



## **AT&T: Agreement reached between CWA and AT&T on National Health Care Reform**

October 21, 2009

To: All AT&T Local Officers and Members

Please find attached the [letter of agreement](#) between CWA and AT&T on National Health Care Reform. This letter resulted as an offshoot of our recent bargaining.

Thank you for your attention to this matter.

In Unity,

Lois J. Grimes-Patow  
Administrative Director

LJGP:drk  
opeiu-2, afl-cio

Communications Workers of America Local 4250  
3055 Glenwood-Dyer Road, Lynwood, Illinois 60411  
Steve G. Tisza, President (708) 757-4065(Office)  
[stevetisza@sbcglobal.net](mailto:stevetisza@sbcglobal.net) (E-Mail)  
<http://www.cwalocal4250.org> (Website)



Mark Royse  
Executive Vice President-  
Labor Relations

AT&T Services, Inc.  
One AT&T Plaza, Rm. 3610  
Dallas, Texas 75202  
Phone: 214-757-5660

September 3, 2009

Ms. Annie Hill  
Vice President, Communication Workers of America  
501 Third Street, NW  
Washington, D.C. 20001

**Re: CWA and AT&T Support National Health Care Reform**

Dear Ms. Hill:

For decades CWA and AT&T and its predecessors have negotiated quality health care plans. We have committed to this effort because it makes good business sense to offer quality health care to our employees as a competitive employment differentiator and as a matter of social responsibility.

American businesses that provide quality health benefits can be at a significant disadvantage when competing in the global marketplace with companies that operate in countries where employers do not directly bear this cost. And domestically, there is likewise often a disparity with employers that provide little or no coverage which can further imbalance the competitive environment. It is further worth noting that twenty-one million U.S. workers get their health coverage from an employer other than their own, while many industrialized nations provide significant public financing of health care for their citizens.

CWA and AT&T have together elevated the discussion of the need for health care reform. We have joined the Better Health Care Together Coalition and through that effort we have supported forums and meetings about different aspects of the health care crisis.

The time for talking about this crisis is past. CWA and AT&T have come together in the belief that our nation must exert the political will to enact comprehensive health care reform nationwide, rather than state by state, and we must do it soon. It is time to mobilize America behind a concrete plan to enact legislation that will ensure quality health care for all. We are committed to leading the effort to that end. We will work together where our interests align to achieve meaningful health care reform that meets the following goals:

**Cover Everyone:** Assure quality affordable health care for all Americans.

**Control Costs:** Create a framework that allows choice of affordable options, reduce bureaucracy, and promote prevention and cost-effective care.

**Improve Quality:** Promote preventative care, evidence-based care and safe staffing standards and expand use of Health Information Technology.

## **Assure an Employer Role in the Provision and Financing of Health Care**

CWA and AT&T agree to work together where our interests align with the goal of helping to enact national health care reform. To achieve that end we will develop and support efforts to educate AT&T employees and the public about the health care crisis and options for solutions. CWA and AT&T will pursue meeting with key Members of Congress to offer our support of proposals that meet our jointly agreed principles. The company agrees to make an annual contribution of \$2.0 million for each of the next three years to support the effort to enact national health care reform, unless federal legislation largely achieving the objectives is signed into law before then.

As part of this effort, CWA and AT&T will provide input on the impact of federal legislative health care reform proposals on AT&T and its employees and retirees, in terms of costs, benefit coverage, AT&T's competitiveness and access to necessary and quality care.

When there is agreement on proposals and policies, CWA and AT&T will develop plans to vigorously advocate for and support these agreed proposals and policies.

CWA and AT&T will convene a Joint Committee to discuss and address health care legislation. The Committee will consist of six members – three appointed by CWA and three appointed by AT&T. The annual budget, work plan, coalition participation and joint public policy positions must be approved by a majority of the Committee. Expenditures must also be approved by a majority of the Committee and any funds contributed by AT&T and not expended are to be returned to AT&T when the project ends.

The Committee shall be established under the authority of Sec (6b) of the Labor-Management Cooperation Act of 1978, 29 U.S.C. Sec. 175a and Sec. 302(c)(9) of the Labor-Management Relations Act, 29 U.S.C. Sec. 186(c)(9).

Please indicate the CWA's agreement to the above by signing below.

Sincerely,



Mark Royse

Agreed:



Annie Hill, Vice President  
Communications Workers of America