



Greetings,

### **IBEW Local Union 21 Safety Alerts!**

**It has been brought to the attention of the IBEW Local 21 Safety Committee** that technicians may be working in manholes without the proper testing or ventilation equipment.

If you don't have the proper equipment **refuse to do the job** because it is unsafe and let your managers know you must have the proper safety equipment.

**Also - we have heard AT&T field managers are issuing 2-piece extension ladders to Premise Technicians** that were never trained on how to use them safely. Premise Technicians should not use the 2-piece extension ladders unless you have had the proper company training. The Union Safety Committee is currently in discussions with Corporate Safety regarding these matters.

### **AT&T Showing True Colors at CWA Bargaining Table**

**The contract for approximately 20,000 CWA workers with AT&T Mobility expired** this past Saturday, on February 7, 2009. This includes District 4 CWA members in Illinois and Indiana. Reports from their bargaining team are that negotiations are not going well. It's possible that these workers could strike. The CWA members in Mobility took a strike vote and it passed with 85% their membership willing to strike if necessary.

### **Picket Lines at AT&T Locations**

It's important that all IBEW Local 21 members understand their rights as it relates to picket lines. Under Article 5.03 of our Collective Bargaining Agreement with AT&T, all members have the right to honor a legal picket line. CWA at AT&T Mobility bargaining updates are available at: <http://www.cwa-union.org/att/mobility>.

### **AT&T – Once a SCAB Always a SCAB**

**IBEW Local 21 has discovered that AT&T has sought the services of yet another rat SCAB outfit, Goodman Networks, to hire SCABS** in the event that there is a strike after our contract expires on June 27th. This is in addition to Zero Chaos who has been soliciting scab labor. AT&T can avoid chaos if they do the right thing when we sit down to negotiate. According to Goodman's scab hiring site: "... this work is in relation to the expected Work Stoppage by AT&T employees. These are short term assignments that will require your willingness to cross strike lines. Travel to Central states will be required. These are short term assignments that could last anywhere from 3 days to longer than 3 months." This is a slap in the face to every hard working member – we haven't even started bargaining!

**If AT&T thinks SCABs can do our work they have even fewer management skills than we thought.** Every union member should let their managers know that no one can do our jobs better or with the same professionalism than union members' exhibit day in and day out. The money AT&T is spending recruiting SCAB labor can be better spent investing in current employees – at the bargaining table! One thing is for sure – 2009 bargaining will be the fight of our lives and we must be prepared. Our solidarity grows stronger every time AT&T's low road despicable bargaining tactics are exposed.

**Team Performance Award Payout = \$425.00**

**As most members probably have already heard**, every Business Unit of AT&T fell far short of their targets causing most managers not to receive a payout this year. Maybe if they weren't paying for scab labor "the bosses" might have received their bonuses.

**However our AT&T Team Performance Award is protected under our Collective Bargaining Agreement**, regardless of Company performance, AT&T must pay all of our members \$425 which will be the amount of the Team Performance Award. This payment will be made no later than the 1st paycheck in March. It's important to note that this \$425 minimum provision was negotiated mid-contract some years back by President/Business Manager Ron Kastner when changes in AT&T's corporate structure required them to re-negotiate this provision of the contract. This is also when the payment was converted from stock to cash.

### **Central Office Preferencing**

**The central office preference is now complete.** IBEW Local 21 wanted more options for members and AT&T of course wanted less, but once an agreement was reached, over 200 members will move to more desirable locations. If AT&T had their way, only 40 members would be moving. The number of forced moves was diminished and those that were forced had better picks than had been expected.

### **Project LightSpeed Agreement Violation**

**Management in construction has been put on notice** they are in violation of the Project LightSpeed Agreement as well as the detail language of our collective bargaining agreement. AT&T wants' to force over 200 members from the current CBA Exhibit 2 into other CBA Exhibit 2 garages that are on the outskirts of Chicago in order to perform work associated with the U-verse build. We will keep you updated on this after we get a response from AT&T.

### **2009 AT&T Bargaining & Mobilization News**

**Coming Soon** at <http://www.ibew21.org/attcontract>

**We all must stand in solidarity. We are set to talk and ready to walk.  
The snake is awake.**