

STEVE TISZA, *President*



LOCAL 4250

## Workers of America

(AFFILIATED WITH AFL-CIO)

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### CWA D4 AT&T Midwest Bargaining Report #62 6/03/2009

Informal talks continued on Tuesday without much progress to report. Talks will continue today.

We understand that many members continue to wonder: why is it taking so long to get a contract? The answer is that it is not just about "getting a contract," but getting a fair contract! If we were willing to agree to something like the "last, best, final offer" that AT&T put on the table in the southwest, we'd have a contract. Of course, that wouldn't be a fair contract. So what would a fair contract look like? Without getting into a lot of details, here is an overview of what we are fighting for:

**\*\*Improvements to everyone's standard of living over the life of the contract.** Our bargaining committee recognizes that we must make changes to our health care. However, when taken together with wage increases and other economic items, we need to be better off at the end of the contract than at the beginning---and not just on average, but the lowest paid among us needs to be better off at the end, even if they have higher than average health care expenses in their family. We need to make extra progress for Prem Techs, who are grossly underpaid and COS's at Datacomm who don't get the same health benefits as the rest of us. Finally, we need to be assured that the quality of our benefits--something that we have worked so hard for over the years in the Midwest--is maintained.

**\*\*We must have retirement security.** That means pensions must increase over the life of the contract, both as a lump sum and an annuity. That means that we need to recognize that current and future retirees, on a fixed income, can't be expected to make the same health care changes as active employees who get a raise every year. That means that new hires need to have a pension and retiree health care provided by the company.

**\*\*We must improve our employment security.** Wages and benefits don't mean anything if you don't have a job. We need to continue our employment security commitment that has saved thousands of jobs over the last five years. We need significant improvements to our procedures to handle surplus (Article 26) to avoid the problems that occurred earlier this year. We need to assure that changes taking place, as work and jobs evolve, do not cost existing members their jobs. We want employees at Datacomm to get the same kind of employment security provisions as exist in the core. We want new work to be union work.

**\*\*We need justice on the job.** From the operator to the Prem Tech, we need improvements to the way our members are treated at work and the conditions that they must work under. We will not move backwards on important issues like overtime, local union rights and more.

Will we meet all of those goals? There is no guarantee, but that's what this fight is about. We believe that our on the job strategy has been effective in moving us in the right direction, but we need everyone to stay with the mobilization program to keep things moving in a positive direction. Only if we stay strong and united in support of our committee and our strategy, will we get a fair contract.

**Mobilization News:** Today, in Cleveland, CWA Local 4309 and Local 4340 members will be holding informational pickets at 45 Erieview Plaza. Members will be there to show their solidarity and support for our bargaining committee to win a fair agreement with AT&T.

Contact your Local's mobilization coordinator or officers to find out about your Local's activities.

If you have not signed on to our online support petition, please go to [www.standupforworkers.com](http://www.standupforworkers.com) and sign the statement to support a fair contract with AT&T. Tell all of your family and friends to sign on as well.

The next bargaining report will be Thursday, June 4, or sooner should conditions call for it.

