

**bah.
humbug.**



Randall has proven to be the #1 Scrooge this Holiday Season

Hundreds of workers across the Country received a mid December layoff notice; turning families upside down and adding AT&T to the naughty list.

There is never a good time to receive the news that you are losing your job, but it is especially devastating this time of year.

AT&T wants us, the workers, to agree to eliminate 50% of the current workforce over the next 4 years.

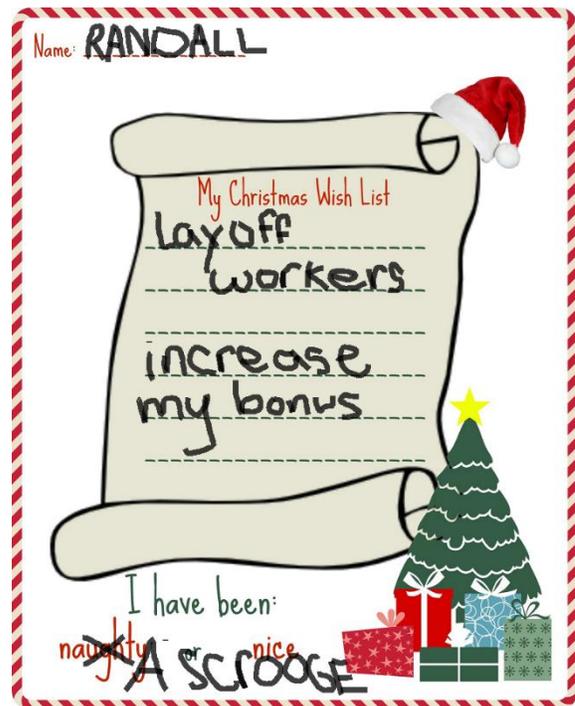
This is just **ONE OF MANY** retrogressive pieces of the Legacy T “final offer” the company continues to omit from their numerous emails they keep sending directly to workers.

AT&T wants us to get mad that our Union won’t bring their “final offer” to us as a tentative agreement.

The fact is, **our CWA bargaining team members are the only ones that have our best interest in mind**, and they can’t in good faith reach an agreement that doesn’t meet our members basic needs. If the company intended to do right by us as employees, we wouldn’t be 8 + months without a contract.

Don’t be fooled by the company’s promises. Afterall, Randall promised 7000, new good jobs, if the tax break went through and instead has layed off or bought out at least that many workers in craft and management since the beginning of 2018. Clearly he does not intend to keep that promise.

The company labels cutting the current work force in half as “continuing” the watermark of employment. AT&T also refuses to extend the watermark language to the Premise Technicians under Appendix A or negotiate a separate guaranteed minimum number of employees in this section of the contract (like in Article 43), so the Directv workers under the Legacy T contract have no watermark protection at all.

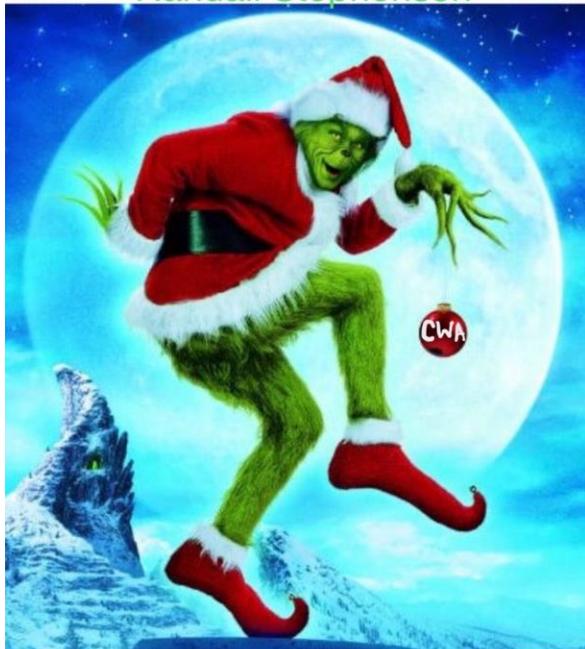


~We have opportunities to apply pressure on the company so they will do the right thing at the bargaining table and with the billions of dollars they are saving on the corporate tax break.

We need every CWA member to get involved

- * Sign the Job petition www.GoodJobsATT.org
- * Talk to your friends, family, neighbors and communities. Tell them about our fight and get them to sign the jobs petition also. Shout our message from the rooftops!
- * Call AND write your elected officials, both State and Federal. Make sure they know about AT&T's tax break promises, the layoffs, refusal to bargain employment security and ask them to investigate what AT&T has done with the billions it has saved in taxes.

Randall Stephenson



Stealing Jobs & X-Mas!!
Keep Our Work In the U.S.A

1st Quarter 2019 layoffs

Friday December 14, 2018 the company announced its first quarter layoffs for Legacy T.

77 of our Sisters and Brothers received surplus announcements and more received a voluntary offer.

Hundreds of layoffs were announced earlier that week in other wireline contracts.

AT&T continues to erode the bargaining unit hoping to weaken the Union and stop our mobilization momentum. They will do anything right now to divert our attention away from what they are trying to do to us at the bargaining table.

Hoping
Baby New Year 2019
will bring AT&T back to
the bargaining table.



Members have been joining actions coast to coast

Workers across the Country continue to spread our jobs message when they are with family, friends and neighbors. Thousands signed our GoodJobsAtt.org petition on Thanksgiving as CWA members gathered with family, thankful to currently have a job, but worried about our futures without job security.

Black Friday shoppers were met in many cities with messages of AT&T's greed and elimination of good U.S jobs, as members distributed fliers and collected signatures for our jobs petition.



"Workers' Rights are Human Rights" was the message shared on Human Rights Day December 10, which kicked off a week of actions Nationwide.



Tuesday was Healthcare Day, where workers reminded the company of our fight to retain affordable healthcare, and to our need to ensure that all 2015 new hires and transfers into the Legacy T agreement are brought under the same healthcare rate as incumbent and pre-2015 employees.

Wednesday, workers held public actions; Information was distributed about AT&T's corporate greed and broken jobs promises.

Thursday, members participated in Rallies, informational pickets and wore red to show solidarity.

Friday December 14, marked 8 months past expiration. Many Locals held events including memorial or funeral services and rallies against the 1st quarter surplus announcement.

Local 1051 has been working to rule, showing solidarity by wearing red Thursdays and black Fridays.

Local 1058 continues to work with 1150 to keep members informed with information tables. Workers remain united in their job actions like clicking, writing letters to Legislators, sending Christmas cards to Randall Stephenson and wearing red Thursdays and black Fridays.



Local 1150 has members keeping our jobs message in the public, walking busy New York streets educating people and asking questions like “If AT&T (and other companies) keep sending good jobs overseas, where will our kids work tomorrow?” Inside, workers continue traditional mobilization actions and are banning together on the heels of a Surplus ripping half the jobs out of their Piscataway center, and are supporting workers in multiple Internet Data Centers as the IDC’s are being sold off effective January 2019.

Local 1152 members signed a holiday card for Randall Stephenson. Workers continue inside actions of making noise, wearing red Thursdays and black Fridays. Mobilizers keep members informed through desk drops, one on ones and social media. Activists continue to spread the jobs message in the public, asking people to sign the jobs petition.

D2-13 Locals continue to leaflet in front of as many AT&T stores as they can. Locals 2100, 2201, 2252, 13000 & 13500 continue to be active in the campaign to educate the public about AT&T Members signed Christmas cards to Randall Stephenson and continue to create and circulate images on social media. They have been contacting elected officials and are prepared to contact the new Legislators once they take office in January. On the job, members continue to work to rule, make noise, wear red Thursdays and black Fridays to show solidarity in our fight for a fair contract.

Local 2252 continues to hold informational pickets in front of AT&T facilities across Maryland and Virginia in addition to the actions noted above.





Local 3010 held an “All I want for Christmas is a fair contract” event.

Local 3108 is small in their Legacy T presence but they remain mighty with their actions. Keeping the jobs fight in the public and showing solidarity on the job, wearing red and making noise randomly to keep the managers on their toes. More actions are planned for 2019.

Local 3250 continues to be hit with surplus and VTP

announcement, and they are the “follow your work” location for many of the people impacted by the holiday layoff. Members understand the importance of the watermark and other job security language. They show solidarity through informational pickets, one on one conversations, making noise, working to rule, wearing red Thursdays and black Fridays. They are ready to spring into action as soon as the new legislative session begins in 2019.

Local 4250 is working to rule, wearing red Thursdays and black Fridays. Members sent Holiday cards to Randall Stephenson and have continued to send letters to Congress. Friday December 7, members honored and acknowledged workers who took the VTP by clicking as they left work for the final time.



Local 4252 continues to show solidarity by wearing red Thursdays and black Fridays. Mobilizers keep members informed and engaged with desk drops and they passed out holiday treat bags to members. They continue to share the jobs petition at community events and with seniors. Activists sent signed cards to Randall.

Local 4603 members are working to rule, wearing red Thursdays and black Fridays and making noise. They decorated workspaces with Randall and the Grinch. The Local is active and engaged in both the Legacy T and the Midwest contract fights at AT&T .

Local 4998 Indianapolis call center continued to be downsized until the office closure was announced this month eliminating the remaining jobs in that office. In the field members are working to rule. Workers continue to wear red and black. They sent holiday cards and coal to Randall. Grievances and information requests around the surplus are being filed. Activists are preparing letters for the new Congress and continue to collect signatures on the jobs petition.

Local 6150 membership has been juggling contract mobilization, the off cycle VTP and the recent surplus. Activists continue to let friends and family know about our fight for job security. Local 6150 members are living proof of the reason why we are fighting so hard to maintain job security language in our contract.



Local 6350 stewards paraded around a mall and passed out fliers during their lunch. They continue to do public hand billing in front of AT&T stores and customer locations. Activists distributed the GoodJobsATT.org petition and social media messages at their holiday party, asking members to share the information with their friends and neighbors. In the office, flyers are distributed to keep people informed, members are wearing red and black, working to rule, and making noise. They are battling

the surplus with grievances and bringing in resources for those who are being laid off. They also mailed Holiday cards filled with glitter to Randall Stephenson.

Local 6450 mobilizers have been distributing information to their coworkers desks. Members continue wearing red Thursdays, black Fridays and making noise. Members wore black ribbons to show solidarity with the members they are losing. Layoff day, the coffin made its way to the office and is displayed near the entry of the building. Legislative plans are in place to contact new members of congress with our jobs message. Leaders have been keeping members informed through small group mini training sessions, ensuring people know their rights. The Local sent holiday cards to Randall and has been filing grievances over issues like unfair objectives. The call volumes have dropped making the current objectives nearly impossible for workers to meet.

Local 7011 members continue to work to rule and are participating in solidarity actions at the DirecTV warehouse.

Local 7050 members are working to rule, performing safety checks, wearing red Thursdays and black Fridays.



Local 7200 members have been clicking and standing in solidarity daily while 7250 members walk through the office. Members received a Christmas wish for a fair contract, while managers received a letter from Santa asking them to tell upper leadership to get back to the bargaining table. Members wear red Thursdays and black Fridays and stay informed through one on one conversations and desk drops.

Local 7250 call center activists have continued noise actions both inside the office and in elevator banks, silent walks through the office and in solidarity with 7200's teleconference specialists. Members wear red Thursdays and hope to get selected for the weekly red shirt drawing and wear black Fridays. Mobilizers keep members informed continue to have lobby lunches and informational skyway marches distributing fliers to the public and collecting signatures on the jobs petition. Technicians continue to focus on safety and working to rule.

Local 7750 holds weekly informational pickets and rallies at their new location. Activists leafletted AT&T stores and strip malls notifying customers and the general public about AT&T's attack on jobs. Mobilizers continue to pass out flyers to workers to keep them informed and hold events for them. Members are wearing red Thursdays and black Fridays, and the local holds



a weekly raffle for those who participate in the activities of the week. Executive Board members sent holiday cards to Randall.

Local 7800 members are wearing red Thursdays and black Fridays and are working to rule.

Local 7906 members continue to wear red and some wear shorts on pallet days. Stewards sent holiday cards to Randall. The Local is distributing red shirts to the members. Activists are working on more public actions in their communities.

Local 9415 members walked off the job for one hour on lay off announcement day in support of a grievance. Milk carton with the expired contract on it made a special appearance. People are fired up and want to do more actions, mobilizers are working on scheduling public events. Members are wearing red Thursday and black Fridays to show solidarity. They sent Christmas cards to Randall and are working on



their wish list for the new year. The Local is also planning to do more mobilization training.

We are not going to get back to the bargaining table on wishes alone. President Shelton needs every CWA member to **TAKE ACTION** to help get AT&T to the table and negotiate the fair contract we all need and deserve.

STAND UP AND GET INVOLVED

This is OUR fight. Join us in action.

Contact your Local to find out what's going on in your area and what you can do to help. Also find out how to participate in **virtual mobilization training** class. This is a 4-hour instructor lead computer based interactive, energizing and empowering learning experience.



STAY Connected:

Like us on FB @CWALegacyT

text **LegT** to 69866 to receive updates directly to your phone

Ask your Local for a copy of the paper petition, ask your friends, family and neighbors to sign in support

www.GoodJobsATT.org

Send mobilization reports and pictures from events to CWAmobilization2018@gmail.com. Pictures may be used on social media or a future report.

Stay Strong in your mobilization. We need to continue to send AT&T the message:

One Day Longer, the Union is Stronger!





Tell AT&T to get back to the Table to negotiate a fair contract with job security and affordable healthcare

