

AN ATTACK ON OUR UNION IS AN ATTACK ON US ALL.

On March 12, 2008, CWA Union leaders across the state of California met via a conference call with the senior leadership of at&t to discuss a myriad of proposals that would adversely impact bargained for employees under the Service Technician and MST classifications.

The company's attempts to bargain these items on a conference call were not only inappropriate, but an insult to the Union. The type of changes that were mentioned would have an immediate impact on our *wages, hours, and working conditions*, and therefore must be negotiated at the National Bargaining table.

The following are a few items that were mentioned before the call abruptly ended:

Wages & Hours:

The company intends on reducing and/or eliminating the number of employees on a differential shift. In addition, changes to the differential shift would be from 11:00 am - 7:30 pm to 11:30 a.m. - 8:00 p.m.

The company intends to introduce 10:00 a.m.- 6:30 p.m. shifts, which would displace many of our members from their existing tours.

Working conditions:

The company intends to establish two work groups under the Service Tech job title. One work group would be primarily responsible for installations and the other responsible for repairs.

Reclassification of job title:

The company intends to re-classify the Service Technician job title for those that would then be primarily responsible for repair. This new classification would be identified as MST-*"Lites."*

The Company's attempts to negotiate these draconian changes, which would immediately impact our members lives and livelihood are an insult to the Union and is a direct attack on our membership. CWA will not stand for this!

CWA will begin to engage our membership in a battle that will be a prelude of things to come in April of 2009. We will have various job actions and mobilization activities across the state that will heighten the attention and awareness of our just fight.

Our resolve as a Union will be tested and we must unite to defend what is ours!

The Strength of our Union flows directly from the unity and the activism of our members.

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