

# International Brotherhood of Electrical Workers

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To: All Local 21 members employed by AT&T

Brothers and Sisters:

For over a year now, we have been telling you that 2009 AT&T bargaining would be like no other negotiations our Union has ever seen. We've been getting the message out that all of us need to be prepared for a bitter fight with AT&T, and that every single member must be educated, unified, and mobilized if we are to win a fair contract later this year.

If anyone had any doubts that this was true, you only need to look at the most recent employee email AT&T sent from their Dallas, TX corporate headquarters. On Monday, January 26<sup>th</sup>, AT&T Executive Vice President of Labor Relations Mark Royse sent an email to all U.S. employees, including IBEW Local 21 members concerning the upcoming contract negotiations. In his email, Royse talked about all of the money AT&T has saved by forcing their managers into a "cost sharing" health care benefit plan.

It's no surprise that AT&T is saving money on their managers' health care costs since their health care plan costs management employees thousands and thousands of dollars each year in monthly premiums and out of pocket expenses. Royse went on to say that AT&T expects all of its unionized workers to sign on to the same health care plan so it can increase its profits at our expense.

Hopefully, Royse's email will serve as a wake-up call to anyone that believes this year's negotiations will be no different than our previous contracts bargained over the years. During the next few months, IBEW Local 21 leaders and Union staff will be fighting this new AT&T tooth and nail to get the kind of contract our dedicated, hard-working members and their families deserve. However, if we are to win this fight, it is imperative that each and every member of our Union is at our side, mobilized, and participating in workplace activities and other actions as called by our Union. When we are united as one, there is no force that can stand against us. Remember, Brothers and Sisters, it is our collective solidarity that will be the strongest weapon against AT&T in this year's contract fight for a new agreement.

Stay strong!

In solidarity,

Ronald E. Kastner  
President-Business Manager &  
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