

## A MESSAGE TO CWA MEMBERS FROM YOUR UNION

Recently, we heard Mark Royce, vice president of labor relations at AT&T, talk about the recent contract that CWA negotiated with Verizon Communications.

In just a couple of minutes, we heard that AT&T is not Verizon, that AT&T faces competition from the non-union cable industry and that AT&T has worked to make its union workforce a partner in operations.

### Was that NEWS to anyone?

Let us be clear: CWA isn't interested in bargaining over the Internet. We'll be bringing our members' critical issues to the bargaining table next year and we'll focus on the need for quality, permanent jobs, opportunity in the jobs of the future, and all our other goals – health care and retirement security, all the issues that matter to working families.

**CWA at AT&T**  
**1 Union Fight Future**

CWA members are determined to gain a fair contract when negotiations get underway next year, a contract that reflects AT&T's profitability as the number one telecom company in local phone and long distance, broadband and wireless services and the value that we bring to AT&T.

We recognize the fact that AT&T doesn't deny employees their bargaining rights; we know that many companies do. But that also means that AT&T reaps the benefit of union members who are committed to providing the quality service that has made AT&T one of the most successful companies in the world.

We know that competition exists in our industry, whether from cable companies or other telecom companies. AT&T isn't alone in that.

**Communications Workers of America** members are looking ahead to 2009. Mobilization is gearing up in all our districts. Members are wearing red on Thursdays with renewed determination and participating in our mobilization programs. We are 170,000 CWA-strong and together we will win the contract we deserve.

Mark Royce here, Executive Vice President of Labor Relations for AT&T.

You may have heard in the news or around the water cooler, that Verizon has reached a settlement in its wire-line labor contract negotiations with CWA and IBEW. Bargaining can be a complex process. In attempting to look at Verizon and assume that we can expect much the same when our similar contract expires in April of next year. But I would like to give you a little insight on why that couldn't be further from the truth. It's actually a simple reason, Verizon is no AT&T. For one, Verizon has chosen to exclude the union from growth areas especially wireless. By contrast, AT&T has embraced Union representation in growth areas by partnering with the Union on contracts that allow for new jobs in competitive areas with competitive wage and health care packages. AT&T currently has over 180,000 bargained for employees, which is twice the number of Verizon. While union membership at AT&T has remained stable over the past 4 years, the membership in the Verizon unit has declined substantially. AT&T is working with our union to promote and preserve union jobs in the future throughout all aspects of our industry. AT&T is committed to bring 5,000 of our previously outsourced broadband jobs back into our operations. We brought jobs back to our centers in El Paso, Texas; Orange Park, Florida; Indianapolis; Shreveport, Louisiana; Louisville, Kentucky; Birmingham, Alabama; Goldsboro, North Carolina; and Metairie, Louisiana. In the near future, others are scheduled to open in Houston, Detroit, Las Vegas, Little Rock and Reno. I also want to point out that AT&T mobility has grown from zero to over 41,000 bargained for employees over the years with our labor agreements while Verizon has taken a far different approach to its future in wireless; one that clearly does not include union employees. In addition, across AT&T wire-line footprints it is primarily the cable industry that is competing with AT&T for video, voice, and data customers. Our cable competitors are almost entirely non-union. Industry data shows that the cable companies pay lower wages and subsidize less of their employee health care costs and they do not have the same long term costs for retirees. In short, our cable competitors pursue a lower cost structure by shunning the union representation that AT&T has long embraced. I hope this sheds a little light not only on the Verizon bargaining situation but also what sets us apart from our competitors. It goes beyond better products and better service, we're a better employer and as AT&T employees, I hope you take pride in this. Thanks for listening. This has been Mark Royce, AT&T Labor Relations.

