

# ***EWA District 9/AT&T West***

## ***Bargaining Bulletin #58***

***Wednesday, May 27, 2009***

This is an update to Bulletin #30 which we reported to you on April 4<sup>th</sup>. As you can see, we did not have to make many changes to that report. The company is clearly stalling.

It is apparent that the Company has NO INTENT OR DESIRE to reach a FAIR and JUST CONTRACT!

LISTED BELOW ARE THE RETROGRESSIVE PROPOSALS THE COMPANY PRESENTED TO THE UNION THAT ARE STILL ON THE BARGAINING TABLE. WE WOULD LIKE TO CLARIFY THAT THE UNION HAS NOT AGREED TO ANY OF THESE PROPOSALS:

- **HEALTH CARE** – This Company proposal creates a two tier structure for health care, one for new hires and one for current employees. Both plans have high premiums, deductibles and out of pocket costs that the current plan does not have. The Company still maintains that they have no intent or desire to bargain for current retirees. On May 2<sup>nd</sup>, the Union proposed a plan that would save the company approximately 30 Million dollars over a 3 year period. The company has yet to respond to this proposal.
- **WAGES** - Wages are still on the table. The Company's proposal is a 5½% wage increase over 5 years with two 2% lump sum payments. We have proposed 4% per year with cola.
- **PENSIONS** – Pension Protection Act will be applied to Lump Sum Pensions which eliminates the GATT Rate and applies the Corporate Bond Rate. This will reduce lump sum pensions taken after January 1, 2010. They have proposed a 1%/yr band increase with no future lump sum accrual and no pension for the Premises Technicians. We have proposed to retain GATT, a pension band increase which matches the wage increase and applies to Premises Technicians.
- **PREMISES TECHNICIANS** - The Company proposal consists of elimination of Sunday premium payments, eliminates the ability to carry over vacation time and eliminates payment for any absence other than personal illness. In addition, they propose that Premises Tech's perform all work from the SAI to CPE regardless of the technology. As if it

***1 Union***

***1 Fight***

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couldn't get any worse, anyone moved into appendix E voluntarily, or forced in by the Company, would lose their current benefits permanently except already accrued pension, even if they return back to Core titles. The company proposes that anyone transferring out of Appendix E would be stuck with Appendix E's lack of benefits and would not be eligible for pension accrual.

- **OVERTIME-** The company proposal would increase the 49 hr rule to 51 hr rule, eliminate voluntary OT, and would assign overtime as they deem necessary, especially to prevent double time.
- **LEVERAGED TITLES** - This Company proposal would two tier Service Representative Work with a 60/40 pay schedule which would put 40% of pay at risk based on sales. The sales plan would be controlled by management with no input from the Union.
- **SURPLUS Process** – The Company proposal eliminates the Employment Security Commitment, provides for straight-to-layoff after 30 days, forced placement throughout the Western Region, increases commutability to 95 miles, eliminates more senior volunteers, and cuts the reassignment pay protection plan.
- **NIGHT DIFFERENTIAL-** Only applies to shifts ending after 11:00PM and before 6:00AM.
- **ILLNESS-** All Employees will have at least one day of waiting before pay starts for illness.
- **PARTIALS-** Eliminate payment for partial day illnesses.
- **UNPAID FMLA TIME OFF** – Company will require substitution of contractual paid time off.
- **TEAM PERFORMANCE AWARD-** Company proposes to eliminate.
- **THE COMPANY HAS NOT AGREED TO UNION PROPOSALS TO EXTEND THE FOLLOWING MOA'S THROUGH THE LIFE OF THE 2009 AGREEMENT: CARD CHECK NEUTRALITY AGREEMENT, EMPLOYMENT SECURITY COMMITMENT(Job Offer Guarantee ), ERB.**
- **MOVEMENT OF WORK/CONTRACTING OUT** - Company has rejected.
- **NATIONAL HEALTH CARE REFORM-** The Company is only willing to write a letter.
- **PRESIDENT'S COUNCIL-** Company proposes ill defined council with no dispute resolution process.
- **SERVICE RECOGNITION-**The Company is still unwilling to grant service credit for previous AT&T service.

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# ***CWA District 9/AT&T West***

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The current contract expired at midnight April 4, 2009, and we are still far, far, far, apart on all major issues.

***“NO CONTRACT NO PEACE”***

***UNITED WE BARGAIN.....***

***DIVIDED WE BEG!!!!!!!!!!!!!!***

**STRIKE STANDBY DAY 53!**

IN UNITY,

Pam Suniga  
Art Gonzalez  
Tom Runnion  
William B. Harvey  
Lupe Mercado  
Bill Demers

***Mobilize***

***Mobilize***

***Mobilize***

***1 Union***

***1 Fight***

***1 Future***