



# An Open Message to AT&T

On June 3<sup>rd</sup> you will begin bargaining with our Sisters and Brothers who work at AT&T Mobility over their Health Care Plan benefits. We want you to remember one thing: This is NOT an isolated negotiation! Every CWA member, in every CWA Local, in every AT&T Company will know if you try to attack the members of our family who work in the fastest growing part of AT&T. Just because they are some of our newest members and just because this bargaining process is different – MAKE NO MISTAKE - we are all supporting them and we have long memories!

We consider these negotiations just “Act One” of the Contract fight we will all be waging in 2009. We stand behind our Sisters and Brothers in Mobility 100% and shame on you, AT&T, if you put outrageous demands on these workers while you rake in huge profits quarter after quarter. When you sit down at this bargaining table, remember you are not sitting across from the members from AT&T Mobility alone. **You are sitting across the table from all of us who work at AT&T and the entire CWA.**

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# *Mobility Health Care Negotiations Between CWA and AT&T Begin June 3, 2008*

**C**WA's National Health Care Agreement negotiated with AT&T Mobility will expire on June 30, 2008. This expiration does not change the Health Care Plan benefits during 2008, but it does mean that we must bargain the plan beyond 2008.

**W**hat will happen in this process is that our bargaining committee will meet with AT&T's in an effort to reach a new tentative agreement by June 30. If an agreement is not reached, a Federal Mediator will come in and try to facilitate one. If the Mediator is unsuccessful, the final step in this process will be for the Union and the Company to present their respective proposals before an Arbitrator. The Arbitrator's decision will be binding on both parties.

**A**ction Item....Please go to the web address shown below and complete the online Health Care Survey by May 30, 2008 (not from a Company computer please!). Your participation will help guide our bargaining committee in the development of proposals and counter proposals that may be necessary during negotiations. Your answers to the survey questions will also help us to identify any problems with the current plan and what is most important to you.

<http://www.cwa-union.org/survey/att-healthcare.html>