

STEVE TISZA, *President*



LOCAL 4250

Workers of America

(AFFILIATED WITH AFL-CIO)

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CWA D4 AT&T Midwest Bargaining Report #39

4/30/09

Our bargaining committee spent most of Wednesday in caucus reviewing the status of all the unresolved items. There are still many areas of the contract where AT&T is seeking negative changes other than health care. These areas include employment security, pensions, overtime, Appendix F (PremTechs), 'leveraged' Service Reps and much more. Informal talks are expected to continue today in order for both sides to continue to gain a more complete understanding of each other's positions.

Yesterday, we responded to some questions that were submitted for the e-Unity meeting last week. While Local leaders will continue to reach out to people who submitted questions individually, we figured we'd continue to answer some of the more frequently asked questions here:

Q: "When will we, as a union, finally impress upon AT&T we are serious about our demands?"

A: We are making that point everyday through our mobilization activities. By now, the company understands that we are serious, however they are also serious about their demands. The real question is what will it take to get them seriously interested in finding common ground? We believe that escalating mobilization activities can accomplish that.

Q: When is the best time to call a strike?

A: While we would all prefer to reach a fair settlement without a strike; the best time is when it would have the most effect on the company. If that were announced too far ahead of time, the company would certainly prepare for that moment and it would have less effect. We are ready to strike now. We'll be ready to strike tomorrow. If we haven't already done so, we'll be ready next week and the week after that. It is logistically difficult and expensive for the company to stay poised for a strike. It doesn't cost us nearly as much to stay ready. Yes, it can be frustrating and tiring (especially for those with mandatory overtime, etc.), but it's still harder on the company. In short, when we announce the strike (or even if, we announce a strike) it will be timed to have the biggest impact. In the meantime, we can make our message loud and clear enough--through our mobilization actions-- that even AT&T can understand: Things will continue to get more difficult and costly for the company, until things start getting better for its workers.

Mobilization News: AT&T managers have now been brought in to shadow techs from local 4302 in the Canton/Akron area because, apparently they believe that productivity is down substantially. This is in addition to the Managers brought in from Michigan earlier to shadow techs from Local 4300 in Youngstown. Techs in Youngstown have found themselves on poles while two or three unknown people gather below. To support their brothers and sisters on the job, members of Local 4300 who are off duty have been showing up at the worksites to watch the managers watch the workers.

Apparently, managers have little better to do than just arrive at the worksites and stand chatting on the street, or perhaps they're hoping that somehow they might learn how to do the job by watching from the ground! Either way, its interesting to see how, apparently, low productivity results in the company paying several additional managers to stand around watching—seems like that would further reduce productivity as workers must take extra special care to follow every safety regulation and every rule to avoid discipline. That's not to mention the wasted expense of those managers' salaries.

Locals around the country have been scheduling meetings with their members of Congress to discuss our fight with AT&T and (now that we have shut down the company's hopes for state legislation in Ohio), perhaps any federal legislation the company might be interested in.

Today and coming up: Local 4108 is holding a rally at 5pm today in Saginaw, Michigan. Local 4217 held informational pickets at two locations this morning in southern Illinois. Local 4319 is planning a major rally in Toledo, Ohio on May 7 at 4pm.

You can stay on top of things by joining the Ready@AT&T network: Text the word, "READY" to 69866 for regular mobilization updates.

Please go to <http://www.standupforworkers.com> and sign our online support statement and spread the word among your family and friends.

The next report will be on Friday, May 1, or sooner should developments warrant.



Randall Stephenson
at&t Corp. CEO