

Georgia BellSouth Local Presidents

Harry McFarland
CWA Staff
Decatur

Terri Wilkins
CWA Local 3205
Covington

Billy Odell
CWA Local 3215
Griffin

Roger Todd
CWA Local 3201
Albany

Judy Moody
CWA Local 3207
Augusta

Ron Ennis, President
CWA Local 3217
Macon

Danny Eades
CWA Local 3203
Athens

Brian Logue
CWA Local 3209
Brunswick

Allen Turner
CWA Local 3218
Marietta

Walter D. Andrews
CWA Local 3204
Atlanta

Larry Wofford
CWA Local 3212
Columbus

Johnny McInnis
CWA Local 3220
Savannah

Why Are Local Union Meetings Important?

*by Judy Moody, President,
Local 3207*

CWA members have so many things to be grateful for in terms of benefits and fair treatment in choosing vacation, overtime, opportunities for other jobs, and retiring at 30 years of service regardless of their age.

We all owe a debt of thanks to the members in the past who took a little bit of time out of their schedules once a month to attend union meetings, to be informed not only about the issues they had in their own departments but to learn about and support their fellow members, and vote.

Strength comes from unity. It's easy to sit and complain about problems, but it is so much more

worthwhile to come and be part of the solution.

Union meetings provide all of us with an opportunity to share ideas with each other on solving problems.

It gives our junior members a chance to learn about their rights from more experienced members so they can one day lead our union in the future.

It is also your opportunity to be involved in the running of our Locals and letting your elected officers know what is important to you and how changes are affecting you.

The officers aren't the union, the members are. No one officer can know the job all the titles they represent.

Without membership involvement they have no way to know the best

possible solution for all involved.

The leadership of CWA can only accomplish fair bargaining when they have the strength and input of the membership behind them.

Now more than ever we need our members standing together, attending meetings, voting, and sending a message that we care and will stand together to keep the rights and benefits that members of the past worked so hard to achieve.

You have a voice...why not use it?

CWA needs you - come to meetings - share your problems, ideas and successes - come make a difference.

Why is CWA-Georgia in politics?

by David Pilgrem, CWA GA Political Council Chair

This is a one of the most frequently asked questions to local and state officers within CWA and to put it as simple as possible, "It's all about the jobs".

The CWA and other labor unions working under the Gold Dome are the only organizations representing your jobs and your income. No other group can claim to have your best interest concerning your job as priority number one.

Matter of fact there is not one business group that would put your family in front of their profits.

The problem the CWA members and middle class workers have is our efforts and good work is dismissed by the well funded propaganda groups who would like to pay you less and take away your benefits all in the name of more profit.

The majority of our membership does not know the unscrupulous legislation that special interest groups and their elected officials introduce and pass that affects their careers.

They do not know that the CWA fights harmful laws and introduces legislation that helps our membership and the American middle class workers.

Here are a few items that the CWA has been involved in on your behalf:

FEDERAL

Did you know...

- That one of the first Executive Orders by President Bush was to allow bankrupt companies to bid on government contracts. In consequence MCI WorldCom, the largest bankruptcy case in world history, was able to bid and beat AT&T and other legit companies for the rebuilding of the Iraq's communication infrastructure.

- The United States Congress has introduced legislation to limit or eliminate overtime 4 different times from 2000 to 2005.

Matter of fact, 1 Congressman (the late Charlie Norwood) introduced one of the bills to eliminate overtime and 3 others Georgia Congressmen cosigned this and similar legislation.

- The President of the United States in his 2007 State of the Union Address proposed taxing health care benefits from those who do not pay for such benefits.

Currently traditional BellSouth employees do not pay for health care coverage and under this proposal it would increase your net taxable income by \$9-\$17k per year.

STATE

- The CWA was the reason for BellSouth leaving the Albany, GA call center open amidst the other nine

southeastern consolidating centers ('02 HR 1145 & SR 645).

- The CWA along with the Georgia Public Service Commission was instrumental in keeping TDDY Relay center open in the Augusta Local.

- The CWA joined with BellSouth to ask the Georgia Public Service Commission to increase to price to CLEC and UNIE. With our help we save the company several hundred million dollars which resulting in us save hundreds of jobs.

- This year the CWA partnered with AT&T to pass legislation (HB 227) that would allow us to enter into the video market through a statewide franchise agree

- The state of Georgia currently offshore its Food Stamp Call Center to India. That's right your tax dollars and our communication business that we supplied now in India.

- The CWA has introduced legislation (HB1218) on the state and federal level to have all service representatives or operators announce what city and country they were located in. This was to allow our customers to know when they are giving their private information to a foreign national and sometime third world operator.

- The CWA has introduced legislation (HB1281) that would require the state of Georgia to relocate any and all state agencies handling Georgia citizens business back into the United States. Governor Perdue along with lobbyist from the Indian Chamber of Commerce has been able to block the bill in Georgia.

1 In 2006 the state of Georgia gave Communist China \$500k to establish a trade office.

- In 2007 the Georgia Assembly passed resolutions recognizing and commending Communist China for its \$12 billion in imports to Georgia. The \$12 billion dollars were manufactured goods that used to be made in the U.S. by taxpaying American workers (SR 240 – HR 226).

- The CWA defeated legislation (HB 153) that attempted to prohibit all labor organizations from lobbying at the Georgia capitol. Labor unions were the only group targeted in HB 153. This was a clear violation of the 1st Amendment of the U.S. Constitution.

- The Georgia Assembly has introduced a bill (HB 854) this year requiring that all unions submit additional financial reporting to the Secretary of State as to monitor unions.

Again this legislation only applies to labor unions in an attempt to spend more union dues on reports that are already submitted to the federal government.

This is blatant discrimination against the working middleclass since no provisions were put in for

business or other non-profit organizations.

- Despite CWA objection and testimony the Georgia Assembly passed legislation (HB 58) that would allow prisoners to perform work for private companies on prison grounds. 3 years ago Alderson Women's Correctional Institution were taking Legacy AT&T and MCI inbound calls that were performed in North Carolina by CWA members.

- In 2006 the CWA help defeat legislation (HB620) that would prohibit any employee who has a prior criminal record from entering a customer's home. This same legislation passed in Florida and over 200 CWA members jobs are in jeopardy for things such as

killing a neighbors hog 31 years ago, a spouse writing a bad check, a teenage prank that took place over 35 years ago.

- Also in 2006 the CWA also killed a bill (HB694) that denies worker's compensation for off duty but on call employees.

- This year the CWA and trial lawyers killed a potential language (HB89) that would make the employee and not the company sole liable for accidents.

- The Georgia Senate purposed similar legislation (SB28) to the President's State of the Union proposal to tax health care benefits.

Now you know why CWA is involved in politics.

Ready for the Future 2009: ORGANIZING and MOBILIZATION

by Jan Christensen, Job Steward Local 3205

Having a union and the right to bargain collectively with your employer is not some old-fashioned idea.

Top executives of every major corporation negotiate their own compensation, retirement and severance packages with the companies for which they work.

By belonging to a Union these issues are negotiated for you with the added benefit of **strength in numbers**. Organizing the membership is key to this being successful.

Organizing is the term used by the Labor movement to describe how we sign people into membership. We simply explain the benefits of CWA membership to new hires and non-members in a manner that they will agree that belonging to the union is necessary for all our success.

By joining CWA, you have the legal right to bargain over your pay, benefits, employment security, health and safety, retirement, and many other issues.

A few facts to be shared:

- In our Southeast region, we are the only region in which

retirees do not have to pay for their benefits.

- In 2009, the old "Southern Bell" RBOC, now AT&T Southeast, will be the last area to bargain. All the other areas will have their contracts negotiated and settled.

In order to get a "**fair**" contract we need to **Organize and Mobilize**. When we sit down at the bargaining table with the "new AT&T" in August 2009 they will already know the number of NON-members we have. This number directly affects our solidarity and bargaining success.

We need every member we can get to show the Company how united we are to get that fair contract. This number also will affect the strategy used by the company to determine their offer, if anything at all.

I would hope you don't believe everything you get bonus checks, raises, and vacations, paid benefits etc., the company just gives to you when you are employed. Each of these benefits took years of blood, sweat and tears by loyal CWA members to achieve.

Organizing and being successful at it, is the key to our unity.

Mobilization is a tool used in the labor movement to get the

members in the workplace educated and informed on the issues at hand.

A good example of a mobilization tool is the 1 to 10 to 100 rule. One member contacts ten, in turn each of those ten people contact ten more people. That first contact results in 100 people knowing the issue trying to be shared or learned.

Mobilization is a not only a tool used at contract time to share bargaining updates, issues and union duties, but also is a display of solidarity like when we "Wear Red on Thursdays".

While there is strength in numbers there is raw power in mobilized strength.

Organize and mobilize.

This will insure us a contract we all can live with not just for us as employees, but it will also ensure a decent way of life for our families and community.

We will continue to get paid vacation, paid benefits, raises, bonus money and much more. It will take more blood sweat and tears by loyal CWA members to achieve.

Our strength is not only in our number but also in our solidarity.

Together We Stand!

Managing Change Together-How Continuous Bargaining Works

by Melissa Pike, Vice-President,
Local 3204

The continuous bargaining process allows both parties to discuss any topic that is a subject of collective bargaining during the life of the Working Agreement. This gives our Companies and CWA the opportunity to address critical issues and evolving customer needs in a more timely manner.

Continuous Bargaining Committees meet as needed, by mutual agreement to discuss any topic that is a subject of collective bargaining such as:

- Issues identified but not resolved during previous formal contract negotiations,
- Issues that need to be addressed before the next scheduled contract negotiations,
- Proposals from employee participative groups that require negotiation of an agreement,
- Establishment of joint task forces, as needed, to develop mutual solutions.

Mutual agreements reached in these meetings are formalized by

written agreement in the form of a Memorandum of Agreement (MOA).

A memorandum of agreement (MOA) is a document written between parties to cooperatively work together on an agreed upon project or meet an agreed upon objective.

The purpose of an MOA is to have a written understanding of the agreement between parties.

The MOA can also be a legal document that is binding and hold the parties responsible to their commitment or just a partnership agreement.

The CWA National Constitution requires a district to consult with the Bargaining Committee who negotiated the contract before signing any MOAs or agreeing to changes in the contract.

In District 3 Local Presidents whose members are affected by the change vote to accept or reject the MOA.

CWA or the Company can request an MOA. Generally the party who is requesting the language change

already has the MOA written.

If CWA requests the change, Beverly Hicks, Assistant to the Vice-President, will take the lead in negotiating the change with the Company.

If the Company requests the change, the Company sends Beverly a copy of the MOA.

Beverly will send the MOA to the CWA Staff Representatives first, with an explanation of the intent so they will be able to answer questions.

She will send the MOA to the Local Presidents at least five days in advance of asking for a vote.

The Local Presidents (usually via conference call) will vote the MOA up or down.

Once the MOA is approved by the affected Local Presidents, District 3 will forward copies of the MOA to the other Local Presidents in that bargaining unit.

The MOA will remain in effect for the duration of the contract under which it was negotiated unless otherwise specified.

Recent BellSouth (AT&T Southeast)/CWA MOAs

Uniform Program MOA (Accepted February 2007)

Credited each employee currently participating in the Uniform Program a one-time, \$225.00 allowance in addition to the 2007 annual credit for the purchase of AT&T branded uniforms.

Electronic Technicians who currently work in the Central Office may opt out of the Uniform Program during a special opt out period on the same basis as Electronic Technicians and Testing Technicians in the centers may opt out. Further, any new employee entering the Electronic Technician title in the Central Office will not be eligible for the uniform program.

Job Offer Guarantee MOA (Accepted February 2007)

This is an additional option for those involved in surplus conditions. JOG essentially guarantees that a surplus employee who wishes to elect this option will remain employed somewhere in the nine AT&T Southeast states. JOG is an additional option of "last resort" and mirrors the Job Offer Guarantee that currently exists in other parts of AT&T.

Term Employees MOA (Accepted February 2007)

Extended length of Term Employees in the Sales Associate and Service Representative Titles from 30 months to 36 months.

Union members can be review the MOAs in their entirety by contacting their respective Locals.