. The security freelancers need and deserve can only be won through solidarity."

Together, they've negotiated better dental and vision insurance plans than what they could have accessed as individuals. Though credentials are traditionally reserved for major media organizations, these media workers have secured press passes to cover big news events. When publishers drag their feet on payment, the union helps members collect their fees.

As independent workers, freelancers can't afford to fall behind. So the Guild is offering free courses in design, coding, photography and business to help members sharpen their skills. It's held numerous education events covering topics like creating multimedia stories on the cheap, database reporting and how to take news photos with your iPhone. It's also providing training programs for journalism students.

But that's just a starting point. Freelancers have big plans on how to strengthen and flex their solidarity.

"Now is the time to look toward legislation," said Lum. "We're going to be pressing lawmakers to sponsor bills that expand rights and protections for freelance journalists."

Soon they'll be fighting to raise rates. In the pre-digital era, one print article might have paid \$1,000; today, those print assignments have dried up and web rates are just a fraction of those old paydays. So members are discussing creating a wage floor that, for instance, makes \$1-a-word and \$100-a-photo the new standard for the industry.

Freelancers also are looking for ways to effectively address mistreatment and discrimination on the job. This could mean legal aid for freelancers who don't get paid for their work, or support for workers who have been treated unfairly. Another key area is how to help members plan for retirement.

Pacific Media Workers Guild Executive Officer Carl Hall said, "Our freelance members have a lot of reasons to organize and fight. Freelancers, united, will never be defeated."

ALABAMA WORKERS ORGANIZING WITH IUE-CWA



Hundreds of workers at a New Flyer bus manufacturing plant in Anniston, Ala., are organizing for a voice at work. With IUE-CWA and Jobs to Move America, workers are fighting for union representation and bargaining rights that will give them the same opportunities as union workers building identical New Flyer buses in Minnesota.

As members of CWA Local 7304, Minnesota assemblers earn as much as \$5 more per hour than their Alabama counterparts. Minnesota welders' wages are twice as much as those of Alabama welders. Minnesota workers also have clear guidelines for addressing safety issues, forced overtime, unfair discipline and favoritism on the job.

Rebecca Lyn Getto, an Anniston worker responsible for inside paintwork on all buses, is mobilizing her coworkers because she receives less pay than men who paint the outside of the buses. "I've been excluded from paint and buffing classes that would allow me to advance, and I can't help but wonder if this is because of my gender," she said.

Dustin Patterson became a union activist because he used to earn \$15.32 an hour as a welder before the company abruptly transferred him to assembly and cut his pay to \$12.36 an hour. "After nine years of dedicated service, with never a write-up and



New Flyer workers in Alabama say "CWA Yes."

above average reviews, I felt I was owed an answer. I waited weeks for a requested meeting with Human Resources and when it came, the HR manager told me the door here swings both ways. My immediate supervisor and my co-workers recognize the value of my work. Yet I am being penalized \$500 a month for nothing I did wrong," he said.

New Flyer acquired the Anniston plant in 2013 after it purchased North American Bus Industries. The first built-from-scratch New Flyer Xcelisio bus rolled off the assembly line two years later.

Today, workers are building electric buses, paving the way for green public transportation in cities nationwide. Orders have been coming in nonstop, and since November, workers have been building about 13 buses a week. That includes the first ever North American designed and built zero-emission 60-foot battery-electric/fuel cell bus.

IUE-CWA organizers started meeting with the Anniston workers in late 2015.

Gabe Harrell, a basic assembler, got involved for his 11-year-old daughter. After working six years in Anniston – with zero raises – he earns \$12.60 an hour. There have been weeks where he only had \$40 to buy groceries, and Harrell constantly worries if his stretched finances will hurt his daughter's future.

"It's not workers biting the hand that feeds them. If we're succeeding, everyone in the business should be succeeding as well," he said. "The union is the one thing that can give us more democratic power. This is the way for things to change for the better."

Halifax Chronicle Herald Newsroom Workers Forced to Strike

At 12:01 a.m. on Jan. 23, workers at the *Halifax Chronicle Herald*, Canada's oldest independently owned newspaper, walked out over management's outrageous concessionary demands.

Today, those 61 reporters, editors, photographers, columnists and support staff are still on strike.

"If we were to agree to their demands, we would be surrendering all job security, severance pay and layoff protection tied to seniority, and our defined-benefit pension plan," said Ingrid Bulmer, president of the Halifax Typographical Union, CWA Canada Local 30130. "We still believe the company's strategy is outright union-busting."

The company's attacks on workers remain unchanged, and management has rejected bringing in a mediator. What's at stake is

the exact reason why the newsroom unionized in 1999 – to eliminate glaring wage disparities. One of management's most egregious proposals would move senior editors to a non-union production center, where after one year, their pay would be cut by as much as \$30,000 a year.

"Imposing regressive working conditions is an extremely provocative move and the *Herald* knew full well that it would result in a strike," said CWA Canada staff representative David Wilson. "In my 20 years of negotiating newspaper contracts in Canada, I've never seen an employer do this."

Guild members across Canada and the United States have been standing with picketers, showing solidarity on social media and collecting donations for the families of striking workers.



DEMOCRACY AWAKENING Takes on the 1 %



More than 400 CWA activists came to the U.S. Capitol to join in "Democracy Awakening," a mass movement of workers, people of faith, civil rights and citizen action groups, environmentalists and many others. Our goals are to get big money out of politics, stop the attack on voting rights and restore a government that is of, by and for the people, not the 1 percent.

Nearly 80 CWAers engaged in civil disobedience and were arrested, including CWA President Chris Shelton, VPs Claude Cummings and Lisa Bolton and Secretary-Treasurer Sara Steffens.

