

Mayday! Mayday!
 Worker's Rights are Under Attack
@ at&t

3:30-5:30
THURSDAY
APRIL 30
2150 WEBSTER

opeiu-29-afl-cio-jb



**Take A Stand
 Against
 Corporate
 Greed!**

Bargaining @ Snails Pace

(continued from front page)

by Christina Huggins, Executive Vice President

The slow pace of bargaining is frustrating. The Bargaining Committee is acting strategically; measuring our options. We will continue to mobilize internally and externally to place pressure on the Company until they come to the Bargaining Table showing respect and recognizing the value of our work.

The Alameda Labor Council has vowed to help us to enlist all the various other Unions, Elected Officials and the Faith Based Community in our struggle to achieve a fair and reasonable Contract. And your mobilizations have had an effect.

From the group singing of "Solidarity Forever" to standing up several times a day, holding "I am Ready to Strike" signs like in Pleasanton - or black balloons on every chair; practice picketing and many other things being done in Sacramento, we are being heard; working to rule by outside Techs, refusing the OT, large demonstrations at Webster St. and other locations, the grievances being filed, all of these things have been noted by the Company.

We will strike if and when we are ready and we won't be notifying the Company! Keep fighting the good fight! Our future, our childrens future is worth it! They say "Take back." We say, "Fight back!"

AT&T is the largest unionized private sector employer in the country, yet they are shamelessly trying to cut employee health care, retiree benefits, and outsource good local jobs. AT&T is trying to hide behind a struggling economy - We say \$12.9 Billion Profit means a fair contract.

We'll rally to send a message to AT&T - Stop the **at&tacks** on our jobs & benefits. Live up to your commitments to the employees and our communities.

Membership Mtgs - 6:30

May 19

June 16

July 21



1831 Park Blvd. - Oakland



Local 9415

Live Wise

April 2009

READY TO STRIKE!!
JUST THE FACTS

Snails Pace @ Bargaining Table

by Christina Huggins, Executive Vice President

Our Union has known for some time now that the goal of most major Corporations in this country is to get rid of Unions. AT&T is no exception. A couple of years back, some high level Company documents were accidentally posted on an unsecured web site that detailed a plan to reduce salaries and minimize the Union's influence.

We are seeing that goal play out now in the greedy, unreasonable attack on our Union by AT&T at all 5 Bargaining tables. They are determined to take back the hard fought benefits achieved over the past 30 years. They have adopted a cynical and manipulative strategy to try and exploit the economic crisis to take from those who enabled them to make their \$12.9 Billion in profit last year.

May 1st is International Workers' Day. That holiday began in the 1880s in the United States, with the fight for an eight-hour work day. Workers were being forced to work ten, twelve, and fourteen hours a day at the time. A three-day general strike in Chicago led to the notorious Haymarket Square Massacre. A memorial to those workers who were shot by police remains to this day. This May 1st we'll honor those traditions with workplace actions demanding justice. We'll also join a march for immigrant rights in the afternoon. If you'd like to help, call the hall.



Why is the work that corporate executives perform so much more valuable than ours? Why should their work command salaries in the

millions per year while they try to take our medical benefits from us? These ideas are the same ideas we resisted during the fight for the eight hour day. Our future and our childrens' future is at stake here. We must not let them take back the fruits of our labor while they enjoy excessive personal profit. (continued on back page)

We are currently bargaining with AT&T representing more than 100,000 CWA members in 22 states including 25,000 in California, and about 1,000 in Alameda county. Can ATT afford to provide good union jobs for its employees, the kind of job that supports our communities and helps our struggling economy? Yes ATT can; Check the Facts.

In 2008 AT&T:

- * Made \$12.9 Billion in profits
- * Paid \$33.5 Million to it's top 5 executives
- * Gave \$9.8 Billion in dividends to investors
- * Spent \$16.45 Million on campaigns, lobbying & gifts
- * Spent \$50,000 on Gov Schwarzenegger's Inaugural
- * Spent \$250,000 on the Rose Bowl, Celine Dion, and Bruce Springsteen concerts

CEO compensations:

2006-2008, AT&T paid over \$48 million to CEO Randall Stephenson (annual stockholders report)

In 2008 AT&T paid over \$13 million to CEO Stephenson in stock options awards (annual stockholders report)

In 2008 AT&T paid over \$284,000 for the CEO's personal use Company aircraft, auto and relocation benefits, country club memberships and 'financial counseling'. (annual stockholders report)

AT&T is spending its billions in an attack on working families! AT&T sits across the table from CWA demanding huge concessions. AT&T wants working families to bear the brunt of increased health care costs, while offering pennies in wage increases over the next five years. We say Hell No!

\$12.9 Billion Profit = Fair Contract.

Should a responsible corporation lead in providing quality jobs or should they continue leading California into deeper recession? Enough corporate greed! It's time to turn the priorities around. If you agree, sign-on at;

www.StandWithWorkers.com

In This Issue...

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- Mayday Rally - April 30th

a 9415 production edited by randy christensen
 send questions, articles, poems, etc
 to rchristensen@cwa9415.org

CWA 9415

STRIKE HEADQUARTERS GENERAL INFORMATION

510.834.9415
1831 Park Blvd.
Oakland, CA 94606
www.CWA9415.org

BARGAINING HOTLINE NUMBERS

LEGACY S (SBC) - 510.834.3492
LEGACY T (ATT) - 510.834.3479

9415 CONTRACT INFO
CWA9415.org/unity@att.html

NATIONAL MOBILIZATION
www.CWA-UNION.org/att

YOU TUBE // FLICKR
www.youtube.com/user/cwa9415
www.flickr.com/photos/cwa9415

SOLIDARITY THURSDAYS
WEAR RED // UNION SHIRT
FOR SHIRTS // SEE STEWARD



(888) 880-6303
Call Diane Feinstein Today.
Support Employee Free Choice.

Senator Feinstein needs to hear from us. She is still on the fence concerning the Employee Free Choice Act. Our calls and letters have been powerful. It's now crunch time. Please give the Senator an easy toll free call. Employee Free Choice is critical for moving forward.

MoBilize!!

One of the places our solidarity can be seen is on the web. Throughout the country, CWA members have been using the internet to broadcast our message, report on our activities and share creative multimedia. Our local has designed webspace for our at&t contract issues. There's a link on the front page.



Imagine 50 cars looking like this in your parking lot. Let's get creative and send a message!

In this Contract 2009 section, there are links provided to our new You Tube & Flickr sites. We've uploaded some fun audio visuals - check it out! We include many links to exciting you-tube sites by CWA members everywhere, from Texas to Rhode Island.

We need to increase the visibility & intensity of our demand for a fair Contract. Management isn't moving at the table. Our collective action will change that. We all need to get more involved and step it up a notch. Stay tuned and join the fun!

RANDALL THE Rat&t

Randall the Rat&t made his cameo East Bay appearance at the weekly picket line in Hercules. People were not happy to hear about Randall's bad faith bargaining. They didn't like hearing about his elimination of jobs and healthcare for workers at at&t and the people of California. People are tired of corporate greed and are happy to see us stand up united for a better future. Join the picket every Saturday, 10-noon until we get a fair contract - at the Central Office on Sycamore next to the freeway.



Mobilization Phase 2: Strike Standby

No Business as Usual

We will not simply be working as usual. We will be doing informational picketing, rallying, showing unity at our worksites, seeking community and political support, pressuring company executives and directors. In short, we will do all the things we normally do when we're on strike, except not going to work.

Mobilization is more important than ever.

Our battle for a good contract is just beginning. Everyone must get involved. Our strength in bargaining comes from a strong and visible mobilization. Make sure the company knows that we stand together behind our bargaining team. Your power is what will move AT&T management at the table.

The leadership of CWA has decided not to go on strike . . . yet.

We remain very far apart at the bargaining table. Critical issues like wages, pensions, health care, employment security, and working conditions are still at stake. We believe that working without a contract is the best, strongest tactic for us right now. We can still decide to strike at any point.

Why has the leadership made this decision?

- * By not striking at this time, we'll show the public that the unionized workers of AT&T care about service quality, even if the company doesn't.
- * The company expects a strike and has been preparing for one. It has been training managers and recruiting scabs to do our work. Why should we give them what they expect, and maybe even want? If at some point we decide it is the best tactic, we will strike!

How will it work?

- * You will still earn a paycheck. The company cannot change your wages or working conditions.
- * All benefits, including health care and pensions, will remain in effect.
- * The grievance procedure continues, but arbitration probably will not. (Discipline can be negotiated at the bargaining table.)
- * You have the legal right to participate in "concerted activity" like mobilizing on the job, leafletting, informational picketing, etc.



Communications Workers of America * Stay Mobilized * Stay Strong * Stay United * www.cwa-att.com/att