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CWA news



**How Locals are
Getting It Done**



By CWA President Chris Shelton

Every Labor Day we're treated to another round of media stories claiming that unions have no place in our global, high-tech economy world. Now, that's really fake news.

CWA and our entire labor movement are more united, more prepared, and more determined than ever.

CWA members are determined to counter the corporations and Wall Street players who have rigged our economy and the political process against working families. We're determined to stop these forces that send our jobs overseas, cut our pay and benefits, disregard safe working conditions, and scheme to block ordinary working people from having a voice on the job and in our democracy.

Joining together, union members can negotiate a better standard of living and a safer workplace. CWA members have accomplished that and more at companies like Verizon, AT&T, United Airlines, American Airlines, Disney/ABC, General Electric, Point Park University, and many others. This is what all working families want.

WE'RE NOT GOING AWAY

Our fundamental freedom to join together in a union is under attack. Why? Because unions stand in the way of Wall Street and corporations pitting working people against each other. We're an obstacle, a roadblock to corporate greed. It's no wonder that the super-rich, corporate executives, right-wing think tanks, and their political allies expend so much money and energy to stop us.

The attack on working people, on workers in private sector and public sector jobs, is intensifying, but we've faced worse before. Working people have been knocked down and beaten up for standing together for fair wages and working conditions, but we don't quit. Today is no different.

CWA members know only too well what it would mean to live in the union-free society that corporate America has been dreaming of for decades. We know what it would mean to go to work every day with no union voice and no rights on the job, with every employee subject to arbitrary wage cuts, firing for no reason, bias, discrimination, and mistreatment at any time, and dangerous working conditions.

We know the value of a strong CWA, and our goal is to make sure that every co-worker at every workplace knows it too. That's the focus of our CWA STRONG program, and this issue features locals from every district that are doing just that.

Right now, the 1 percent and corporate America are

going after working people with a vengeance, looking to eliminate regulations that protect workers on the job, attack workers' freedom to

join unions, and eliminate the ability of working people to speak with a united voice in our political process.

Consider the Trump Administration's proposed executive order on regulations, which requires federal agencies like the Occupational Safety and Health Administration to repeal two regulations for every new regulation issued. This is a big payoff to Big Business that will put working people's lives at risk. It treats workplace health and safety regulations like a bargaining chip, basically saying that if OSHA acts to limit exposure to lead poisoning, other workers will just have to put up with a higher risk of infectious disease or chemical dangers. And why? Because too many in the corporate world care more about their bottom line than common sense health and safety rules.

As long as there are corporations that ignore workplace safety and health, that move jobs overseas and disregard U.S. communities and workers, and that cheat workers out of hard-earned wages, there will be labor unions to stand up for working people. As long as there are politicians who prefer to look the other way, there will be labor unions standing up for working people.

No other institution in our country does what we do when it comes to fighting for policies that benefit all working families, like a higher minimum wage; keeping Social Security, Medicare, and Medicaid secure; standing up for safe communities, and ensuring health and safety on the job.

CWA is up to this challenge, resisting rollbacks in our contracts and rights, fighting for the good jobs and benefits we deserve, and taking a stand for the millions of working families across our country who need our labor movement now more than ever.



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CWA STRONG UNION STRONG

WE ARE CWA STRONG

Local 7076 is CWA STRONG

CWA Local 7076 knew things had to change. The local was facing the same challenges hitting CWA locals and unions throughout the labor movement: how to fight back against anti-worker employers and lawmakers, how to continue to bargain good contracts in challenging times, and how to make sure workers' voices are heard.

In January 2016, CWA Local 7076 began an internal organizing program that made communication with members and non-members a top priority. Since then, more than 700 new members have joined the local. There are 29 more stewards and more than double the number of activists.

CWA Local 7076 represents public employees who work for the University of New Mexico (UNM), University of New Mexico Hospitals (UNMH), Central New Mexico Community College (CNM), and the Timberon Water and Sanitation Department.

"Our members know we face big challenges, and that's why our local is working hard to grow stronger," said CWA Local 7076 President Donald Alire. "We are talking one-on-one with every employee in our workplaces, and making sure everyone knows how important it is to be united."

In addition to increasing its internal membership numbers, CWA Local 7076 has engaged members in every aspect of the local's work. The local says it's not ever seen so many new activists come forward in such a short period of time. And turnout for the local's 2017 Lobby Day, held at the New Mexico State Capitol to discuss CWA members' issues with state legislators, was nearly triple that of previous years.

"Hundreds of new members have joined our local in the last year. We have 29 new stewards who are being trained, a big increase. Our growing stewards and activists network will make sure our members stay engaged and mobilized," said Alire.

Internal organizing is now an ongoing part of the local's work to keep the union strong.



Local 1031 officers and activists hold training on building workplace power.

Local 1031 is CWA STRONG

The CWA STRONG movement continues to spread! This summer, more than 35 CWA Local 1031 elected officers, shop stewards, and branch presidents gathered for a CWA STRONG training on building workplace power and resisting corporate attacks on our union.

Branch Presidents and Shop Stewards are putting plans in place to strengthen the union by signing up new members in the workplace. Local 1031 represents public sector workers at State Colleges and Universities, and several municipal libraries across New Jersey.

Local 6327 is CWA STRONG

In challenging times for our union, CWA Local 6327 is accomplishing big things.

The local represents employees of AT&T Core; AT&T Mobility; YP Holdings and Cricket Wireless in Kansas City and surrounding areas, as well as the AT&T DIRECTV Call Center in Tulsa, Okla.

The local has been ramping up its efforts on internal organizing. Every other Thursday, DIRECTV CWAers in Tulsa hold a CWA Red Union Day, talking to and signing up new members. In just the last two months, they've signed up well over 100 new members!

"We are strengthening our union by signing up new members and getting people involved in improving their workplace and lives, and we're having fun doing it," said Local 6327 President and at-large member of CWA's Executive Board Anetra Session. "People are not only signing up, but they're also coming to us eager to get engaged right away. They see their CWA coworkers in action, wearing red, and they want to be part of what we're doing."

Session says that issues like the House Republicans' vote to repeal the Affordable Care Act (ACA) are on workers' minds as they get involved with the local. There's been an influx of new members joining the local's legislative committee and signing up to become stewards and activists.

"Through direct conversations with coworkers, we're organizing to become stronger in our collective bargaining and on legislative issues that directly affect us, our families, and our communities."

The local is planning mobilizing events as well as organizing trainings in the coming weeks.

Tulsa DIRECTV CWAers hold regular CWA Red Union Days.



CWAers from Local 7076 gathered for 2017 Lobby Day, held at the New Mexico State Capitol to discuss CWA members' issues with state legislators.

CWA STRONG

Local 4501 is CWA STRONG

Local 4501 in Columbus, Ohio, took on the challenge and is becoming CWA STRONG. The local represents public workers at the Ohio State University; in Lima, Mansfield, Newark, and Marion, Ohio; the Ohio Secretary of State's Office; Pickaway County Jobs and Family Services; Franklin County Veterans' Commission, and other agencies.

Members work in skilled and service trades and as paralegals, benefits and program specialists, and in other occupations.

Local 4501 President Kevin Kee said that when the local and activists "heard about efforts to limit the membership of our union, especially the *Friedrichs* case, it was a real wake up call."

The local represents about 2,200 workers, and about 500 workers were agency fee payers, just under 25 percent of total membership. Local 4501 is working with other CWA activists, including Local 4310 President Dianne Bailey and Local 4322 organizer Tomika Cooley, to do everything it takes to make sure Local 4501 is CWA STRONG.

President Kee says:

"We knew we had to do something. We started with a one-week organizing blitz in October 2014, dedicated to reducing the number of agency fee payers. Organizers from District 4 joined with Local 4501 members in making house calls and onsite visits. We exceeded our goal and actually got 158 new members to sign up that week. It was amazing, and it was the

start of our program to make our local CWA STRONG.

"Building on that first week, we knew we needed to continue to organize. We created spreadsheets and databases of every building at OSU where we represent workers, plus members' work shifts and contact information. It's a lot of work, but it's what is needed to reach out to members and engage in the one-on-one contact that is so effective.

"Over the last six weeks, we've stepped up our program, meeting with members and workers at worksites three times a week. With the help of District 4 organizers, we've signed up another 167 people in just six weeks.

"We've learned that it's important to highlight what we're doing, if we've won a member benefit or made other gains, or when we're bargaining a new contract and know that the way to build strength at the bargaining table is by building strength in our numbers. That way, agency fee payers and non-members see what the union is doing. They recognize the value and say they need to sign up.

"And we know that it's important to reach out to everyone. Sometimes, a university worker or county worker hasn't signed up just due to the fact that no one had reached out to them. That's all changed now. Our steady progress is becoming a tremendous success."



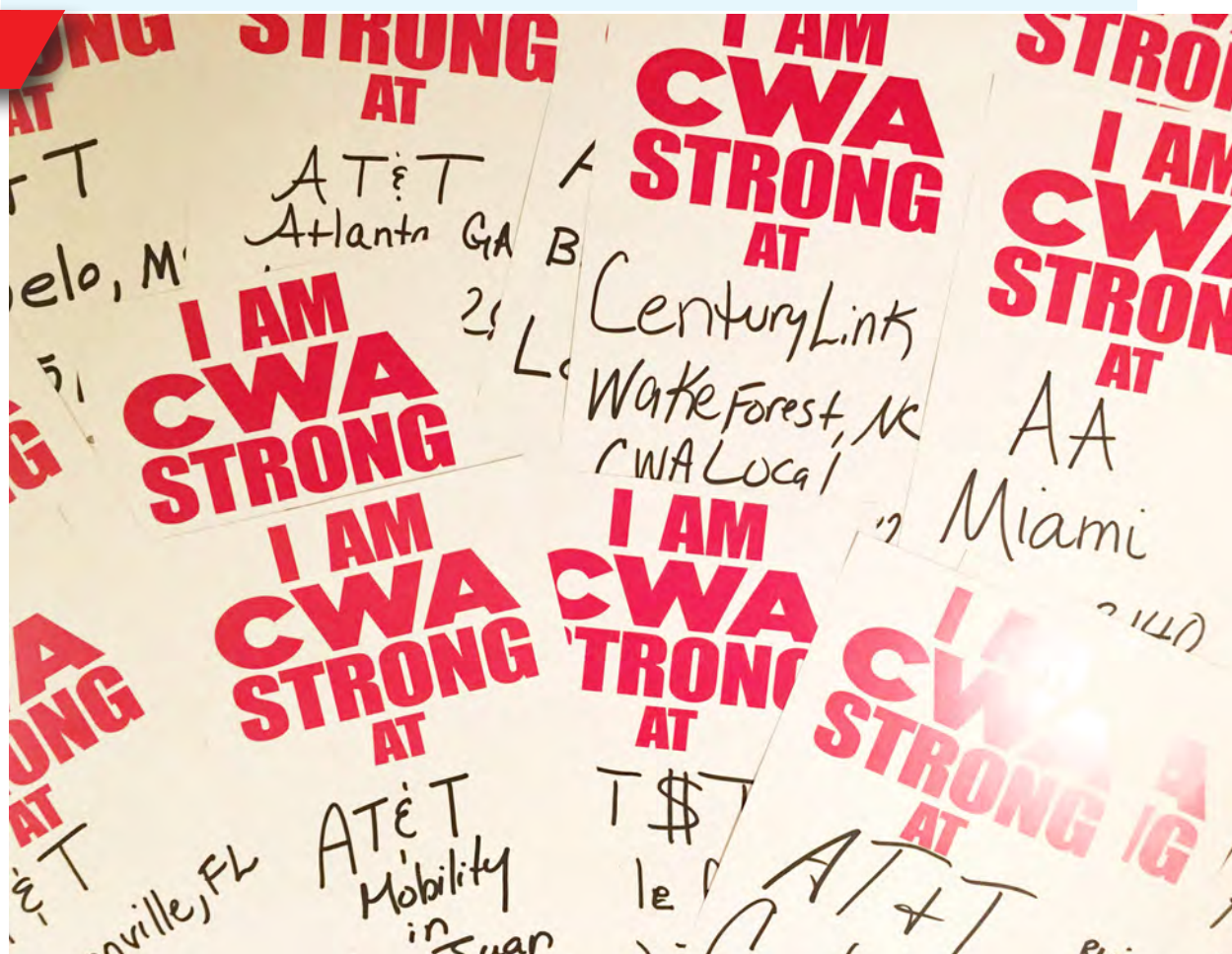
Local 6139 is CWA STRONG

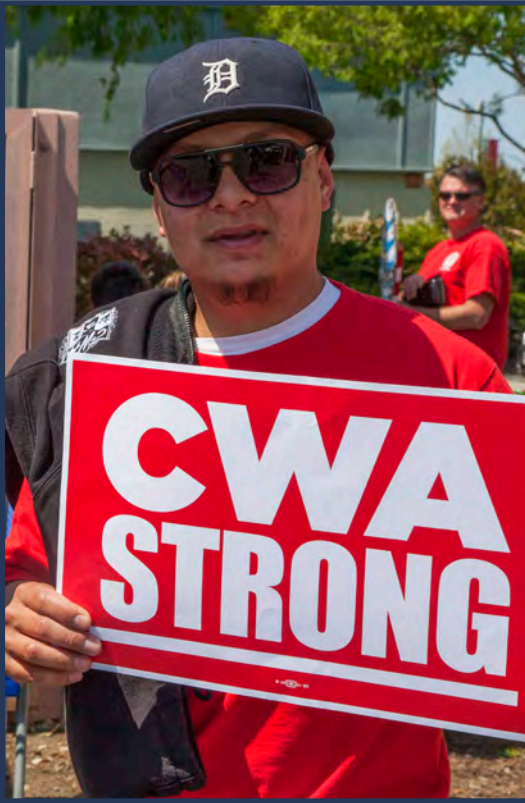
CWA Local 6139 in Beaumont, Tex., has been focusing on internal organizing for the past five years. The local represents employees at AT&T Core, AT&T Mobility, and Helena Laboratories.

At the two AT&T Mobility stores represented by the local, workers are 95% organized with only two non-members. Local President Marc LaRousse's strategy at the Mobility stores includes pointing out to new employees key articles in the contract that make their work lives better than they would be in unorganized workplaces.

At Helena Labs, where 140 employees make and distribute medical supplies, the challenges are different. The turnover there is continual, so the local's best opportunity to sign up new members is at the new employee orientations occurring about once a month. Vice President Calvin Carter and District Steward Robert Millard talk with new employees for 15 minutes then ask them to join, and the vast majority say yes. This group has recently grown to 70% organized and now has six stewards.

LaRousse plays an important role, visiting both labs regularly, and talking with employees on their breaks. He says listening to them is the key to successful organizing.





CWA members in District 9 are CWA STRONG.



Local 3603 is CWA STRONG

Since the inception of the CWA STRONG campaign, a phenomenal change has taken place at CWA Local 3603 in Charlotte, NC. With Local President Bonnie Overman's support, the organizing committee has hit the ground running.

In March 2016, the Local had an overall percentage of 61.1% members signed up. Its organizing committee of six participated in a training on March 22. The training focused on having in-depth conversations with coworkers and asking for membership cards to be completed.

Organizing committee member Michael Roberts said, "Local 3603 has seen its membership increase tremendously. In my experience working to organize our union as part of CWA STRONG, if our members don't see us, we don't exist. With our increased site visits, our members are getting informed and educated and becoming CWA activists."



CWA Local 3603 members are working hard to be CWA STRONG.

This Local now is 76.9% organized.

They have made a commitment to keep organizing to become stronger than ever.

Local 2009 is CWA STRONG

Local 2009 in Huntington, W. Va., represents more than 500 workers at AT&T Mobility, Frontier Communications, and DIRECTV.

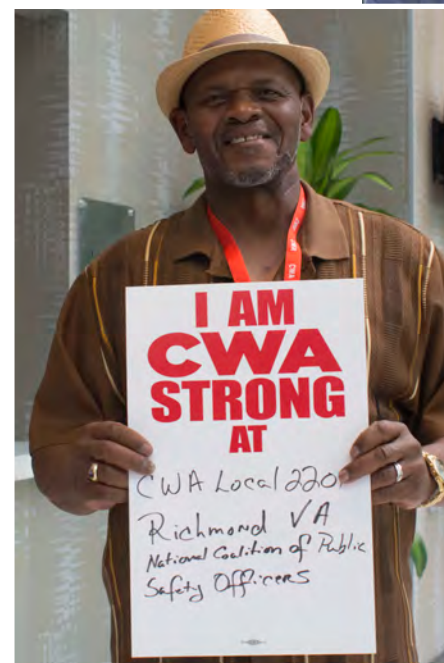
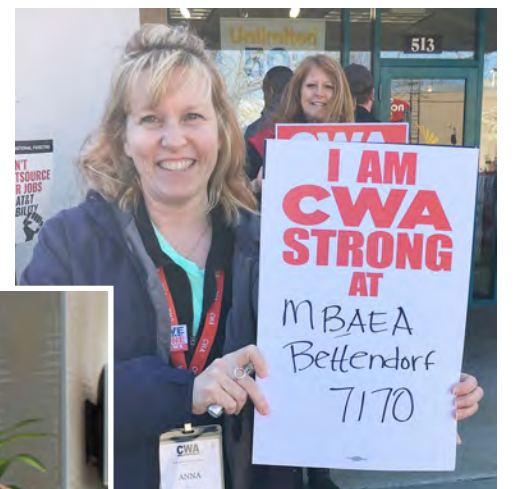
The local is growing and thriving despite anti-union attacks from the Republican-controlled state legislature. Last year, a West Virginia right to work (for less) law was passed, overriding the governor's veto. A circuit court judge issued a temporary injunction prohibiting the law from being enforced – for now.

With West Virginia workers' collective bargaining rights in jeopardy, Local 2009 is taking a proactive organizing approach as part of the CWA STRONG program.

As the local focuses on expanding its reach, Local President Shannon Fink says that face time is the key. "One-on-one, face-to-face contact between coworkers is how we grow. In order to organize effectively, we must have people in each workgroup reaching out to their coworkers individually to talk about what the union does to help them in the workplace and help the community."

Fink says that sharing information with prospective members about efforts like CWA's push to pass call center legislation shows that the union is actively working to help them.

The local is training 30 stewards, and is planning more mobilizing events.



IUE-CWA Local 86004 is CWA STRONG

CWA members aren't letting right to work (for less) laws get in their way of making their local CWA STRONG. These laws are intended to weaken workers' bargaining power by trying to restrict a local's resources.

Members of IUE-CWA Local 86004 in Arkansas City, Kan., work at GE Aviation Strother Field, where they manufacture airplane and helicopter engines. About 90 percent of the plant's 650 workers are CWA members, and of the 130 new hires, the membership rate is just about 100 percent.

President Jake Aguinaga said, "The entire Local Executive Board works on the floor every day and is visible and accessible to all the members." A very active local mobilization team can communicate quickly and effectively with the membership at a moment's notice. Using cell phones and text messaging, members are informed and engaged in everything the local is doing.

Local member Josh Jacobs said that talking to new hires right away and letting them know about the power of being in the local union is key. "Another key to success is persistence – talking to all members about the union, even when you think they might not be interested."



More than 100 Local 1180 members took to the steps of City Hall for Equal Pay Day. The local won a big settlement for city workers.

Local 1180 is CWA STRONG

In a challenging time for labor unions, Local 1180 is organizing to make a difference.

Local 1180 is one of the largest CWA public sector locals, representing more than 8,500 workers and 6,200 retirees. Most work in one of dozens of New York City agencies; others work at the Health and Hospitals Corporation, the Board of Education, the Housing Authority, the Transit Authority, the School Construction Authority, and the state's Unified Court System. Local 1180 also represent workers at private companies such as the Jacob Javits Convention Center; and at not-for-profit organizations including Planned Parenthood of New York City, the ASPCA, Human Rights First, and Human Rights Watch.

Over the past year, the local has adopted a community-based internal organizing strategy to not only sign up new members, but also help members get engaged and build a powerful grassroots network in their local communities. With this strategy in place, Local 1180 President Arthur Cheliotis says that the local has seen a big rise in members showing up to local borough meetings to make their voices heard.

"Our goal as a union is to make sure that we're an effective voice for workers in collective bargaining, as well as an organization that speaks for working people in our communities," said Cheliotis. "Our members – and not just stewards – are talking to their coworkers individually to make sure they know how the union is working to improve their lives, and to then get them actively involved in strengthening our efforts."

The work that the local has done has had concrete benefits for workers. This April, the local reached a favorable settlement in an EEOC case against the City of New York for pay discrimination, with the Federal Equal Employment Opportunity Commission ruling that the city needed to give raises to the workers and back pay and other damages totaling more than \$246 million. The local also was able to get 40 out of 51 New York City Council members to support a bill to require gender wage data for the public sector and City contractors to be made available and transparent to the public.

"Our union is here to make sure that workers are being treated fairly in the workplace, and to improve the lives of our families and communities," said Cheliotis.

Local 7103 is CWA STRONG

CWA Local 7103, based in Sioux City, Iowa, represents about 250 workers at AT&T Mobility, DIRECTV, and CenturyLink, as well as public sector employees at Council Bluffs Schools, the City of Council Bluffs, Sioux City Public Library, and Woodbury County roads.

The local is fighting hard against a Republican governor and state legislature that are determined to gut workers' rights. In 2016, Republicans took control of both chambers of the state legislature, which marks the first time they have controlled both the state legislature and the governor's office since 1998.

Already, the Republicans have passed a draconian bill, House File 291, to strip collective bargaining rights from public workers. In addition to banning workers from bargaining on anything other than base wages,

the legislation requires unions to be recertified prior to every contract negotiation and institutes other extreme provisions to take away workers' rights. In addition to the new anti-union laws, Iowa is a right to work (for less) state.

Despite these challenges, Local 7103 President Corey Davis says that the CWA STRONG program is helping the local grow and flourish.

"The challenges we face here in Iowa have awoken a sleeping giant," said Davis. "Our members know that if they don't stand up and fight back now, they won't have anything left to fight for. Members are standing together and organizing to fight for the people we represent – and we're just getting started."

Recently, with assistance from Local 7103 members

from AT&T, CenturyLink, and DIRECTV, the local signed up 54 new members in two hours at Council Bluffs Schools. The local has more than tripled its membership there.

Davis says that the key to the local's success is reaching out to people individually. "We can send out emails or letters, but one-on-one, face-to-face contact is really what gets the results." In addition to recruiting new members, the local is actively recruiting new stewards and activists from all of its different work groups and holding organizing trainings in September.

The local was also honored with an award at this year's CWA convention for signing up 100 workers in either one or both of the past two years, an especially impressive feat for a local of its size.

Photo at right: CWA Local 7103 members sign up 54 new members at Council Bluffs Schools.

WE ARE CWA STRONG



Utah Ski Patrollers are CWA STRONG

Utah ski patrollers who ratified a first contract last December are showing how they are CWA STRONG. When employer Vail Resorts forced a merger of two units, one CWA-represented and one non-union, CWAers fought hard to keep their bargaining rights. They won the follow-up election and have been relentless in educating and organizing their non-union colleagues. They are building their union and building solidarity every day.



Members of the Park City Professional Ski Patrol Association/ CWA Local 7781, show their solidarity.

IUE-CWA Local 84901 is CWA STRONG



Members are making IUE-CWA Local 84901 CWA STRONG.

Indiana has been a right to work (for less) state since 2012, but IUE-CWA members of Local 84901 in Ft. Wayne are refusing to let that get in the way of their mobilization efforts.

Members of the local work at BAE Systems, an electronics and aerospace corporation. Out of 531 employees, only 6 are non-members – an incredible 99% signup rate. The local also has a 100% signup rate for new members coming in during the past couple of years.

As more and more states have been hijacked by the "right to work" corporate strategy to try to weaken collective bargaining rights, workers at BAE Systems are standing up to these tactics through

grassroots organizing.

To achieve their success, Local 84901's mobilization team has held one-on-one meetings with coworkers and educated the entire membership on how "right to work" would affect them. Local officers, stewards, and other mobilization team members keep a constant presence on the floor to communicate with membership. Members promote a family atmosphere within the local with social events like picnics and holiday parties.

Local President Brent Eastom said, "One of the most important things we do is try to show our members that we care about them and their families and that we are all in this together. While right to work (for less) is a challenge that many of our locals have faced over the past decade, the reality is we can defeat this corporate attack by organizing our members within."

Local 6137 is CWA STRONG

CWA Local 6137 in Corpus Christi, Texas, makes internal organizing a daily priority, and it shows. It represents 472 AT&T employees, and 463 of them are CWA members – 98%!

Local President Kristie Moeller Veit says the key to keeping their union strong is talking to everyone. "We show up and have frequent face-to-face conversations with members, new hires, and non-members to help get ahead of problems," Veit says. "In this social media driven world, it's more important than ever to develop real and personal relationships. It's the best way to get people involved."

The local has 50 stewards who understand their workplaces and who have been thoroughly trained to use their individual strengths to organize effectively.

In their conversations, members and stewards emphasize that local union representatives are there to represent everyone.

"Local union representatives are hourly employees too, and have the same concerns with the employer and workplace," said Moeller Veit. "We always emphasize that everybody's in the union together, and we're all part of the solution."



Members of Local 6137 are laser-focused on internal organizing.

Local 1040 is CWA STRONG

CWA Local 1040, which represents more than 9,000 workers in both the public and private sectors in New Jersey, is no stranger to rising to challenges.

The local has fought tirelessly against anti-worker New Jersey Governor Chris Christie, who has prioritized cutting taxes for the super-wealthy while taking money from pensions and pursuing policies that harm working families. The local has been working hard to make sure that the state keeps its commitment and provides for full funding of the public employee pension system.

Now, Local 1040 is ramping up internal organizing. Having signed up hundreds of new members last year as part of an organizing program, the local is now training 37 new activists for an Organizing Rapid Response Team that will continue this work and make communication with members and non-members a top priority.

"Our members are ready to work hard to grow our local and to make workers' voices heard," said Carolyn Wade, president of CWA Local 1040, who also leads the CWA Executive Board Organizing Committee. "The challenges we face, along with other CWA locals and the entire labor movement, are a great opportunity for us to make our union stronger."

The Rapid Response Team will talk one-on-one with every employee so that every employee knows all about the benefits of being a union member. The team will also gather feedback from their fellow employees to help further develop the organizing campaign.

"Our goal is to make sure that every employee knows about the important work we're doing, and has a chance to be part of a movement to shape our workplaces and communities," Wade said.



Mesa Airlines Flight Attendants, represented by AFA-CWA, announced a tentative agreement with Mesa Airlines management. The four year agreement would cover over 1,100 Flight Attendants and includes economic and quality of life gains. The deal was reached with the assistance of the National Mediation Board.

"Mesa Flight Attendants stood together in our efforts to be recognized for the work we do every day as aviation's first responders," said Heather Stevenson, AFA President at Mesa Airlines. "The company ultimately heard our concerns and worked with us to resolve these difficult negotiations. This agreement will finally make a difference for Mesa Flight Attendants and their families. AFA Mesa Leaders stand behind the Tentative Agreement and approved submitting it to AFA members for ratification."

The tentative agreement addresses concerns about Mesa Flight Attendant wages in comparison to other regional carriers and includes significant work rule improvements and other economic improvements. Flight Attendants are voting on the tentative agreement.

BARGAINING *Update*

POINT PARK UNIVERSITY

Full-time faculty members at Point Park University in Pittsburgh, Pa., ratified a first-ever union contract. The 140 professors are members of the Newspaper Guild-CWA Local 38061.

Faculty had voted overwhelmingly for TNG-CWA Local 38061 representation back in June 2004, and faced years of university challenges and appeals through the National Labor Relations Board and the U.S. Court of Appeals. Bargaining began in 2015.

Frontier COMMUNICATIONS

CWA members in West Virginia put Frontier on notice: "We're fighting for WVA jobs and WVA customers." The contract covering 1,600 CWA workers in WVA and Virginia was extended until Nov. 4 as negotiations continue.



at&t mobility

AT&T Mobility workers, members of CWA from California, D.C., Illinois, Massachusetts, Minnesota, New Jersey, and Virginia, traveled to Washington, D.C., to meet with Members of Congress to talk about how AT&T's offshoring and third party dealer structure are harming workers and communities. AT&T Mobility workers are currently fighting for a fair contract at AT&T.

The AT&T Mobility workers met with Senators Bernie Sanders (I-VT) and Elizabeth Warren (D-MA), and with Reps. Mark DeSaulnier (D-CA), Eleanor Holmes Norton (D-DC), Donald Norcross (D-NJ), Mark Pocan (D-WI), Jan Schakowsky (D-IL), and Bobby Scott (D-VA), as well as staff from other congressional offices.

As part of the lobby day, CWA President Chris Shelton spoke at a congressional briefing on workers' rights hosted by Reps. Pocan, DeSaulnier, Dingell (D-MI), and Norcross.

"AT&T recently claimed that for every \$1 billion in earnings it would recover from proposed reductions in the corporate tax rate, the company could create 7,000 new jobs," said Shelton. "What they failed to mention is that those jobs will most likely be located in Mexico or the Philippines, or pay \$8 an hour in a U.S. authorized dealer retail store. For the record, AT&T's effective federal tax rate was a mere 8% between 2008 and 2015, and during that time it actually reduced its workforce by 80,000."

"Our members are the human reality behind those numbers. And let's be clear: it's not the forces of innovation and automation that are devastating good AT&T jobs in America. AT&T Mobility is deliberately outsourcing and offshoring a huge percentage of its customer service, retail sales, and network operations," he said.



At the launch of the latest iPhone, CWAers and AT&T Mobility workers protest the company's continued refusal to bargain fairly.