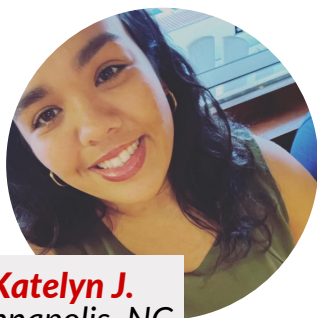


# It's time IHX Workers have a **voice on the job** at AT&T!

*My family matters! I'm fighting for fair wages, work/life balance, and fair practices!*



**Katelyn J.**  
Kannapolis, NC

*Going union is the best decision for our mental health & to make sure that no one is scared to make their voice heard!*



**Christian V.**  
Lakewood, NJ

*Joining the union would mean the ability to become more independent, fair wages and work place equality.*



**Edgard P.**  
Sunrise, FL



*I'm all for a better work/life balance.*

**Michael L.**  
Alpharetta, GA

*I want to be there for my family as well as my company, with a good work/life balance and fair wages.*



**Jamie W.**  
Duluth, GA

**Pinal G.**  
Keyport, NJ

*Stand together as one. Union strong!*



*I want the union for IHX because stress free work helps with your mental health.*

**Sharlece A.**  
Dallas, TX

*I want the union with CWA for job security and pay increases. We need the union!*



**Omar A.**  
El Paso, TX

*I support CWA in order to achieve a better work/life balance!*



**Gerrad P.**  
Pensacola, FL

*I am so excited to finally get to have our votes and voices part of the conversation! It has been a long time coming and I believe this will be a great turning point to bring us all together. Stronger Together!*



**Keith I.**  
Southfield, MI

**IHX Workers in Detroit-area, Michigan recently won their union with CWA. If they did it, so can you!**

**CWA**



# Learn more about a union at IHX!

## ★ The Process

CWA and AT&T Management have negotiated a very simple process for IHX workers to join together into the AT&T Mobility union. IHX workers in each state will decide whether or not we want to join together for a voice at work. Once a simple majority of us in each state sign a card indicating that we wish to join together, then the union will send the signed cards to the American Arbitration Association (AAA). The AAA will quickly verify that a majority of employees have chosen union representation. Management has agreed to immediately recognize our union once that happens.

## ★ Will management object in any way?

Absolutely not. Management has agreed, in a legally binding agreement, to remain completely neutral during this process. They agree with CWA that this is our legal right, and they have no say in this process. Upper Management has trained all supervisors so that they cannot say or do anything to stop our rights to organize. They can't hold meetings, they can't even talk with us "off the record," and they can't try to dissuade anyone. In the event a supervisor violates this agreement, they could potentially put their jobs at risk.

## ★ This seems too good to be true.

In a way, that is true. Most workers in America have to go through a lot of threats and coercion when they want to organize. So this agreement, where management must remain neutral, is pretty unusual. This is a result of CWA's power, and a result of AT&T's correct decision that it is better to get along with the union than oppose it. So IHX workers are reaping the benefits of this existing relationship. Very few workers these days can join a union so easily.

## ★ Will AT&T remain "neutral" forever?

No. AT&T has agreed to remain neutral for only this year and next. CWA's deal with AT&T ends in 2023. So there is a window open right now to organize!

## ★ What will happen once we win?

Once a majority of workers sign union cards, management will recognize our union and IHX employees will automatically go into strong union agreements. In the Southeast it's called the "Black" Mobility contract, in the Southwest it's called the "Purple" Mobility contract, and in the rest of the country it's called the "Orange" Mobility contract. **Once we win, IHX workers will no longer be "at-will" employees, and will immediately win a more affordable health care plan, a grievance procedure, and a voice over metrics, work-life balance issues, favoritism, safety at work, etc.** In addition to getting the benefits of the union agreement, we will also be able to negotiate over specific issues affecting IHX workers.

## ★ Is signing a card confidential?

Yes, management will not know who signed the cards. But remember, it is important that we organize proudly and without fear. We want to build the strongest union that we can, and unions are strongest when they are public and visible. So once you sign, you should wear a CWA band proudly at work. It is your legal right, and management will not say a word.

## ★ I want to help build our union!

Great! CWA is a member-run organization, and the more people who are active, the stronger we all are. To get involved, visit [CWA.org/IHX](https://CWA.org/IHX) or shoot us an email at [MClinton@CWA-union.org](mailto:MClinton@CWA-union.org).