

# Communications

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STEVE TISZA, *President*



LOCAL 4250

## Workers of America

(AFFILIATED WITH AFL-CIO)

3055 Glenwood-Dyer Road

Lynwood, IL 60411

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July 18, 2009

TO: CWA District 4 AT&T Midwest Members and Retirees

SUBJECT: Dissent Protects Democracy & AT&T Union Contracts

The CWA District 4 AT&T Midwest Tentative Contract Agreement will shift a significant part of the cost of your healthcare benefits currently provided for by AT&T, to YOU the member, retiree (after 1993), “new hires” and future retirees.

The cost shifting from AT&T to YOU is very substantial, compared to the current costs you pay. YOU will begin to pay monthly premiums effective January 1, 2010 in addition to increased co-pays and deductibles. CWA AT&T members have not been required to pay monthly healthcare premiums since 1970. This was the result of a CWA and IBEW strike in 1968. I know, as I was an active participant.

No matter how District 4 tries to sugar coat the “new” monthly healthcare premiums and other healthcare related increases, YOU WILL begin paying monthly premiums on January 1, 2010 via payroll deductions. Details are still being discussed as to how retiree (post 1993) premiums will be paid. Beware of the final bargaining report because the “devil is in the details.” Demand a local meeting to explain the agreement so you can make an informed decision when you vote to accept or reject the District 4 agreement.

The District 4 “tentative” healthcare agreement establishes a “new” Healthcare Reimbursement Account (HRA), funded by YOU and AT&T. You must decide what healthcare related costs you want to be reimbursed from your “new HRA. Any healthcare costs you incur are reimbursable from your HRA... Such as, co-pays, deductibles, dental or vision costs, prescription drugs and/or monthly premiums. The bottom line is YOU will begin paying monthly premiums on 1/1/2010

### **IMPORTANT**

Your local president MUST “opt-out” of permitting CWA District 4 to conduct the AT&T tentative contract ratification vote. However, he/she must request to “opt-out” NO LATER THAN close of business on Monday, July 20, 2009.

If your local president does not elect to “opt-out” your ballots will be mailed to you on Tuesday, July 21, 2009 from the CWA District 4 Cleveland office. You will also receive a final bargaining report that is very confusing even to veteran local union officers and representatives.

Local’s choosing to “opt-out” would then have enough time to conduct local meetings and answer any question members may have regarding the “tentative District 4 AT&T agreement.” Your local’s election committee would then conduct a secret ballot ratification vote at the meeting(s) or via a mail referendum. This is the democratic way.

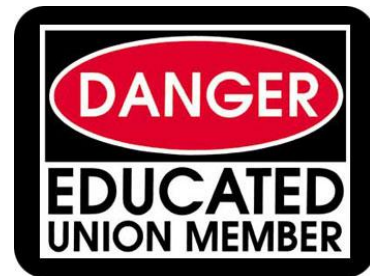
What is your local doing?

In Unity-Strength & Solidarity:

Steve Tisza, President  
CWA Local 4250  
Chicago



*And Union Contracts!*



**Please send this letter to all CWA District 4 AT&T members and retirees in your address book**