

# Air Temps aren't the only thing on the rise... so is the intensity of our member actions.

It keeps getting HOTTTER in the field as the bargaining team and members wait for the company to provide necessary information at the table.



Workers stand united for a fair contract, but continue to send a message to the company to STOP bargaining directly with the members through email. Contracts must be negotiated at the table, not individually with workers. Direct Dealing is illegal and Unfair Labor Practice> charges continue to be filed by Locals across the country.

Members in **Locals 1058** and **1150** in New York and New Jersey walked off the job in all locations in support of charges filed by their Locals with the NLRB\* for the company's continued direct dealing with the members.



**Local 3250** Members across Georgia also went out on a one day strike over the direct dealing charges filed by their Local. "Bargain at the table" was one of the messages they were sending to the company.



**Local 7050** had members in Arizona and New Mexico walk off the job on a one day unfair labor practice strike over charges filed by the Local for AT&T's direct dealing.



“AT&T sponsors everything but its’ employees”. A betrayal felt by thousands across the country as every major (and minor) sporting event has the infamous AT&T globe highlighted in their advertisements. You can’t watch any TV channel without seeing it.

It’s a harsh reality felt last week as the 3<sup>rd</sup> quarter 2018 layoff announcements came out. Even areas that only received a voluntary package understand the potential for a forced surplus is greater later if workers don’t take the VTP now.

“This only enforces the workers need for real employment security in our contract. That’s what this fight is about”, said one Communications Technician, a Local 7750 member in Denver Colorado, who was recently brought back to work after being laid off in 2017. The company announced a VTP of 5 in Denver last week. FYD

## **AT&T sponsors everyone BUT their Employees**

**Local 1051** is keeping members informed, they are wearing red Thursdays. In solidarity, members are being selective with response to call outs.

**Local 1058** members are still amped up from their unfair labor practice strike and are looking for more actions to do! They are partnering with 1150 on informational pickets and rallies. Members are wearing red Thursdays and black Fridays and are engaged in noise actions.

**Local 1150** reported much support from other Unions and the community with their actions including their Unfair Labor Practice Strike. Members are staying informed through social media and one on ones in the work place. Activists are planning more public actions to spread the corporate greed and jobs message.



**Local 1152** is staying solid with job actions, clicking and wearing red Thursdays and black Fridays. They are holding informational pickets. Members posted a message letting the company know “Our contract can’t wait.”

**District 2/13 Locals 2100, 2106, 2107, 2252, 13000, 13500, 13552** remain in lock step with their actions. Members continue wearing red Thursdays, black Fridays and are standing up to managements attacks on our concerted actions. They continue contacting legislators with our jobs message and are planning to take

it to the streets of our communities as well. Workers are sharing the message with family and friends and encouraging others to call congress.

**Local 2100** organized a rally: Locals from around the country took a 5 AM bus to rally and informational picket with members in the DirecTV unit. It was the first time many of the techs got to experience this type of Nationwide support. Managers said picketers could not be on company property and even threatened to have non company vehicles towed from the parking lot. Members continue to ramp up actions, and are energized by the company’s opposition to all of the actions. During their team meeting workers covered the company logo on their shirts with a CWA pin. Managers threatened the workers, so the next day another crew did the same thing. These concerted actions are protected, and management interference is an Unfair Labor Practice>



**Local 2252** held the rally last week receiving much support from allies and the community. Members are staying active and informed, wearing Red Thursdays and making noise inside. They continue to show support and solidarity by attending rallies for other Locals and had members commute to the 6 AM rally with 2100. “Stronger Together”. Members are planning to leaflet many upcoming public events.



**Local 3108** continues wearing red on Thursdays and making noise randomly, upsetting management. The group is small but mighty and are standing strong in the fight.

**Local 3250** members are relentless in their fight for a fair contract. They continue wearing red Thursdays, black Fridays and making lots of noise. People are energized from the Unfair Labor Practice> strike. In solidarity, members of Local 3204 working at Bell South took their breaks at the same time as the ULP Strike to show unity and strength.

**Local 3603** wears red Thursdays and black Fridays. Management unsuccessfully tries hush the members' concerted noise actions.

**Local 4250** sent messages to the company during an appreciation lunch “I want to be recognized at the bargaining table” & “Please show all appreciation at the bargaining table”. Members continue to show solidarity wearing red Thursdays and black Fridays.





**Local 4252** payment processing center workers are rated on widgets with 90% being satisfactory. Members tell managers they are giving 90% until we get a fair contract. A member made cookies with 90% on them and distributed them in the lunchroom. The Local also made red shirts with 90%. (Satisfactory is more than what they are giving us at the bargaining table). Members stand united for a fair contract.

**Local 6143** is down to about 20 Legacy T members who remain strong in their fight for job security. They wear red Thursdays, black Fridays and continue mobilizing both inside and outside the work place. They receive support from other parts of the Local, from other unions, allies and the community.

**Local 6150** continues wearing red Thursdays, black Fridays and participating in workplace actions including making noise and informational pickets. They work closely with **Local 6215** on actions to show solidarity and strength.

**Locals 6350 and 6300** distributed over 650 flyers at a Major League baseball game educating the public on AT&T's tax scam lies and asking people to contact their members of congress. Members continue wearing red Thursdays and black Fridays, they incorporate whistles and duck calls into their clicking noise actions. They remind managers daily of the need for a fair contract, and laminated CWA Strong signs for the techs to display on their work trucks. They are incorporating MO Right to Work legislation into their message to members and the public, warning people of the negative impacts of Right to work. Members continue informational pickets and the Local grilled hot dogs to acknowledge the participation in the ULP strike the members held June 1.

*“We must guard against being fooled by false slogans, such as ‘right to work.’ It is a law to rob us of our civil rights and job rights. ... Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone. ... We demand this fraud be stopped. Our weapon is our vote.”*

— Dr. Martin Luther King, Jr. (1961)

**Local 6450** members added air horns and pounding on desks to their clicking noise actions! They are doing solidarity walks in the workplace. They continue to hold face to face meetings with members discussing the importance of calling Congress about AT&T's post tax bill lies and off-shoring of jobs. Members are staying informed. The personnel records have not been made available to members yet, so they will be filing Article 13 grievances and considering NLRB\* charges for refusal to provide information.

**Local 7050** technicians are carefully following all AT&T policies and procedures and ensuring they are working safely. Members wear red Thursdays and black Fridays.



**Local 7200** held a gathering to celebrate the one week anniversary of the joint Unfair Labor Practice strike with 7250. They served “thanks for walking” tacos and baseball cookies. The Locals handed out commemorative posters from the event. Members continue to click and wear red. Workers are energized by the 7250 solidarity walks through the workplace. The Local filed Unfair Labor Practice charges for Direct Dealing, Threatening workers for participating in concerted actions, manager interference with union activities and destroying Union material.

**Local 7250** members continue mobilization actions including: solidarity walks on all CWA floors in the building, elevator rallies, standing at their desks and clicking. Joint weekly informational pickets with 7200

members continue every Thursday with support from other Unions and Community groups. Technicians are working to rule#, following all safety practices and ensuring the best possible service by following all policy guidelines. Workers continue to wear red Thursdays with a weekly red shirt drawing, and black Fridays. Unfair Labor Practice charges were filed for Direct Dealing with the members. The Local presented VP Lisa Bolton and the bargaining team with the commemorative posters from both ULP strikes.

**Local 7750** holds informational pickets daily, and weekly flagpole rallies to keep workers informed. Members continue to wear red Thursdays and black Fridays, and stand strong for employment security.

**Local 7906** has been receiving much support from other Unions and community groups in the area. Leaders have filed Unfair Labor Practice charges against the company. Members continue to wear red shirts at huddles and have red shirts on the passenger seats of the company vehicles.

**Local 9415** members are wearing Red Thursdays and black Fridays. They continue with the noise actions and coordinated breaks. There has been an increase in participation from members, more people are getting involved to send a message to the company that workers are serious about getting a fair contract with job security.

It's been nearly **10 weeks since expiration**

Our bargaining team is currently on a break spending a few days back home with their families, while our leaders at the National office give their testimony to the NLRB\* in the Federal Board charges that were filed for AT&T's refusal to provide complete and necessary information pertinent to bargaining, bargaining in bad faith and Direct Dealing with the members.



The company has delayed providing information and has stuck by their final offer despite the bargaining team presenting counter proposals. This is part of the company tactic to wear us down. They have unsuccessfully tried this before. In 2009 we did not reach an agreement for over 4 months past expiration and member mobilization continued until the contract was ratified.

Stay Strong in your mobilization. We need to continue to send the message:

**One Day Longer, the Union is Stronger!**

If you haven't been part of the mobilization actions, it's not too late!

Contact your Local to find out what's going on in your area, and find out how to participate in **virtual mobilization training**~ class. This is a 4 hour instructor lead computer based interactive, energizing and empowering learning experience.



STAY Connected:

Like us on FB @CWALegacyT or  
text **LegT** to 69866 to receive updates directly to your phone

Sign onto the jobs petition: [www.GoodJobsATT.org](http://www.GoodJobsATT.org)

**Call 855-553-4489 to tell your Member of Congress to stand up for American Workers and Jobs, and hold AT&T accountable for their tax scam lies.**

Send mobilization reports and pictures from events to  
[CWAmobilization2018@gmail.com](mailto:CWAmobilization2018@gmail.com). Pictures may be used on social media or a future report.

Glossary of Terms in this Report:

>Unfair Labor Practice is a violation by the company of the National Labor Relations Act, a federal Law Governing Company/Union conduct.

\*NLRB = National Labor Relations Board (federal agency that upholds the National Labor Relations Act)

# Working to Rule = following company policies and procedures to the letter. This is important for our members after contract expiration, because we no longer have Arbitration Rights^ as part of our grievance process

^ Arbitration Rights = the ability to take a case, like discipline, suspension or termination in front of a neutral third party, an arbitrator, to decide if the discipline was too severe or even justified

+ Letters to Legislators = letters to elected officials to let them know about Stephenson's broken promise of 7000 new jobs once the 2017 corporate tax break passed, and instead AT&T laid off over 1000 workers.

-Virtual Mobilization Training = 4 hour mobilization training conducted over the computer and phone, available to Legacy T members throughout the country to learn more about what we can do as members and why it's important.

Right-  
Telecommunications  
& Technologies  
(CWA T&T) Vice  
President Lisa Bolton  
getting arrested for  
civil disobedience at  
the Poor Peoples  
Campaign in  
Washington DC June  
11, 2018





Shoes sent by Local 1152 to the Bargaining Team with a message, "Don't put our Feet to the Street"



Members of Local 1150 on ULP strike



Shady is AT&T's thing – courtesy 2252



Members of 7050 on ULP strike



Poor Peoples Campaign Rally – Washington DC



7200 & 7250 one week ULP Strike anniversary celebration

