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# CWA news

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GOOD JOBS,  
**STRONG**  
**COMMUNITIES**

## WORKING *Together*

# Trans-Pacific Partnership *'It's a race to the bottom and we need a race to the top'*



Larry Cohen, CWA President

For 130 million working Americans, the Trans-Pacific Partnership is, as U.S. Rep. Keith Ellison described so well, the "largest corporate power grab you never heard of."

After 19 rounds of negotiations among the United States, Australia, Brunei,

Canada, Chile, Japan, Malaysia, Mexico, New Zealand, Peru, Singapore and Vietnam, TPP remains a mystery to everyone except government trade negotiators and the corporate lobbyists who get to read all the proposals.

Even Members of Congress have no real idea of what's involved in the negotiations.

Rep. Alan Grayson (D-Fla.) has seen some of the proposals. TPP "is a punch in the face to the middle class of America, but I'm not allowed to tell you why," he said.

In addition to the secrecy, trade negotiators are counting on "fast track" authority, which blocks any changes or amendments to the trade deal and only allows for an "up or down" vote by Congress. Stopping or changing fast track is the only real way to change TPP.

TPP is bad for working families, because, like nearly every other trade agreement that's been negotiated by the

U.S. in the past 20 years, TPP isn't concerned with U.S. workers or jobs. Every other nation starts out with jobs and the economy as priorities. The U.S. unfortunately has a different focus, and looks at trade in terms of national security and global corporate interests, not ensuring the economic well-being of working families.

Here's a good example. The minimum wage in Vietnam, one of the proposed member nations of TPP, is 25 cents an hour. U.S. workers should not compete with workers who earn 25 cents an hour. But multinational corporations, in this continuing race to the bottom, will be happy to send jobs to Vietnam and every other subsistence-wage nation.

It's not just manufacturing jobs. We're talking service sector work, including information technology and tech support jobs. Buy American policies, call center legislation to keep good jobs here and to end taxpayer handouts to companies that offshore jobs, environmental standards, and even public health efforts would be disallowed or dramatically weakened.

Foreign firms would be given equal access to bidding on U.S. federal government contracts, and private corporations from other countries would be able to challenge U.S. laws and regulations, including those dealing with telecom, health and the environment, if they think our laws limit their "expected future profits."

Without a floor for wages and workers' rights, U.S. workers will again lose out. Our 20 years of experience in trade deals, going back to NAFTA, has proven that U.S. jobs go offshore and the jobs that are created here are low wage, no benefit jobs. That's not the future Americans want for themselves or their children.

We have built a strong coalition that's working together to get participation in these negotiations, and to stop fast track if that doesn't happen. No citizens groups have been involved to any extent so far in these negotiations but we have been making our voices heard. Read more about our coalition work on page 3.

**"TPP is a punch in the face to the middle class of America."**

Unions, greens including Sierra Club and Greenpeace, consumer and citizen action groups like Citizens Trade Campaign and Public Citizen, public health groups, people of faith, all are working for changes in or rejection of this deal.

We must pursue economic policies and trade policies for American workers, just as the Vietnamese and other nations are pushing policies in their own interests. Clearly, we don't have much in common with countries that pay workers 25 cents an hour, nor should we. Again, it's time to stand up and fight back.

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CWAers were a part of the March on Washington in 1963 and again 50 years later, as workers, civil rights activists, greens, students, people of faith and many more came together to support the dream of democracy and justice for all. We know we can't do it alone. Building a movement of allies is how we will achieve economic and social justice.

# Working together for good jobs, strong communities

## ON CAPITOL HILL

### Fighting for Good Call Center Jobs

**C**WA activists are fighting to keep good call center jobs here in the U.S., and one way to help make that happen is through legislation that takes away the rewards that U.S. companies now receive for moving jobs offshore.

The "U.S. Call Center and Worker Protection Act of 2013," H.R. 2909, was again introduced in Congress, and CWA members are pushing hard for its passage, with actions and events underway in October and to mark the global Call Center Action Month that is focusing on compensation and professionalism.

The bi-partisan legislation is sponsored by Democratic Reps. Tim Bishop (NY-1), Mike Michaud (ME-2) and Gene Green (TX-29), along with Republicans David McKinley (WV-1), Michael Grimm (NY-11) and Chris Gibson (NY-19).

State legislative efforts have been building over the past year with bills introduced in Florida, Arizona, New Mexico, New York and New Jersey, and other states.

"Press 1 For America," a part of the bill, requires call center employees to identify their location and outside the United States, to offer consumers the opportunity to be transferred back to a U.S. facility. The bill also bars federal grants, loans and subsidies to companies that send call center jobs offshore.

About 3 percent of the U.S. workforce is employed at call centers, making these jobs an important part of our economy. But over the past five years, offshoring has hit this industry hard, with half a million jobs lost to offshoring and layoffs.

#### Offshoring By the Numbers

**1 million.** The total number of U.S. IT jobs that will have been offshored, starting from the 1990s to 2016.

**270,000.** The number of U.S. IT jobs going offshore from 2012-2016.

**500,000.** The number of U.S. call center jobs sent offshore in past five years.

Sources: Hackett Group study, *Information Week*, 2012. Data from U.S. Bureau of Statistics, American Teleservices Association

### CWA: No Fast Track for Trans-Pacific Partnership

**'We need fair trade, not fast track'**



Hundreds of activists march through downtown Minneapolis.

**T**he evidence just keeps mounting. The Trans-Pacific Partnership, a trade agreement, is a bad deal that could jeopardize U.S. jobs, wages, consumer safety and environmental standards, while pushing back workers' rights in other countries even more.

Near-secret negotiations have been underway now for more than three years among governments. The next step will be a push for "fast-track" authority, which would restrict Congress from making any changes to the deal, allowing only an "up-or-down" vote. CWA and allies, including the Sierra Club and Citizens Trade Campaign, are fighting hard to block "fast track"

legislation in Congress. "We have one message: No more Fast Track. We need Fair Trade, not Fast Track," said CWA President Larry Cohen. TPP negotiators from the

United States and 11 other Pacific Rim countries are discussing what could be the largest trade agreement in U.S. history. But only corporate lobbyists and government officials are at the bargaining table. In fact, most groups are permitted to view just individual sections of the draft text. Several members of Congress who were permitted to review documents, but not discuss them publicly, say the proposals grant multinational corporations new political powers. "Having seen what I've seen, I would characterize this as a gross abrogation of American sovereignty," Rep. Alan Grayson (D-Fla.) told The Huffington Post.

This great video helps tell the story. <http://cwa-union.org/TPPVideo> CWAers and allies have been protesting at the negotiation sites and rallying communities to make sure everyone knows what's at stake. From Dallas to Peace Arch Park in Washington State, from Loudoun



### We Got Five! Senate Confirms Five NLRB Members and Democratic Majority

**W**e did it! For the first time in a decade, the National Labor Relations Board has five Senate-confirmed members. The three Democratic members confirmed by the Senate are Mark Pearce, Nancy Schiffer, and Kent Hirozawa. The Senate-confirmed Republicans are Harry Johnson and Phil Miscimarra.

CWA led this fight, as e-mails and phone calls from thousands of CWA members around the country called on the Senate to restore the full enforcement power of this critical agency. But we couldn't have done it alone.

Progressive groups like the Democracy Initiative and Fix the Senate Now, a coalition of more than 70 organizations, held lawmakers' feet to the fire with an ad campaign, rallies and letters. CWA and union, environmental, LGBT, good government and social justice activists pushed Democrats to break the Republican minority's obstruction that has kept many of President Obama's executive nominations waiting for Senate action for as long as two years.

Allies like the Sierra Club, NAACP, National Gay and Lesbian Task Force and Alliance for Justice spelled out how important the NLRB is to all working families in newspaper ads before the vote.

"Our path for change is the Democracy Initiative, an organization of unions, civil rights and community groups, greens, people of faith and others. We will continue to work together to fix the broken Senate rules, end the pervasive influence of corporate money in our politics, stop voter suppression and adopt a path to citizenship for immigrants," said CWA President Larry Cohen.

Right now, we're continuing to press senators to confirm the languishing executive branch nominations and judicial nominees who have also been victims of the broken Senate rules. With 60 votes required for the Senate to move forward on any business, and Republicans determined to abuse the filibuster to block key nominations, it's no surprise that so little is accomplished. But the NLRB fight proved we can change that. United, we can make democracy work again.

# Working together for



CWAers make their way to the 50th anniversary March on Washington. CWA D4 Vice President Linda Hinton, center, Sonny Morgan, IUE-CWA, left, and Sylvia Ramos, assistant to D6 Vice President Claude Cummings, are at the Lincoln Memorial, and the march ends at the Martin Luther King, Jr. monument.



We can't do it alone. That's why we're uniting with people activists, neighborhood organizers, students, immigrant groups, and more to demand real change and real programs benefiting workers' goals of good jobs, health care and retirement security. We're in this together, and we're not afraid to stand up for what's right.

## 50 Years Later, the March for Jobs and Freedom Goes On

It's no mistake that the 1963 March on Washington's official slogan was "For Jobs and Freedom." The historic demonstration intertwined the goals of civil rights and economic justice, as people of all races demanded equality on the National Mall. This August, as tens of thousands commemorated the 50th anniversary of the march, much of the movement's work — such as a real living wage — remains unfinished. Nearly 2,000 CWAers joined with their union brothers and sisters and civil rights activists to once again push for jobs, workers' rights and economic justice for all Americans. CWA activists are fighting to ensure our democracy works for all Americans — not just the wealthy 1 percent.



CWAers stand with UMWA workers and retirees.



CWAers joined 100,000 immigrant rights activists who rallied outside the U.S. Capitol, calling on Congress for action now on immigration reform.



CWA activists caravan to Rep. Kevin McCarthy's (R-Calif.) office in Bakersfield.

## The Time Is Now

The time is now for comprehensive immigration reform. CWA has joined with tens of thousands of labor, immigrant rights, faith, environmental, civil rights and community activists to take that message to Congress. In August, CWA Larry Cohen was among the immigration reform leaders who were arrested at a sit-down protest that focused on the failure of the House of Representatives to take action on a bill already passed by the Senate. The civil disobedience action sent a strong message to lawmakers that the fight for immigrant families will continue until there is a path to citizenship for 11 million undocumented immigrants. Over the summer recess, CWA activists join the largest caravan in California history to call on GOP Rep. Kevin McCarthy to pass a comprehensive bill. Earlier, CWA, Center for Community Change, National Immigration Law Coalition, AFL-CIO, Gamaliel, SEIU, Greenpeace, United Farm Workers, America's Voice, US ACTION, CASA de Maryland and many others all rallied outside the U.S. Capitol chanting, "Si, se puede!" and "Time is now!" America needs to create an immigration process that works for all working people — not a system that benefits corporate employers at the expense of everyone else. Current U.S. immigration policies are a blueprint for employer abuse, and CWA workers are suffering the consequences of this race to the bottom. CWA Local 9416's Rob England, who has been raising awareness about the reform movement, said, "Once you educate them, then they get it. Education is key."

# For good jobs, strong communities

of faith, environmentalists, civil rights groups and many others, to win real good jobs, bargaining rights, and health care will win.

## Demanding Fairness at Patriot

For months, Patriot Coal has schemed to slash health care coverage for retired workers and shed that obligation in bankruptcy court. But CWA members have teamed up with the United Mine Workers of America's campaign for fairness, joining rallies and civil disobedience actions in Missouri, West Virginia and Kentucky. CWAers in West Virginia have an especially strong partnership with UMWA miners who also are standing with CWA members in their contract fight at Frontier Communications. Peabody had created Patriot Coal in 2007 and gave that company 11 percent of its assets, 43 percent of its retiree liability and some underwater coal contracts, the UMWA said. The overwhelming majority, some 90 percent, of retirees whose retiree health care will be cut never worked for Patriot. Then, in 2008, Patriot bought Arch-spinoff Magnum Coal, and Arch saddled that company with 12 percent of its assets and 96 percent of its retiree health-care liabilities. It's clear that this new company was designed to fail.

UMWA members have ratified a contract covering miners in West Virginia and Kentucky, but the fight goes on to secure the health care benefits that retirees were promised.

CWA and allies will continue to hold these corporations accountable.



CWA Local 1180 members call for immigration reform that includes a path to citizenship for 11 million immigrant workers.

## Fighting for the Right to Vote

When the Supreme Court struck down Section 4 of the Voting Rights Act of 1965 in June, it dealt a major blow to ordinary citizens' right to vote. Section 4 said states with a history of racial discrimination were required to get federal approval before they make any changes to election law. As soon as the court issued its decision, Texas, Florida and other states announced their plans to make big changes

in voting law, restricting early voting, limiting polling places and implementing other punitive changes. North Carolina has enacted the nation's most extreme voter suppression law to date. It eliminates same-day registration, bars students from pre-registering to vote and slashes the early voting by an entire week. Led by the NAACP, thousands of activists, including many CWAers, have been rallying around "Moral Monday" civil disobedience demonstrations at the statehouse to protest these attacks on the right to vote, along with plans to slash unemployment benefits and cuts to education and social programs that the state legislature and governor are pushing. "Moral Monday" protests have become more than just weekly demonstrations, but a movement to fight for social, economic and environmental justice.



CWA members join the Moral Monday action outside the statehouse in Raleigh, N.C.



In Richmond, Calif., 3,000 demonstrators marched to protest safety concerns and other issues at the Chevron refinery. CWAers joined more than 50 environmental, labor, community, and religious groups at the action.

## Launching the Democracy Initiative

Early this year, CWA, along with the NAACP, Sierra Club and Greenpeace, launched the Democracy Initiative to restore the core principle of political equality. Our democracy is under siege, and it's become impossible for any one group, whether it's CWA or the AFL-CIO, the NAACP or Common Cause, to achieve our goals of economic and social justice. That's why labor, civil rights, voting rights, environmental, good government and other like-minded organizations with broad memberships are committing to build a movement to halt the corrupting influence of corporate money in politics, prevent the systemic suppression of voters, fix the broken Senate rules that allow a small minority (or even one senator) to block action on legislation that working families need now, and more. Keep up with the latest at [www.democracyforus.org](http://www.democracyforus.org).

## Can't Survive on \$7.35

Across the country, CWA activists are supporting fast-food workers striking for a living wage and respect in their workplaces. In St. Louis, the United Media Guild organized staffers at STL 735, a group that supports fast-food workers' fight for \$15 an hour and the right to form a union without retaliation at more than 15 restaurant chains. And in a show of unity after a recent one-day strike, St. Louis faith and union leaders walked strikers back to their jobs. So far, there have been no firings. In New York City, CWAers supported fast-food workers — from McDonald's, Wendy's, KFC and many other chains around the city — who also walked off the job in a mass protest for higher pay. And in New Jersey, CWA has focused on an upcoming ballot initiative on Nov. 5 to raise the minimum wage from \$7.25 an hour to \$8.25. TNG-CWA represents workers at three Dunkin' Donuts locations in New York's Penn Station.



In St. Louis, Mo., United Media Guild activists and allies took to the streets to support striking workers. The TNG-CWA local organized staffers at STL 735, a group that supports fair wages and the right of fast food workers to form a union without retaliation at more than 15 restaurant chains.

# Working together for good jobs, strong communities

## IUE-IG Metall Partnership Grows

If IUE-CWA Local 84765 President Wayne Cupp ever needs guidance on a concern at the Siemens plant in Norwood, Ohio, he doesn't hesitate to put in a call to German union leaders.

"They really support us," said Cupp, talking about workers in Siemens's home country. "Whenever there's an issue at Norwood, I feel very comfortable reaching across the waters to our counterparts in Germany and getting their advice."

It's a relationship that IUE-CWA wants to grow and expand to other manufacturing plants. Cupp has spent years forging international union ties with IG Metall, the dominant metalworkers' union in Germany, and Siemens Central Works Council — all of which has led to a cooperative and productive rapport between the union and plant man-

agement in Norwood. Just last year, Siemens, the Siemens Central Works Council, the German trade union IG Metall and the global industrial union IndustriAll signed an international framework agreement reaffirming the company's commitment to fundamental workers' rights, such as equal opportunity, freedom of association and collective bargaining. Now the goal is to ensure the principals embodied in the agreement apply to U.S. workers.

Cupp would also love to duplicate the apprentice program at Norwood's sister facility in Nuremberg, Germany.

"At the apprenticeship school in Nuremberg, they not only teach workers machining and welding skills, they take the opportunity to teach these same workers how important organized labor is for the future," Cupp said.

Over the summer, IG Metall's Dirk



IUE-CWA Local 84765 President Wayne Cupp, Harold Kern, chairman of the Siemens Europe Committee and a member of the Siemens Works Council, and IUE-CWA President Jim Clark talk in Nuremberg, Germany.

Linder visited the United States to tour Norwood and talk with IUE-CWA workers in Ohio. He met with T-Mobile workers to talk about an-

other U.S.-German partnership between CWA and ver.di. He also visited Cablevision workers in New York to learn more about CWA's organizing work.

"We are very excited about working with IG Metall as we broaden our relationship with Siemens Corporation in the U.S.," said IUE-CWA Pres-

ident Jim Clark. "We at the IUE-CWA have always prided ourselves on our progressiveness and professionalism in our relationships with our business and labor partners. We share a common vision with IG Metall, a vision of unions cooperating to improve all workers' lives."

## Standing Strong at Cablevision

### Cablevision technicians in Brooklyn aren't backing down

They use every opportunity to talk about their fight for respect, and for a fair contract. From building a strong coalition of community and civil right activists and elected officials in New York, to carrying that message to the 50th anniversary of the March on Washington for Jobs and Freedom, to testifying on Capitol Hill, Cablevision workers are fearless in fighting for their union and very first contract.

Go to [www.cwa-union.org/multimedia](http://www.cwa-union.org/multimedia) for their latest video, "Dear Mr. Dolan." Check out [www.thecablevision99.org](http://www.thecablevision99.org) for the latest news in this fight.

In January 2012, 280 Cablevision workers in Brooklyn voted for CWA Local 1109. Just about a year later, when workers tried to take advantage of the company's "open door" policy to talk about stalled contract negotiations with a manager, Cablevision illegally fired and "permanently replaced" the 22 workers. The massive support of religious leaders, NYC mayoral candidates and union and community activists forced the company to rehire all 22 workers a few weeks later.

That and other illegal actions and unfair labor practices by Cablevision are the focus of a National Labor Relations Board hearing underway in New York. Cablevision has hired more than 50 lawyers, working 10



Clarence Adams



Cablevision rappers at the Lincoln Memorial.

hours a day, to defend their illegal actions. In fact, the company has spent more on union busting than it would cost to settle a fair contract.

In DC, Cablevision technician Clarence Adams recently testified before the House Subcommittee on Health, Employment, Labor and Pensions. Adams, a U.S. Marine Corps veteran who served in the Iraq War, has worked as a Cablevision field technician in Brooklyn for more than 14 years. He and his co-workers deserve the respect and fair treatment a union contract brings. He told the committee:

"Ten years ago, I put my life on the line 6,000 miles away from home in the name of protecting the basic rights of American democracy. I believed I was fighting so that the rights

of every American would be protected. I never thought that I would see the day that I, as an American citizen, would have my basic rights trampled on and no one would do anything about it. I never thought that a big corporation could violate my rights and the government would let them get away with it.

"I am proud that my 21 co-workers and I who were fired stayed strong through this ordeal. We had faith in our union. And when we walked back in the door, we showed our fellow workers that this is still a fight that we can win. Workers who dream of reaching the middle class and who hope for some job security shouldn't have to endure months and even years of fear and intimidation at work."

## Live From Times Square ...



When Keith Olbermann returned to ESPN2 this summer with his highly anticipated late night talk show, NABET-CWA members staffed Times Square Studios, the site of the program. NABET-CWA Local 51016 signed an agreement which provides that the technical crew for the Keith Olbermann show be covered under the union's master agreement with the ABC Television Network.

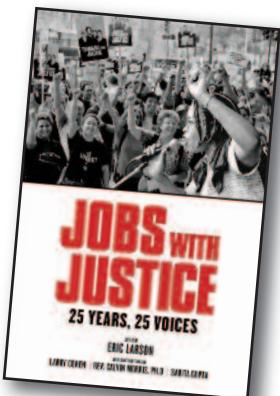
NABET-CWA Local 51016 President Art Mazzacca said, "This agreement will provide a tremendous amount of work, 52 weeks out of the year, to our members, and will provide them with the benefits of a good union contract."

Olbermann is no stranger to working with NABET-CWA crews. His MSNBC show, "Countdown with Keith Olbermann" was produced at 30 Rockefeller Center in New York City and was covered by a NABET-CWA agreement with NBC.

**Sign up for CWA's town hall call! You might win an iPad mini!**

If you haven't joined CWA's monthly telephone town hall call, you're missing a lot. The 30-minute calls are held the third Thursday of every month, at 7:30 ET. Register at <http://cwa-union.org/cwacall>.

Any CWA member who registers for the remaining calls this year will be entered in a drawing for a personalized iPad mini. The winner will be announced in the CWA News and e-newsletter.



**Jobs with Justice: 25 Years, 25 Voices**

**J**obs with Justice is celebrating its silver anniversary with a new book: "Jobs with Justice, 25 Years, 25 Voices."

A series of moving interviews and first-person stories, the book gives voice to the community, labor, immigrant, student, and faith activists that have built JwJ. On each page, activists tell us why the organization's core principal — the power of solidarity between unions, community groups, and immigrant, student, and faith organizations — continues to drive its victories at the local, national, and international levels. They tell us how the belief in solidarity leads not only to short-term alliances, but also to transformed relationships and permanent coalitions. They tell us how it has led — and will lead — to concrete victories for social and economic justice.

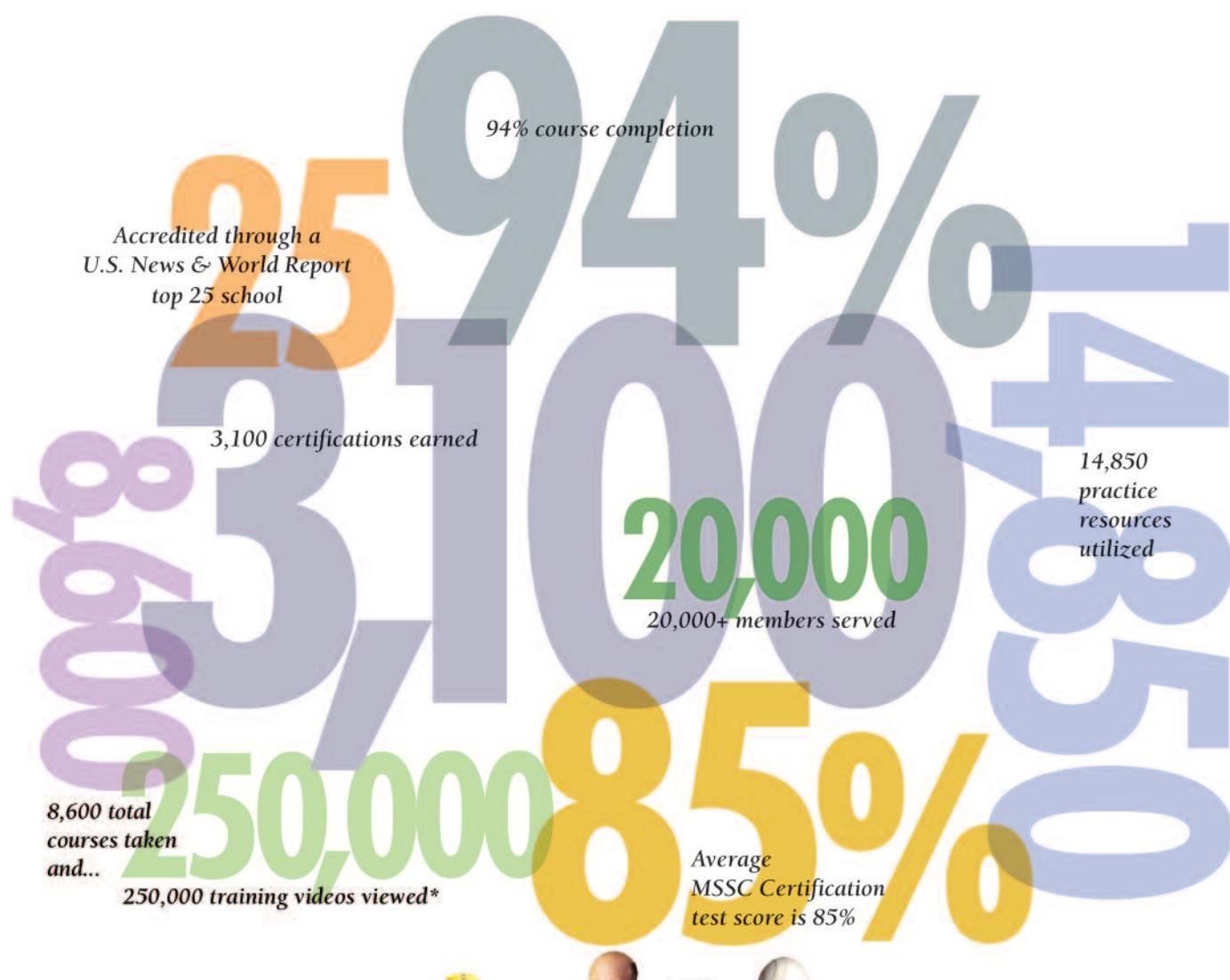
It includes an introduction from JwJ founder and CWA President Larry Cohen, as well as perspectives from CWA activists Margaret Butler, John Ryan and Mattie Stegall, a former Texas State Employees Union-CWA leader and activist. It also features the stories of newcomers like Ai-Jen Poo of the National Domestic Workers Alliance and of the working people who have helped build JwJ from the ground up.

Get your own copy at <http://www.jwj.org/book>



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**Thinking of Adding Some New Skills?**

CWA/NETT Academy's new website, [www.cwanett.org](http://www.cwanett.org), showcases an expanded platform of courses and program options. There are now more than 100 courses, covering everything from professional development in computer technology, finance and administration to personal development in creative arts, language programs and more. These **new classes are priced \$99-**

**\$110 each** and each has six weeks of instructor-led, online instruction.

Another CWA/NETT program, Lynda.com, offers instruction in the latest software programs from webware to excel. Create your log-in today and check out the latest.

From telecom techs gaining Cisco certifications to broadcast technicians and editors taking Final Cut Pro, thou-

sands of CWAers have taken advantage of the top flight instructors and courses offered through CWA/NETT.

"The Final Cut Pro Class from CWA/NETT started it all, and provided me with the opportunity and motivation I needed to help launch a new career," said Mara Becker of CWA Local 59051.

# MetroPCS – T-Mobile US Workers in New York City Vote CWA

**'When we stick together we win'**

**R**etail store employees at the Lexington Ave Metro PCS store in Harlem voted for a union voice and CWA representation. The vote was 7-1.

The number may seem small, but it's a huge victory for these workers and for thousands more across T-Mobile US who want representation to address their issues on the job. Metro PCS merged with T-Mobile US earlier this year.

Jose Ortiz, one of the Metro PCS workers, said: "This has been a David versus Goliath struggle and I'm beyond thrilled to say that David won. We look forward to bargaining a fair contract that gives MetroPCS workers a real voice at work. When we stick together we win!"

At a store with nine employees, T-Mobile US executives kept up an intense campaign on workers who are looking for representation on their issues and fairness. T-Mobile

Julian Gonzalez, Dany Cardenas and Stephen Arnaud celebrate their union election win at the MetroPCS store in Harlem.



US CEO John Legere and other top executives trekked from Bellevue, Wash., headquarters to the Harlem store.

The vote ensures representation on issues and fairness on the job.

Thousands of union members at T-Mobile and Deutsche Telekom in Germany, who have a significant voice on the job, collective bargain-



CWA Local 1039's union bus rolls up outside the store.

ing and many seats on the company supervisory board, have taken on U.S. workers' cause and are protesting their company's treatment of T-Mobile US employees. Recently, their union, ver.di, sent a letter to DT, the parent company of T-Mobile US, telling the company it should cease the captive audience meetings that workers were forced to attend as the workers had requested.

Read more at [www.wearebettertogether.org](http://www.wearebettertogether.org) and [www.tmobileworkersunited.org](http://www.tmobileworkersunited.org)

## 'We Are All Josh'

### Huge, Nationwide Action by German Telekom Workers Protests T-Mobile USA Firing, Intimidation

In a tremendous display of solidarity, Deutsche Telekom workers, members of ver.di, Germany's biggest union, held a nationwide Day of Action today at 20 T-Mobile locations. The German workers are shocked by the unjust terminations and mistreatment of workers at T-Mobile US, and they are supporting their U.S. colleagues who want union representation.

Actions took place in Berlin, at corporate headquarters and the office port in Bonn, in Brüehl, Dortmund, Duesseldorf, Dresden, Kempten (and Schweinfurth), Leipzig, Ludwigshafen, Schwerin, Heilbronn, Koblenz, Mainz, Mannheim, Munich, Saarbruecken, Stuttgart, Trier and other locations. The scale of this action was unprecedented; 10,000 workers participated in distributing leaflets, wearing buttons, taking photos and most important, promising to join in even more solidarity actions.

"Unions and employees in the United States must be treated with respect, dignity and fairness. Arbitrariness, threats and dismissals are 'management tools' from the early

years of capitalism and unworthy of a modern German company with operations in more than 50 countries around the world," said Lothar Schröder, member of the Executive Board of the United Services Union (ver.di). "I urge the (DT) Executive Board: Allow US workers to have a voice in the workplace through CWA!"

German workers are protesting the escalating attacks against T-Mobile US employees who actively support CWA representation, as well as the anti-union attitude from upper management of the company, a subsidiary of DT. Workers who want union representation face sanctions up to and including dismissal, ver.di pointed out.

One victim of this practice was Josh Coleman, a customer service representative and union activist who was fired despite having won several awards and praise for his outstanding job performance. German workers have taken Josh's case on as their own, wearing t-shirts that say "We Are All Josh" and hanging "Josh" signs in call center locations. ver.di members say that Josh has to be reinstated, otherwise the protests will be extended and expanded. ver.di also reported, that "In

the factories there were many good discussions with our colleagues. These discussions were marked by horror at the behavior of T-Mobile US management and of great solidarity with their colleagues in the United States."

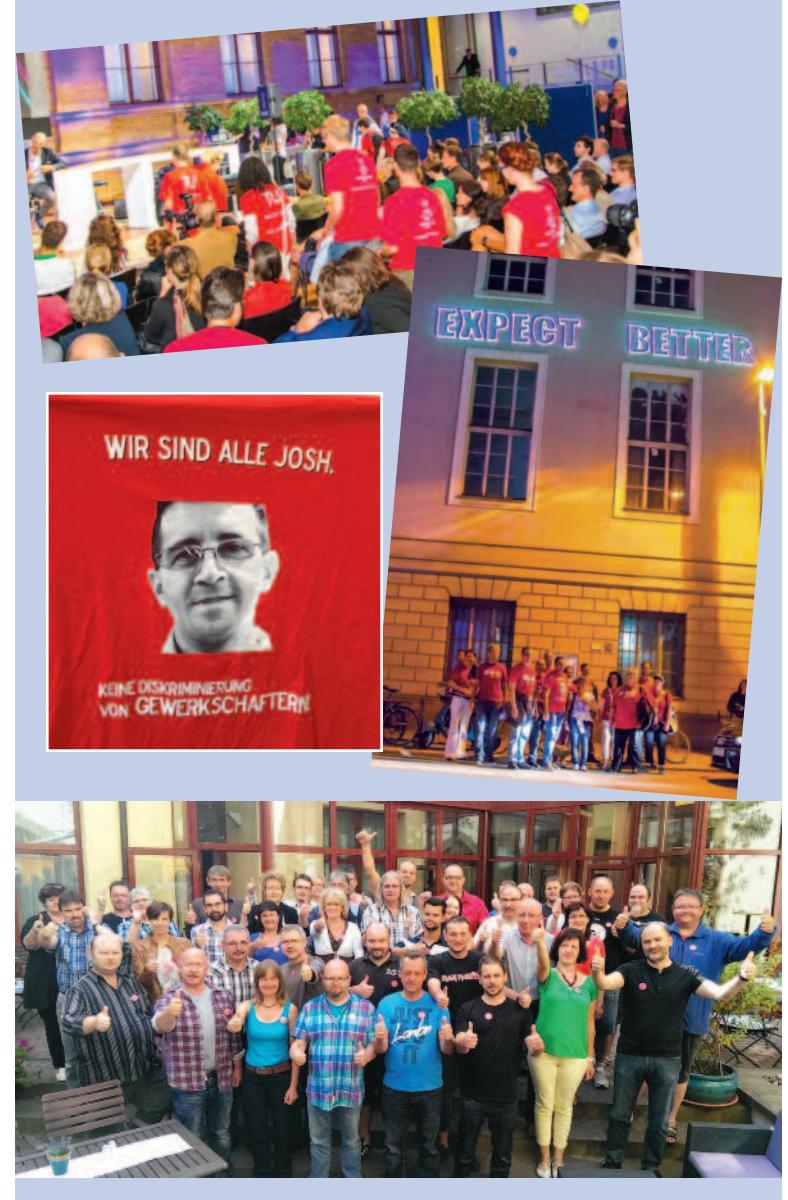
**T-Mobile workers in Germany have formed strong city-to-city partnerships with T-Mobile activists in the U.S. Workers communicate on Facebook and social media, in conference calls and through email. The goal: To stand up for each other's fights and build a strong trans-Atlantic union, TU.**



## ver.di Members Protest T-Mobile US Attacks on Workers

About 20 ver.di activists sneaked into a Deutsche Telekom -sponsored event in Berlin called "Long Night of Startups." When incoming CEO Timotheus Höttges took the microphone, activists stood up to reveal t-shirts reading, "We Are All Josh. We Are Not Disposable." During the main event, a light show lit up the room with "TU, CWA and ver.di" and "We Expect Better."

Watch this great video of the light show. <http://youtu.be/KC9NGZceS00>



## Worker to Worker Partnerships

Dusseldorf	↔	Nashville
Berlin	↔	Charleston
Bavaria	↔	Albuquerque
Dortmund	↔	Wichita
North Rhine Westphalia	↔	Texas
North Rhine Westphalia	↔	East Coast

# Nov. 5 New Jersey Votes!

## New Jersey Governor Race

### ISSUES & WHERE THEY STAND



BUONO



CHRISTIE

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#### Public Worker Bargaining Rights

**BARBARA BUONO:** In 2011 — as Christie made a deal with conservative Democrats to attack the bargaining rights, health care and pensions of 500,000 public workers — Democratic Party bosses came to then-State Senate Majority Leader Buono for her support. They gave her this choice: Support the attacks or lose the leadership position. Buono responded by spearheading the floor fight against the bill and then leading all 16 senators who supported union workers to the rally outside the state house. It's a rare politician who will stand up to the bosses and do the right thing at the expense of her political career. But that's exactly what Buono did.

**CHRIS CHRISTIE:** Determined to strip bargaining rights for health care and pensions from public workers and signed the bill into law.

#### Changes in Civil Service Regulations

Stood up for public workers, veterans, women, people of color, union activists, and others by voting to keep politics out of promotions in civil service jobs.

Developed a scheme to allow political bosses to promote their cronies in civil service jobs without qualifications or any oversight. His system would have gutted veterans' preference — a slap in the face to those in harm's way protecting our country.

#### Fair Taxes

Believes the wealthiest must pay their fair share. Will restore the state's Earned Income Tax Credit and protect property tax relief for the families who need it most.

Pushed a huge corporate income tax cut, and now wants to triple it. Has handed out \$3 billion in taxpayer-funded incentives and sweetheart deals to companies that aren't creating jobs in New Jersey.

#### Eliminating Gender-Based Wage Discrimination

Supports legislation to ensure equal pay for equal work.

In 2012, vetoed three bills that would have promoted equal pay for women.

#### Fighting for Our Jobs

Stood up for CWA jobs. She fought the privatization of NJN and the New Jersey Lottery. She is fighting to keep developmental centers open to provide high-quality care to our state's most vulnerable citizens. Buono supported legislation that would stop public work from being privatized and awarded to politically-connected companies. And she championed legislation to stop giving taxpayer-funded handouts to corporations shipping call center jobs overseas.

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## CWA ENDORSEMENTS



Re-Elect Assemblyman Nelson Albano



Re-Elect Assemblyman Bob Andrzejczak



Gary Catrambone for State Senate



Re-Elect Assemblyman Herb Conaway

### 1st DISTRICT: Albano & Andrzejczak

**Albano** and **Andrzejczak** are tireless advocates for working families in South Jersey. In 2011, Albano was the only South Jersey legislator to stand up to the powerful bosses of both parties and protect the bargaining rights, health care and pensions for 500,000 New Jersey public workers. Andrzejczak wasn't in the legislature then, but he believes in collective bargaining and will stand with Albano. Albano and Andrzejczak understand the importance of developmental centers providing services to New Jersey's vulnerable citizens, as well as fueling the economy of our communities, and they will fight Christie's attempts to close them. Both voted to stop Christie from letting political bosses make decisions about promotions in the civil service, instead of picking the most qualified candidates, and they supported a bill to bar companies that ship call center jobs overseas from receiving taxpayer money. Albano has been a member of the Food and Commercial Workers union for 28 years, and Andrzejczak is a decorated Iraq War veteran who was injured by a grenade while fighting for our country.



Re-Elect Assemblyman Troy Singleton

### 7th DISTRICT: Catrambone, Conaway & Singleton

**Catrambone**, **Conaway** and **Singleton** support legislation to ensure any civil service promotion goes to the most qualified worker, instead of to the one who is the most politically connected. All three support ending taxpayer-funded subsidies for companies that ship New Jersey call center jobs overseas. They will fight to make sure millionaires pay their fair share of taxes to keep property taxes low for working families and seniors. And they are all campaigning in favor of an initiative that would boost New Jersey's minimum wage to \$8.25 an hour with annual cost of living increases to keep up with inflation.

### VOTE YES ON QUESTION #2 RAISE THE MINIMUM WAGE!

#### Did you know ...

■ This ballot measure would increase the minimum wage in New Jersey from \$7.25 an hour to \$8.25 an hour. It would also provide an annual cost of living increase, helping working class families earn a better living in one of the most expensive states in the country.

■ Raising the minimum wage would boost the paychecks of 429,000 working New Jerseyans, or 11 percent of the state's workforce.

■ It's good for the economy. Working families will have more money to spend on food, clothing and house — putting those additional earnings back into their local communities.

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Fair Taxes	Believes the wealthiest must pay their fair share. Will restore the state's Earned Income Tax Credit and protect property tax relief for the families who need it most.	Pushed a huge corporate income tax cut, and now wants to triple it. Has handed out \$3 billion in taxpayer-funded incentives and sweetheart deals to companies that aren't creating jobs in New Jersey.
Eliminating Gender-Based Wage Discrimination	Supports legislation to ensure equal pay for equal work.	In 2012, vetoed three bills that would have promoted equal pay for women.
Fighting for Our Jobs	Stood up for CWA jobs. She fought the privatization of NJN and the New Jersey Lottery. She is fighting to keep developmental centers open to provide high-quality care to our state's most vulnerable citizens. Buono supported legislation that would stop public work from being privatized and awarded to politically-connected companies. And she championed legislation to stop giving taxpayer-funded handouts to corporations shipping call center jobs overseas.	Attacked CWA members by selling NJN to one of his political cronies, and then sold sales and marketing functions of the New Jersey Lottery to a politically-connected foreign corporation. Wants to close all of New Jersey's developmental centers without a plan to care for the clients. And he vetoed legislation that would have stopped taxpayer dollars going to corporations shipping New Jersey call center jobs overseas.

## CWA ENDORSEMENTS



Allison Friedman  
for State Assembly

### DISTRICT 13: Allison Friedman, CWA member & shop steward

**Friedman** is a union steward for CWA Local 1037. She will fight to rehabilitate New Jersey in the wake of Superstorm Sandy, and believes current legislators are not working hard enough to ensure working families and seniors can rebuild their homes and lives. She supports investing in New Jersey's public school system, so that all children have the opportunity to succeed. She will work to close corporate tax loopholes and thinks it's time we end sweetheart tax breaks and subsidies for companies that are shipping New Jersey jobs overseas.



Re-Elect  
State Senator  
Linda Greenstein



Re-Elect  
Assemblyman  
Wayne DeAngelo



Re-Elect  
Assemblyman  
Dan Benson

### DISTRICT 14: Greenstein, DeAngelo and Benson

**Greenstein, DeAngelo and Benson** are some of the most dedicated supporters of middle class and union members of any elected officials in the state. They stood strong against pressure from both parties to attack the bargaining rights of CWA members, and fought against proposals to raise our health care costs and decrease our pensions. When Verizon workers went out on strike in 2011, Greenstein, DeAngelo and Benson walked picket lines with us. They voted this year to keep politics out of promotions and to protect veterans' preference in the civil service. And they championed legislation to protect our jobs by requiring private companies to pay workers a fair wage and provide the same level of services if they are awarded privatization contracts to do public work.

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## CWA ENDORSEMENTS



Marie Corfield  
for Assembly



Re-Elect  
Assemblyman  
Pat Diegnan



Assemblyman  
Peter Barnes  
for State Senate

### DISTRICT 16: Corfield

**Corfield**, a hardworking public school teacher and New Jersey Education Association union member, wants to increase education funding for public schools and universities, so all New Jersey students can succeed. She vows to restore the Earned Income Tax Credit to help families make ends meet. She also wants to help grow jobs in the district by promoting workforce retraining programs and making it easier for entrepreneurs to launch businesses.

### DISTRICT 18: Barnes & Diegnan

**Barnes** and **Diegnan** are two of the strongest advocates for working families anywhere in New Jersey. Pinkin is running for the legislature for the first time to join them. They strongly opposed Christie's attacks on the bargaining rights, health care and pensions of public workers, and all three support keeping New Jersey's developmental centers open to protect our most vulnerable citizens. They know it's time to stop sending taxpayer dollars to companies that are shipping our call center jobs overseas. And when it comes to protecting our jobs, no legislative team has been stronger: They fought for legislation to stop Christie from privatizing CWA jobs and led the fight against Christie's plan to sell New Jersey's lottery to a politically-connected foreign corporation.

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## CWA ENDORSEMENTS



Re-Elect  
State Senator  
Bob Gordan



Re-Elect  
Assemblyman  
Tim Eustace



Joseph Lagana  
for Assembly

### DISTRICT 38: Gordon, Eustace & Lagana

**Gordon, Eustace** and **Lagana** are tireless advocates for working families in North Jersey. They will continue to fight to win passage of legislation, which they authored, that would end tax breaks and loopholes for companies that ship call center jobs overseas. They vigorously opposed Christie's attacks on the bargaining rights, health care and pensions of more than 500,000 public workers in New Jersey. When CWA members went on strike at Verizon in 2011, Gordon and Eustace walked our picket lines. Lagana is running for the state legislature for the first time and has pledged to join them. All three will fight to make sure the wealthy pay their fair share of taxes to stop cuts to services and education. And they will fight for us by fighting attempts to privatize our jobs and standing up to Christie's plan to hand out civil service promotions to the politically connected, instead of the most qualified.

### VOTE YES ON QUESTION #2 RAISE THE MINIMUM WAGE!

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# Nov. 5 Virginia Votes!

## Virginia Governor Race

### ISSUES & WHERE THEY STAND



#### McAULIFFE

#### CUCCINELLI

**Terry McAuliffe** is a businessman and entrepreneur. He headed the Democratic National Committee from 2001-2005 and served as co-chairman of President Bill Clinton's 1996 re-election campaign and as chairman of Hillary Clinton's 2008 presidential campaign

**Ken Cuccinelli** was sworn in as state attorney general in 2010. He served in the Virginia Senate from 2002-2010.

On Good Jobs	<b>TERRY McAULIFFE:</b> McAuliffe wants to help create good jobs in Virginia by supporting efficient government, education and the best in transportation.	<b>KEN CUCCINELLI:</b> Cuccinelli says "we've got to get the government out of the process of creating jobs."
On Workers' Rights	McAuliffe supports workers' bargaining rights. "We have to make sure our public safety officers and public workers have good wages and I would do meet and confer from day one."	Cuccinelli says, "I do not support collective bargaining for public employees or private employees in the state of Virginia."
On Education	McAuliffe wants to restore funding for K-12 education, spend more on community colleges and boost teacher salaries.	Cuccinelli wants to cut funds from public schools and redirect those resources to charter and private schools.
On Equal Pay	McAuliffe supports harsher penalties for employers that don't provide equal pay for equal work.	Cuccinelli refuses to say whether he supports equal pay for equal work.

### Why Ken Cuccinelli shouldn't be elected the governor of Virginia

**1** Cuccinelli has a zero percent rating from the Virginia AFL-CIO, starting in 2003.

**2** Supported efforts to deregulate telecom in Virginia, affecting the jobs of CWA members.

**3** As Attorney General, worked with business interests to create a private prison near Farmville, VA. This undermines CWA members' jobs at the Department of Corrections.

**4** Opposed expanding unemployment benefits even at the severe recession that hurt many Virginia families.

**5** As a state senator, opposed raising the minimum wage from \$5.15 to \$6.50 an hour.

