

Bargaining Report July 24, 2009

AT&T Bargaining

It's been a hell of a ride here since District 4 took a tentative agreement, accepting what we can not. We have tried to remain focused on getting a contract for our members in Connecticut and not waste our energy focusing on another area and the substandard agreement they are currently in the process of ratifying.

However, today CWA felt it necessary to explain the District 4 tentative agreement and why they took it by posting several documents on the national web site. From the phone calls coming in, it is apparent that many of you have already seen these documents.

So, we now are taking the time to explain to you, the members, why we can not accept the same terms District 4 did and how the failure to execute planned strategies in this supposedly coordinated bargaining has brought us to where we are now.

Bargaining Process:

CWA leaders did develop a strategy which was presented to the bargaining groups at a pre-bargaining conference. The mobilization posters said it all: "One Union, One Fight, One Future." We came back and reported to you that while there would not be a National Bargaining table, we discussed common issues and coordination on these issues and that no District would accept an agreement that would adversely impact another District. We were supposed to work together.

Common Issues:

As far as the strategy on common issues: See for yourself in the document titled [AT&T Core VP Bargaining Chair Meeting](#). It was never an "every District for themselves" mentality – until District 4 did this. Now President Cohen is saying this is what the plan was from the beginning. By the time the calls were taking place with EVP Annie Hill and the bargaining chairs and local presidents, the train had already left the station. District 4 did not "maintain open communication on the coordinated issues." The disturbing part is that the effect on our bargaining is we are still not bargaining. The company bargained with one district and just one – District 4.

The District 4 / AT&T Agreement made economic gains?

Let's not kid ourselves. The economy may be bad but AT&T is making money – \$6 billion in profits for the first six months of this year! To say we should fold because the economy is weak is a lame excuse. We at Local 1298 can't see how the math adds up in the document titled "District 4 Wage and Health Care Cost Detail."

Here is a real comparison of what District 4 says and what is on the table for us. These are real examples of what your wages would be after applying the proposed increases but then subtracting your new costs for healthcare. There is no way as stated in the documents on the CWA National web site that “the average employee is better off each year of the contract as well as at the end of the 3 year agreement.

Let’s not take an “average” wage figure because as the saying goes, “liars figure and figures lie.”

Here are 3 titles at Local 1298 and what the “net” will be here:

Service Rep Current wage \$56,183.40	Wages above current	Increase in Health Care costs * Single/Family	Net gain or loss Single/family	+HRA	
				Single	Family
Year 1	\$1,685.50	\$1420/\$3900	\$265.50/ -\$2214.50	+\$450	+\$900
Year 2	\$1,736.06	\$1420/\$3900	\$316.06/ -\$2163.94	+\$300	+\$600
Year 3	\$1,639.13	\$1420/\$3900	\$219.13/ -\$2260.87	- 0 -	- 0 -

Top Craft current wage \$68,793.40	Wages above current	Increase in Health Care costs * Single/Family	Net gain or loss Single/Family	+HRA	
				Single	Family
Year 1	\$2,063.80	\$1420/\$3900	\$643.80/ -\$1,836.20	+\$450	+\$900
Year 2	\$2,125.72	\$1420/\$3900	\$705.72/ -\$1774.28	+\$300	+\$600
Year 3	\$2,007.03	\$1420/\$3900	\$587.03/ -\$1892.97	- 0 -	- 0 -

CIS current wage \$36,108.80	Wages above current	Increase in Health Care costs * Single/Family	Net gain or loss Single/family	+HRA	
				Single	Family
Year 1	\$1,083.26	\$1420/\$3900	-\$336.74/ -\$2816.74	+\$450	+\$900
Year 2	\$1,115.76	\$1420/\$3900	-\$304.24/ -\$2784.24	+\$300	+\$600
Year 3	\$1,053.47	\$1420/\$3900	-\$366.53/ -\$2846.53	- 0 -	- 0 -

** This is based on In-Network only and costs will exceed this if you go Out-of-Network.*

IN CLOSING:

We like to represent the maximum exposure to our members; not “spin” an average. We are committed to protect our jobs at AT&T here in Connecticut. We can not accept a shift in health care costs without securing protection for our members at Local 1298.

We need your continued support. Continue to mobilize and fight on. This contract battle is going to be won by the members not the bargaining team.

In Solidarity,

Your Bargaining Team

President Bill Henderson

Treasurer Glen Kalata

Secretary Miriam DiNicholas

Vice-President David Weidlich

Vice -President Bob Cullen

Vice-President Rich Benham

Vice-President Louise Gibson

Vice-President Tony Hodges