

# CWA Bargaining Survey for 2012 Negotiations with Legacy AT&T

Starting in late February your elected bargaining team will begin bargaining for our members at Legacy T. By early January, with the input from your Locals the Bargaining Teams and Union leadership will be developing specific demands. A survey like this is going out in the Midwest, West Coast and Connecticut who will be bargaining at the same time. While we have issues that are common to all tables and we will be communication with each other across the different tables, we have also have many items that are particular to each group and we are all bargaining separately so all of our issues will be addressed.

We need **every** member to participate in setting our priorities and helping to fight for them. Please fill out the questionnaire below and return it to your CWA Union Steward or Mobilizer.

**Please mark each item below as to how important it is to you:**

**1 = Very important (would strike to achieve)**

**2 = Moderately important**

**3 = Not so important**

**4 = Not important at all**

**then circle your #1 priority.**

\_\_\_ Wage Increase

\_\_\_ Employment security: reduce subcontracting/movement of work out of the Bargaining Unit (including off shoring)

\_\_\_ Pension Increase

\_\_\_ Protect and improve Health Care Benefits

\_\_\_ Retiree Benefits

\_\_\_ Job performance plans (PIPs, COESM, etc.)

\_\_\_ Improved vacations, excused work days and other time off

\_\_\_ Other working conditions (overtime, performance plans, safety) Please specify:

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## What I will do to help win a good contract

Good contracts are not won just at the bargaining table. The union needs the active support of every union member to show the company we are united. The stronger the unit the stronger the Contract. Please tell us what you are willing to do to help get a good contract.

\_\_\_\_\_ Distribute information and talk to  
coworkers

\_\_\_\_\_ Participate in on-the-job actions

\_\_\_\_\_ Participate in off-the-job actions  
like shareholders meetings, rallies,  
picketing stores, etc.

\_\_\_\_\_ Wear a union t-shirt/button

\_\_\_\_\_ I would like to be trained in  
mobilization tactics

\_\_\_\_\_ Strike

## And another thing.....

Let us know if there are other bargaining items you're interested in, if there are other ways you'd like to help support our bargaining efforts, or if there are any comments you'd like to make.

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## Here's how to contact me

Name \_\_\_\_\_

Work Location \_\_\_\_\_ Job Title \_\_\_\_\_

CWA Local \_\_\_\_\_ E-mail (personal) \_\_\_\_\_

Home Phone \_\_\_\_\_ Cell phone (personal) \_\_\_\_\_

**Please circle one or both: I want to be contacted by**    **EMAIL**                      **Text message**

# 2012 Bargaining Survey Tally Sheet

Local # \_\_\_\_\_ Total membership \_\_\_\_\_ Total surveys collected \_\_\_\_\_

\_\_\_\_\_ **Wage Increase** Total circled as # 1 Priority \_\_\_\_\_

- |                             |                               |
|-----------------------------|-------------------------------|
| 1. Very Important _____     | 3. Not So Important _____     |
| 2. Somewhat Important _____ | 4. Not Important at all _____ |

\_\_\_\_\_ **Employment security: reduce subcontracting/movement of work out of the Bargaining Unit (including off shoring)** Total circled as # 1 Priority \_\_\_\_\_

- |                             |                               |
|-----------------------------|-------------------------------|
| 1. Very Important _____     | 3. Not So Important _____     |
| 2. Somewhat Important _____ | 4. Not Important at all _____ |

\_\_\_\_\_ **Pension Increase** Total circled as # 1 Priority \_\_\_\_\_

- |                             |                               |
|-----------------------------|-------------------------------|
| 1. Very Important _____     | 3. Not So Important _____     |
| 2. Somewhat Important _____ | 4. Not Important at all _____ |

\_\_\_\_\_ **Protect and improve Health Care Benefits** Total circled as # 1 Priority \_\_\_\_\_

- |                             |                               |
|-----------------------------|-------------------------------|
| 1. Very Important _____     | 3. Not So Important _____     |
| 2. Somewhat Important _____ | 4. Not Important at all _____ |

\_\_\_\_\_ **Retiree Benefits** Total circled as # 1 Priority \_\_\_\_\_

- |                             |                               |
|-----------------------------|-------------------------------|
| 1. Very Important _____     | 3. Not So Important _____     |
| 2. Somewhat Important _____ | 4. Not Important at all _____ |

\_\_\_\_\_ **Job performance plans (PIPs, COESM, etc.)** Total circled as # 1 Priority \_\_\_\_\_

- |                             |                               |
|-----------------------------|-------------------------------|
| 1. Very Important _____     | 3. Not So Important _____     |
| 2. Somewhat Important _____ | 4. Not Important at all _____ |

\_\_\_\_\_ **Improved vacations, excused work days and other time off** Total circled as # 1 Priority \_\_\_\_\_

- |                             |                               |
|-----------------------------|-------------------------------|
| 1. Very Important _____     | 3. Not So Important _____     |
| 2. Somewhat Important _____ | 4. Not Important at all _____ |

**Other comments or demands. (use other side if necessary)**

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To: AT&T Local Presidents

Attached is the Bargaining Survey for Legacy T Bargaining in 2012.

Please have as many members as possible fill them out. Each Local should tally its own results on the sheet provided and mail or fax it to this office (202-434-1308) no later than December 15.

On the second page of the survey is contact information. Those of you who have been following Verizon bargaining can see how helpful it has been to have email addresses and cell phone numbers for texting. These can be used to get out bargaining information and mobilization messages. If you send us copies of your surveys, we will input the contact information into our data base for bargaining and mobilization communication.

This survey performs multiple functions:

- (1) It helps the bargaining team know the key issues that are priorities for our members.
- (2) It is a mobilization activity that gets our members thinking about bargaining.
- (3) It is a good way to test the mobilization network in your Locals and in each office. Every Local should have a mobilization coordinator, building coordinators, office coordinator, and one person for every 10 in your Local to communicate with your members.
- (4) Finally, as your activists go through the Mobilization Training, this is a first task to give them. We have found in the past that is very important to give people who go through our SIF training classes some specific assignments. The Union is spending a lot of our members' money to do this training, and people who go through it should be accountable to help out.

In Unity,

Laura Unger  
T&T Staff, Mobilization

P.S. There are three corrections to the previous email about the training. Here is the corrected list:

These are the coordinators for Legacy T who will be reaching out to you.

District 1: Chris Wise - Local 1152 - 315-575-3111 - [christopherjwise1@gmail.com](mailto:christopherjwise1@gmail.com)

District 2/13: Mary Lou Schaffer - Local 13550 - 412-889-9294 [marylouschaffer@msn.com](mailto:marylouschaffer@msn.com)

District 3 - Sandra Walker - Local 3250 - 478-471-7333 - [smwalker1@hotmail.com](mailto:smwalker1@hotmail.com)

District 4: Dave Skotarczyk - Local 4050 - 313-303-8279 - [davecwa@sbcglobal.net](mailto:davecwa@sbcglobal.net)

District 6: Sarah Harreus - Local 6450 - 816-517-6448 - [sharreus@sbcglobal.net](mailto:sharreus@sbcglobal.net)

District 7: Shari Wojtowicz - 7250 (She will also be our national Legacy coordinator) - 612-532-8372 - [whatawitch@hotmail.com](mailto:whatawitch@hotmail.com)

District 9: will be contacted by Dist. 9 trainers; coordinators to be announced.