

Steve Tisza, President CWA Local 4250

From: "Teri Pluta" <tpluta@cwa-union.org>
To: "Steve Tisza" <istvantisza@hughes.net>
Sent: Tuesday, July 01, 2008 8:01 AM
Subject: CWA/AT&T Mobility Benefits Barg. Rpt. -- July 1, 2008

CWA/AT&T MOBILITY BENEFITS BARGAINING REPORT

July 1, 2008

Yesterday your CWA National Bargaining Committee spent a majority of the day preparing a counter proposal that is very fair to our members and to the Company. It was our intention to reach a new agreement by yesterday's deadline. Unfortunately for our members, the Company returned to the table without the same intention.

During our meeting, the Company reviewed our counter proposal, and then simply stated that they would not have another proposal even though there was still more than five hours left before expiration of the agreement. An hour after both sides left to go home, the Company called and said they had changed their minds; they did have a counter, and asked us to meet at 10:30 p.m.

It would have been great if we could report that this last proposal the Company presented late last night moved away from their high premium, deductible and out-of-pocket plan they have been proposing the entire time we have been bargaining with them – but we can't. The Company proposal had only minimal changes and still also includes a new hire component that would make health care out of reach for many years. This shows no respect for our members who work to produce the double-digit quarterly growth that keeps them as the number one wireless company. The Company continues to think that our members should pay up to double-digit percentages of their income in premiums and deductibles before their proposed plan would pay a dime in benefits. They continue to think that our members should willingly accept this hardship and without the Company even sharing any of the savings they would begin seeing! This is what they think of their employees!

If the Company had only used this time to really work with us to reach an agreement that doesn't rob our members of their hard earned income and simply shifts more money into their bank accounts, we might have reached a tentative agreement.

The next step in this process is to meet together with a Mediator who will attempt to facilitate us reaching a tentative agreement. Mediation will begin on July 14 and continue up to ten days. Mediation is an "off-the-record" process that is not binding to either party. Discussions during this period may not be used by either party in the event that no agreement is reached.

The CWA Bargaining Committee thanks you for your continued support during this very difficult round of negotiations.

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