

HAVE YOU SEEN  
SCABBY THE AT&T  
CONTRACTOR?



November 10, 2004

**Sisters & Brothers:**

**This is an urgent appeal to ALL CWA Local presidents that represent AT&T members.**

It is obvious that AT&T is in the final phase of their plan to be “union-free” in the very near future. As you are aware, their latest tactic is to hire non-union contractors to do bargaining unit work using the ploy that they are management. This is happening in GCA’s where laid-off members have recall rights and GCA’s where surplus announcements were recently declared. These scab contractors are in addition to the regular full-time AT&T supervisors that are already performing bargaining unit work. Since the grievance and arbitration process is a sham, every CWA Local that represents AT&T members should immediately file an NLRB charge exactly like brother Roy Hegenbart, president of CWA Local 3250, in Atlanta, has done.

Upon completing NLRB Form 501, “Charge Against Employer”, it may be faxed to the NLRB. The following link to the NLRB will help to locate the NLRB Regional office in your area to file your charge.  
<http://www.nlr.gov/nlr/offices/default.asp>

**The following words should used in your complaint:**

*Since on or about six months preceding the filing of this charge, and continuing to date, the above named employer:*

*“Unilaterally transferred bargaining unit work to non-bargaining unit employees in a concerted effort to diminish and eliminate the entire bargaining unit in an effort to prevent Communications Workers of America from representing said bargaining unit on a statewide and national level.”*

This may be your final opportunity to salvage what’s left of the AT&T bargaining unit.

**In Unity-Strength & Solidarity:**

**Steve Tisza, President – CWA Local 4250/Chicago**

**Please Review the Following**  
**Important Information**  
**Before Filling Out a Charge Form!**

- Please call an Information Officer in the Regional Office nearest you for assistance in filing a charge. The Information Officer will be happy to answer your questions about the charge form or to draft the charge on your behalf. Seeking assistance from an Information Officer may help you to avoid having the processing of your charge delayed or your charge dismissed because of mistakes made in completing the form.
- Please be advised that not every workplace action that you may view as unfair constitutes an unfair labor practice within the jurisdiction of the National Labor Relations Act (NLRA). Please click on the Help Desk button for more information on matters covered by the NLRA.
- The section of the charge form called, “Basis of Charge,” seeks only a brief description of the alleged unfair labor practice. You should **NOT** include a detailed recounting of the evidence in support of the charge or a list of the names and telephone numbers of witnesses.
- After completing the charge form, be sure to sign and date the charge and mail or deliver the completed form to the appropriate Regional Office.
- A charge should be filed with the Regional Office which has jurisdiction over the geographic area of the United States where the unfair labor practice occurred. For example, an unfair labor practice charge alleging that an employer unlawfully discharged an employee would usually be filed with the Regional Office having jurisdiction over the worksite where the employee was employed prior to his/her discharge. An Information Officer will be pleased to assist you in locating the appropriate Regional Office in which to file your charge.
- The NLRB’s Rules and Regulations state that it is the responsibility of the individual, employer or union filing a charge to timely and properly serve a copy of the charge on the person, employer or union against whom such charge is made.
- By statute, only charges filed and served within **six (6) months** of the date of the event or conduct, which is the subject of that charge, will be processed by the NLRB.

