

February 22, 2008

Brothers and Sisters,

2009 AT&T Bargaining/Let Us Start Preparing Now

April 4, 2009 is the expiration of the CWA/AT&T Collective Bargaining Agreement and it is not too early to start preparing. This will be the most difficult and challenging bargaining that we have engaged with AT&T. Many of our members have already begun preparation and if you have not, a good place to start is individual financial planning. On February 29, 2008, the Union negotiated AT&T Performance Award (APA) will give us a great opportunity to put aside some cash in the eventuality that the company forces us to strike.

Nothing has ever come easy to us nor has the company ever handed us anything that we were not prepared to fight for. Our collective unity and resolve has always been our strength and individual preparation is part of our power to take on the company in 2009 so we can again prevail at bargaining a new contract. Using the Performance Award as contingency money in case we are forced to strike can ensure that we can hold the line when we demonstrate our collective strength to the company.

This is one sure way to mobilize and prepare for any eventuality in 2009. Whether the company starts their assault on our healthcare, wages, job security, or working conditions, we will be ready to take them on because you are prepared. You can believe the company will have contingency plans. **What better way to prepare and be ready than to use AT&T's profits that we produced and demanded that they pay out to us.**

Let them know we are prepared and that we will be ready to stand together as we have so many times before.

Remember, In Unity There is Strength.

Roy Hegenbart
President
CWA Local 3250