



# Newsletter

07/23/2018

**“Labor never quits. We never give up the fight – no matter how tough the odds, no matter how long it takes.”—George Meany**

### **The AT&T 2015 contract has expired!**

- Text the word “Midwest” to 69866 to receive news and updates via text from CWA about bargaining.
- To join CWA District 4 closed group Facebook page, send a request to: <http://cwa-union.org/attmidwestfacebook>
- You can also get the bargaining report from the [District 4 Bargaining Update](#) website.
- The bargaining reports are being posted daily to the Local 4630 [Facebook](#) page as well.
- Please refer all media requests to the local President or Legislative Chair Mark Frey.
- We appreciate all that you are doing and have done to this point. We need to up our game, EVERY LOCAL....one day longer. **CWA STRONG!**

### **AT&T Members are Working Without a Contract:**

How it works?

- You will continue to work.
- You will still earn a paycheck. The company cannot change your wages or working conditions.
- All benefits, including health care, will remain in effect.
- The grievance procedure continues, but arbitration probably will not.

You have the legal right to participate in “concerted activity.” You can mobilize on the job, wear buttons and stickers, leaflet and do informational picketing.

### **100 Days since the Contract Expired**

We remain far apart at the bargaining table. Key issues like job security, wages, sales compensation, scheduling, differentials, and pensions are still at stake. We believe that working without a contract is the best, strongest tactic for us right now.

Please sign the petition and share with your friends and family. The Fighting for Good Jobs at AT&T petition can be found on our [website](#) or our [Facebook](#) page.

**Legislative:** CWA Members and Retirees,

**AT&T got \$20 BILLION From the Tax Cuts IT'S TIME FOR AT&T CEO RANDALL STEPHENSON TO SHOW US THE JOBS**

Before the corporate tax cut bill passed last year, AT&T CEO Randall Stephenson made some big promises. He told AT&T employees that if the bill passed, the company would invest in its workforce and create at least 7,000 jobs. Well, the bill did pass. And instead of creating jobs, AT&T has laid off over a thousand workers across the country in the past few months. There's still plenty of work, but AT&T is sending it to low-wage and overseas contractors. And is AT&T using some of that \$20 billion windfall to keep family-supporting jobs with good benefits and a stable retirement in our communities? Nope. In fact, AT&T is proposing that we pay even more health care costs out of our own pockets.

**AT&T has plenty of money, they can afford to keep their word and provide good jobs, wages and benefits!**

Please continue to contact your representatives. Tammy Baldwin, Mark Pocan, and Sherrod Brown among others have already sent letters to AT&T urging them to bargain in good faith. Those letters can be found [here](#).

**Webpage/Social Media:** We have a new web domain for the local. It is now [cwa4630.org](http://cwa4630.org), we moved to this domain name because the local didn't have control of [cwalocal4630.org](http://cwalocal4630.org). Please visit the new website to update your favorites list and click around. Let us know what you think. We are working on adding more material as we learn the new page designing techniques.

**WISCTV:** Support our local members by obtaining your daily news from WISCTV broadcasts, website or social media platforms. We are always looking for information to add to this letter when it comes to this group of 4630 members. Please contact Chief Steward Heidt or President Johnson with any content you'd like to add. AT&T members will need your help by showing solidarity at garage, building or store locations when there are picketing events scheduled. We ask that you help by showing union solidarity and wear something **RED** on Thursdays during the work day.

**CWA District 4 & International:**

**CWA Events:**

**CWA Human Rights Biennial Conference:** August 12 – 15, 2018, New Orleans, LA

**CWA District 4 Meeting:** September 17, 2018 – September 19, 2018 Indianapolis, IN

**2<sup>nd</sup> Year Leadership School:** September 30, 2018 – October 5, 2018 Maumee Bay, OH

**CORE:** From: Matthew R. Harris, District 4 Counsel

On June 21, ALJ Decision - Local 4034 and AT&T Services, Inc. (Brian Hooker). **The decision represents a Union win.** A summary of the decision is detailed below.

The applicable CBA contained a provision allowing for excused time to conduct union business and listing the terms under which such time would be paid. Eligible Union officers and representatives used the Company's GCAS system to report Union activities.

Member Brian Hooker ("Hooker") had been appointed as Local 4034 administrative assistant. Going back to at least 2003, that position had always entitled the appointee to full-time union business status, allowing them to be removed from the workload entirely. In 2010, employee Brian Hooker had been appointed to that position. At that time, he was taken off the workload and became a full-time Local union representative.

Hooker was an outspoken and active Local union representative who often clashed with management. In 2015, the Company unilaterally decided to place Hooker back on the workload, removing him from his full-time union status. At about the same time, the Company also required him to enter specialized logs detailing his union and work activities. After placing him on the workload, the Company issued discipline for various alleged violations of Company policy, eventually resulting in his dismissal.

The ALJ found that the Company violated the Act by unilaterally requiring Hooker to return to the workload without a legitimate business justification and without first consulting with the Local. Specifically, the ALJ found, "The timing of [Manager] Mrla's placing Hooker in the workload raises a serious question about the Company's motivation . . . only 1 day before a scheduled NLRB hearing on charges that Hooker had filed against the Company, Mrla called Hooker and stated that he had to get Hooker a truck and tools and back in the load. Both Mrla and [Manager] Brash testified that in 2015 they did not need Hooker back in the load and would have placed him in the load regardless of any workload considerations." The ALJ also found that the Company violated the Act by unilaterally implementing individualized time reporting requirements for Hooker.

Further, the ALJ overturned all discipline resulting from Hooker's placement back on the workload, finding, "First and foremost, an employer may not discipline an employee for conduct that would not have occurred but for the employer's unfair labor practice. This is based on the principle that an employer should not be allowed to benefit from its own unlawful actions." Accordingly, the ALJ ordered Hooker be reinstated with full back pay and benefits.

Lastly, the ALJ concluded that the Company failed to provide the Local with relevant information relating to several grievances, and that the Company maintained an overly broad and unlawful rule prohibiting employees from disclosing "other customer and employee privacy related issues or incidents that may negatively impact employees or customers or result in negative financial and/or reputational consequences to AT&T."

Hooker and Local 4034 worked tirelessly on this case. The trial alone lasted 14 days. While the decision is subject to appeal to the NLRB in Washington, D.C., as it stands this is a major victory for Hooker, our Union and all union activists.

### **Retirees:**

**Thank you for all you've done for our Local 4630, CWA and the future of unions overall. Please contact EVP Walsh for details on how you can help with mobilization, informational pickets and walking the line during a strike. We wouldn't be a union if it wasn't for your hard work, loyalty, solidarity and dedication to working families. Thank you!**

Since 2015, AT&T Medicare-eligible retirees and their Medicare-eligible dependents have been able to enroll in health care through the Aon Retiree Health Exchange (Exchange). The Exchange provides a wide selection of insured medical, prescription drug, dental, and vision plans so you can elect the coverage that works best for you and your family. As part of our continued support of our retirees, we will continue to credit a Health Reimbursement Account (HRA) in 2019 for eligible participants. The HRA can be used to help pay for individual insurance coverage and eligible out-of-pocket expenses for those who enroll through the Exchange.

The experience within the Exchange plans has been positive and we are able to keep your HRA crediting amounts through 2023. Beyond that, future changes in HRA crediting amounts, if any, will be based on several factors. These factors may include business conditions, government actions, marketplace changes and the general consumer inflation rate.

**Your 2019-2023 Exchange enrollment options under the AT&T Medicare-Eligible HRA Program.** The HRA credit available depends on the type of qualifying coverage purchased through the Exchange.

#### **Here's how it breaks down:**

If Medical and/or Prescription Drug Coverage are purchased through the Exchange\*

- Eligible Retiree - \$2,700
- Eligible Dependent of Retiree - \$1,500

If only Dental and/or Vision Coverage are purchased through the Exchange\*

- Eligible Retiree - \$300
- Eligible Dependent of Retiree - \$200

\*For 2019-2023, the maximum HRA crediting amount for an eligible retiree is \$2,700. The maximum HRA crediting amount for an eligible dependent is \$1,500.

#### **Important Information**

- HRA credits are provided if the HRA eligible retiree and/or eligible dependent enroll through the Exchange. These amounts are prorated if enrollment occurs later in the year.
- If eligible retirees have dependents under age 65, they must enroll in at least one plan through the Exchange for them to remain eligible under the AT&T group health plans.

By September, you will receive additional information from the Exchange providing details about the 2019 Medicare open enrollment period. It will include information about how to review or change your current coverage if your needs have changed. You also will receive an updated Summary Plan Description, which will include the complete HRA eligibility provisions. Should you have any questions along the way, please visit [www.myretireehealthexchange.com](http://www.myretireehealthexchange.com).

Click here to view the [Retired Members Council](#) webpage.

District 4 RMC Council Board Member: Illinois, Indiana, Ohio, Michigan, Wisconsin

**President:** Annie Flack - [annflck@aol.com](mailto:annflck@aol.com)

**Vice President:** Marcy Gregory - [marcygregory@sbcglobal.net](mailto:marcygregory@sbcglobal.net)

