

CWA/ AT&T Bargaining Bulletin #27

May 5, 2016



CWA Local 9413 Premises Technicians- Capital Blvd, Reno

The Union Bargaining Team met in sub-committee today preparing to discuss AT&T's Benefits proposal tomorrow.

The Benefits proposal encompasses the Medical, Pensions, Dental and Vision plans as well as Prescription drugs, Disability- Short term and Long term, Flexible Spending account, Care Plus, Life Insurance, Long Term Care, Adoption, Commuter and Retiree Provisions that include most of the benefits listed.

AT&T has not gotten off its proposal to increase New Hire Medical costs or eliminate New Hire Pensions. The demand for Current employee escalating contributions is still on the table and the Company has yet to put KAISER in its proposal! 50% of the workers have KAISER as an HMO! The Company's proposal to freeze Current employee's pensions is still in the table. There are changes in the contributions for Dental and Vision as well as plan changes, which the Union Team is still looking at. With all these increases, AT&T is not offering an HRA, (Health Reimbursement Account), to help offset costs.

AT&T is also proposing to limit Short Term Disability for Current employees, depending on the Employees Term of Employment, and for New Hires only 26 weeks of disability at 50% pay.

The Company is offering no improvements for our Retirees. 2012 and 2016 Retirees will have to pay 100% of the full cost of coverage for Medical if Non-Medicare eligible. And if a Retiree is Medicare eligible, they are ineligible for coverage.

There is a lot at stake for the future employees and retirees that work for AT&T. We must ALL push back against this GREEDY CORPORATION.

When will the rising costs of medical stop? How will future retirees make ends meet?

WHEN IS ENOUGH, ENOUGH!

Randall Stephenson and the Executives of this company pay the same costs for Health Care as the lowest paid employees in this company! IS THAT FAIR!

Randall Stephenson and the Executives of this company enjoy hefty salaries and pension plans, but have no interest in offering pensions to New Hires! IS THAT FAIR!

What are you willing to do to let your supervisors know that you are not willing to settle for a contract that is sub-standard?

Are you willing to mobilize with your co-workers and **TAKE A STAND?** It is Time! We have been working without a contract since April 9th with little to NO MOVEMENT from the Company!

MOBILIZE-MOBILIZE-MOBILZE! SHOW YOU STAND UNITED!

All official negotiation and mobilization information will be delivered on the District 9 website. (www.district9.cwa-union.org), Local Websites and email lists.

Your Bargaining Committee