



## STATUS REPORT – at&t BARGAINING

at&t is a \$150 Billion corporation that made \$12.9 billion in profits last year. The Company has an expectation of double digit growth in revenues for the next year. We need profitable companies such as at&t to do the right thing. We need these companies to grow not to scale back. This is no time for healthy profitable companies to back away from creating jobs or to diminish workers' pay and benefits. **at&t, should not be exploiting economic hard times.** It is a time for at&t to join with CWA for Health Care reform not to shift the cost to our members or retirees. It is a time to remember past commitments and not turn away from them. CWA will not let at&t forget it was the retirees that helped build this Company and at&t made commitments to them. CWA members are the ones that make this Company profitable and expect a fair share of that profit. **at&t IS NOT LISTENING TO US.**

### HERE IS A PARTIAL LIST OF THEIR RETROGRESSIVE DEMANDS

- Cost shifting rather than helping with the overall solution for healthcare with a two tier consumer based medical plan. The cost could range anywhere between \$2,000 and \$16,000 out of pocket expense for current employees and for new hires the cost reaches between \$4,350 and \$34,800.
- Eliminate pensions for new hires.
- Create new titles where up to 60% of employees wage is at risk, (pay for performance) based on sales/performance programs that can be set and changed by the company arbitrarily.
- Company proposed a grievance process that does not provide for timely resolution of member issues and has no set structure or time periods for meeting.

- at&t wants to unilaterally add more job functions to the Premise Technician requiring greater skills without compensating for those skills. They do not want to make them permanent or provide any pension benefits.
- Eliminate all employment security commitments.
- Change sickness absence payment from 1 year to 8 years before any payment.
- Eliminated Presidents Day and the day after the Thanksgiving as holiday.
- Eliminate Sunday premium payment.
- Prevent volunteers from overtime and forcing whomever they chose.
- Implement incentive plans linked to sales service and productivity without any negotiations or grievance process.
- Monitor and record calls without regard to customer privacy.
- Reduce existing shift differentials.
- Eliminate the ability for employees to carry over vacation from one year to another and they want to assign vacations for employees.
- Eliminate meal allowance provisions when employees work around the clock to restore phone service.
- Eliminate provisions for consecutive days off.
- Eliminate paying employees a premium for a change of shift.
- Eliminate ability for employees to move between at&t companies.
- Cancel an agreement to deal with issues related to future technology.
- Eliminate the ability for dispute resolution.
- Eliminate neutrality and card check recognition.