



TRANSMITTER

LOCAL 3902



Volume 28, Number 04

Birmingham, Alabama

April, 2009

Official Publication of Local 3902, Communications Workers of America – AFL-CIO



PRESIDENTIAL

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S

As we continue with negotiations, here are a few things to remember and to discuss with your friends who are not at&t employees.

1. at&t is a very profitable company. Even in this economic downturn, at&t profit in 2008 was 12.9 billion dollars. In the fourth quarter, which was devastating for many of our nations' leading companies, at&t made a 2.4 billion dollar profit.
2. In 2008, at&t paid its' top 3 executives 33.5 million dollars. CEO Randall Stephenson gave himself a 22 per cent pay raise. We will accept the same.
3. Stephenson gave up his bonus for 2008. Poor Randall. Maybe we should take up a collection. Hopefully, he has something left from the 4.5 million dollar bonus he gave himself for the 7 months he was on the job in 2007.
4. Or, maybe he could exercise some of the 522,781 stock options he has been granted since 01/02/2009 (according to msn.com's insider trading site). Were he to exercise those options today, it would be worth a little over 13 million dollars. Poor Randall.
5. at&t projects continued growth in 2009. Stephenson told stock holders in his annual report that, despite the downturn, demand "continues to grow globally". And, "no company is better positioned to capitalize on this growth".
6. at&t has been a good employer over the years, compared to many others. We are only asking them to continue to be a good employer. at&t can certainly afford it.

Rhonda Taylor, President and
Steve Monk, EVP

VOTE

VOTE

VOTE

In the March monthly membership meeting, nominations were taken for delegates to attend the National Convention to be held in, Washington D. C., on June 22nd and 23rd, 2009.

Ballots will be mailed out to the members on April 7, 2009. You may vote for no more than 4 delegates in order for your vote to be counted.

The Election Committee

DWIGHT D. EISENHOWER:

Only a fool would try to deprive working men and working women of their right to join the union of the choice.

EXECUTIVE'S

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E**

Social Security for Young People

At about this time in 2003, we were heavily involved in the fight to save Social Security. Efforts by the Bush administration to privatize Social Security would have been disastrous. Much of the Trust Fund would have been diverted to the stock market. Had it happened, it would now be in the same shape as the P.A.C.T. fund. Thankfully, our efforts were successful and our Social Security Trust Fund is still intact. But we came closer than many thought to losing our Trust Fund to AIG and other Wall Street scum bags.

Since Social Security was enacted in 1935, corporate America has spent millions trying to kill it. The reason is simple. For every dollar you contribute your employer must contribute an equal dollar. This is by far the largest and often the only tax most corporations pay. Corporate America was/is more than happy to see their comrades on Wall Street milk the trust fund if it means they no longer have to contribute. They are still laying in wait, looking for their next chance. We know their goal and we know what to expect.

First and foremost, you should expect and demand that Social Security be there when your time comes. From the day I first learned about Social Security, someone has told me it would not be there when my time came. You will hear the same. It may come from a brain-washed manager. It may come from a family member or a co-worker who has fallen victim to the propaganda. It may come from a co-worker who has overspent and needs more money. But when the crisis has been averted and a little time has passed, retirement and the importance of Social Security will come into focus.

Our elderly parents are often the first wake up call. But somewhere down the road Social Security will be like a beacon in the night on dark and lonely voyage. So, to my young and not so young friends, I ask you to think it through. We know now what the market can do. Some of our own retirees are struggling because of what the market has done to their lump sum retirement funds. At least their Social Security income is in tact. It is up to you to make sure it always is.

Steve Monk
EVP & Legislative Chairman

Election Committee

Jo Fowler was elected a Departmental Vice President at the monthly meeting of Network/BCS/Utilities



Communications Workers of America, AFL-CIO
THE COMMUNITY-MINDED UNION

THE TRANSMITTER
published monthly by
**LOCAL NO. 3902, COMMUNICATIONS
WORKERS OF AMERICA, AFL-CIO**
210 Summit Parkway
Birmingham, Alabama 35209
(205) 945-1979
www.cwalocal3902.org

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Departmental Reps

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Finance/Small Bus./Collection
Marvin Banks ... AT&T Legacy T & Avaya
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Retired Members Chapter

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Office Secretary
Sheila Fagg

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Printed
Street Printing Co., Inc.
4605 7th Ave. Wylam
Birmingham, Alabama 35224
(205) 787-1441

BAPCO

**Y
T
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S**

At&t Advertising Solutions (BAPCO)

Spring has finally arrived. Things are in bloom and are being renewed. Do you have a renewal of the mind to get involved with CWAs' fight with at&t? Do you have a renewal of the mind to get more involved or just get involved? Do you have a renewed spirit to be more as one? No Tech South people, no BAPCO people? Just US, all of US in the fight for our livelihood!

From now until August 8, 2009, we have work to do. Don't allow separatism to come into play. I know some of us are waiting to retire, so we feel that we don't have to fight anymore. But guess what, this contract that we are bargaining for will affect retirees' benefits as well as those that have a few years to retire.

Don't be fooled. This fight that CWA is arming for, will affect each of us for years to come. Regardless of when our retirement occurs, we have got to SPRING into action NOW!

SO, GET READY, GET READY, GET READY! We are ONE!!!!

In Unity,
Vernice Hill Harris
Dept. Rep.

INTERCONNECT/OPR SVS/SECURITY/DSL

Bargaining is now in process between CWA and at&t. CWA is bargaining for your benefits wages and pensions and to enable you to continue to live in the lifestyle 'U' have become accustomed to, your LIVELIHOOD. This contract will not only affect the executive board, departmental representative and job stewards, but ALL the members of Local 3902.

The CWA bargaining teams have taken time away from their families to sit at the table with the company to negotiate the contract for 'U'. This is a huge sacrifice. Yes, they also will benefit, but why is it that 'U' don't want to make any sacrifices? 'U' sit back and depend on others to get information about 'U'. Situations which affect your way of living and the way 'U' take care of your families. 'U' want everything handed to 'U' on a silver platter. Well, if 'U' don't know by now, at&t broke that platter in 2007. And now they are trying to take away the benefits we have worked hard to get and maintain. 'U' are helping them to do so. How? Let me tell you. By not getting involved, helping the company by relieving, doing management jobs, working off the clock and training others on your job. Let the company feel how it's going to be without 'U'.

It is time 'U' put your priorities in place. If 'U' think at&t cares anything about 'U', NOT!!!! They have already shown 'U' how much by cutting back on expenses needed to perform your job. Try and get a pencil.

Now is the time for 'U' to get your own understanding about what's going on. STOP riding the backs of those

who take time from their schedules to get involved. Take time to come to the membership meetings. It's only once a month.

The union is only as strong as 'U' make it. Get involved, this is YOUR future.

In UNITY
Debora Lawson
Department Rep

Wireless Report

Many of our brothers and sisters across the country are either in bargaining, or about to be in bargaining. It is imperative that we support them in every way possible. at&t has made it clear that all the division they previously had, be it BellSouth, Legacy at&t, Cingular, etc, they are now one company and are operating as such. Although our contract does not end until, March 2010, we should expect the things that have been or are being bargained for in other areas, to play a big role in our contract. It would be ideal for us to not only get the benefits from the hard work of the bargaining teams, but to also improve upon that in our contract. In order to do that, we have to show our support. We have to let the company know that we want all of our CWA family members to receive fair contracts. That is why we have to show the company that we are ONE!

Jeneen Patrick
CWA-VP

Consumer/Finance/Small Business/BBI/BBS/Collections

WE'RE POINTING IT OUT FOR YOU

We want to remind everyone to fill out & return the 'DFR-1' form that was mailed out to all CWA members. The 'DFR-1' form will be required to be on file at the National Office of CWA in order to receive strike pay, if we go on strike! If you have not filled this form out, PLEASE do so ASAP and forward it to the CWA local office.

We encourage all of you to attend the monthly membership meetings held the fourth Tuesday in every month at 7:00 P.M. The membership meetings have proven to be very informative, so don't miss out on hearing some great information, especially since we are focusing on mobilization relating to the preparation of a possible strike.

If you have any concerns regarding departmental issues, please don't hesitate to contact me or any CWA representative for direction.

Please don't go into any company meeting without union representation. We can't stress this enough to you! Also, please remember not to sign anything unless it is your paycheck!!!

Remember if in DOUBT; call us or the CWA local office.

WE ARE ALL IN THIS TOGETHER!!!

In Unity,
Ronald Reese
Departmental VP

at&t Southeast PARTNERSHIP program for Represented Employees

Program Overview

Available for at&t Southeast represented employees (regular full-time and regular part-time who have 6 months of service), the Employment Security PARTNERSHIP supports employees in their efforts to enhance their personal growth and build job skills within and outside of the company.

Employees and their jobs will continue to be affected by technological developments and structural changes, therefore CWA and at&t realizes the need for ongoing employee development, career preparations and career transition. The PARTNERSHIP Program is intended to benefit our employee body because we acknowledge that employees represent our best competitive advantage.

The PARTNERSHIP Program includes:

- Employee Orientation Meetings
- Educational Assistance for degree programs, certificate programs and non-company courses
- Customized Courses
- Career Counseling & Assessment
- Correspondence / PC Courses
- Job Bank

All regular, active full-time and regular part-time employees with at least 6 months of net credited service are eligible to participate in the PARTNERSHIP Program.

If you are interested in classes through PARTNERSHIP, please contact me at the Local at (205) 945-1979 or email partnership@cwalocal3902.org.

Katrina Whitely,
Partnership Field Representative

S-A-F-E-T-Y

**"NO JOB IS SO IMPORTANT, NO SERVICE IS SO URGENT
THAT WE CAN NOT TAKE TIME TO PERFORM OUR WORK SAFELY**

Safety Committee

Claude Perry
Johnny McCollum
James Ehlers

Contact
205.945.1979

OSHA

FOR FUTURE REFERENCES & REVIEW

www.osha.gov

WE HAVE TO SURVIVE!

In our current bargaining session the news from headquarters seemed to be better than expected. On February 24, 2009, we engaged in a bargaining session, which will impact the current at&t workers. The impact we are referring to is the new package that at&t is proposing. This package requires a family to pay a price of \$2500 deductible and an individual \$1100.00 deductible per year. Affordability is the key work and the deductible that may be incurred by the present worker is out of range.

We all understand the current changes around the world, but the asking price in this case is a little too high. We realize that the company has to stay competitive in markets that have risen to heights beyond measure. But with the current state of the economy, the burden which the company is asking its employees to bare, is too high. Sure we would like to continue in a place that is feasible for all, but in the company eyes, that is not possible. We as a union have to rally around one another and support our bargaining team. We must realize that the decisions that will be made will be based on what's best for union members as a whole.

So, sisters and brothers hold on tight and get ready for a ride. We have survived in the past and we will survive now. Our healthcare, wages and job security are what we depend on and as one collective body we will prevail.

Reggie Glover

Organization Committee

A Note from Steve Monk to All Members.

Please remember that when management spreads rumors to smear a union rep, a couple of things are at work.

1. The company doesn't smear the reps they like. If they have resorted to smear tactics, it is because the rep has been effective. A recent campaign against one of our most dedicated reps is being waged for that very reason. Support your rep, he has the bad guys in the spotlight.
2. These smear campaigns violate federal labor law. If you know that a manager smears a union rep, even if you simply over hear the conversation, let me know. I will do everything possible to see the manger feels the weight of our court

Member Participation

I have been involved in the Labor movement and a CWA member for many years and now more than ever we need to all consider stepping up our participation. With the challenging economic times we find ourselves in one of the best ways we can protect our standard of living is by making sure we have a strong union. A union is its members and thus it is as strong as the members are willing to make it. No longer can we stand back and expect our leaders to carry the water for the union. We must all participate and at a higher level than ever before. I believe the leadership of our local welcomes everyone's involvement and would be more than willing to find places for anyone that would like to fill a role on the team. There are many areas of interest to accommodate all members. Our local is involved in the community, politics, as well as the normal operations of a local union. Our Union is in the midst of very critical negotiations with at&t and although we are not sitting at the bargaining table our level of commitment to our union will have a dramatic impact on the outcome of this round of bargaining.

I believe the labor movement is on the upswing and with Labor Law reform many more workers will be afforded the opportunity to be represented by a union as we are today and this will raise the standard for our entire country. As I stated in the beginning of this article and as we all know we are in challenging economic times and the members of CWA Local 3902 through the hard work of the members before us are fortunate to have the opportunity to speak with one voice to a huge but highly profitable corporation. Through the hard work of the members before us we enjoy the wages and benefits we have today. I believe it is our responsibility to carry this forward and pass it on to the next generation of union members. So please participate, what you do individually will make us so much stronger collectively. Get behind our leaders and let's make 2009 the greatest year CWA has ever had.

Terry Davis

AFL-CIO Community Service Liaison.



Labor

CALENDAR

April



4 Martin Luther King, Jr. was assassinated in 1968 while helping striking sanitation workers in Memphis, Tenn.

12 Florence Reece, active in Harlan County, Ky. coal strikes and author of the famous labor song "Which Side Are You On," was born in 1900.

14 In 1939, John Steinbeck's *The Grapes of Wrath* was published. The novel of social protest dramatized the story of "Okies"—workers who migrated from Oklahoma's dust bowl to the groves of California—and experienced tremendous hardships and exploitation along the way.

15 A. Phillip Randolph, an African-American and one of the most influential trade unionists in the U.S. labor movement, was born in 1889. The organizer and president of the Brotherhood of Sleeping Car Porters, an all-black union, Randolph said: "The essence of trade unionism is uplift. The labor movement traditionally has been the haven for the dispossessed, the

despised, the neglected, the downtrodden, and the poor."

20 In 1914, company gunmen attacked a tent colony of striking miners and their families in Colorado, setting it ablaze and killing 19 men, women and children in what is remembered as the Ludlow Massacre.

27 James Oppenheim's poem, "Bread and Roses," was published in *Industrial Solidarity* in 1946. "Our lives shall not be sweated/ from birth until life closes/ hearts starve as well as bodies; give/ us bread, but give us roses," the poem reads. It was penned after Oppenheim saw a sign held by young mill girls picketing in the 1912 strike against woolen companies in Lawrence, Mass.

GET READY!! GET READY!! GET READY!!

WHITE TUESDAYS

Wear

WHITE

To Show CWA Unity

Let's White the Company Out

BLUE THURSDAYS

Wear

BLUE

To Support CWA

Bargaining Team

Blood is Thicker than Water

(CWA

(at&t)

(Uniform Members Only)

GET READY!! GET READY!! GET READY!!

Black Tuesdays

Wear

Black

To Show CWA Unity

Let's Black the Company Out

Red Thursdays

Wear

Red

To Support CWA

Bargaining Team

Blood is Thicker than Water

(CWA

(at&t)



We welcome the following members to Local 3902. Whether you have just joined CWA or are transferring from another Local, we are glad to have you as members. See you at the next membership meeting!

BST

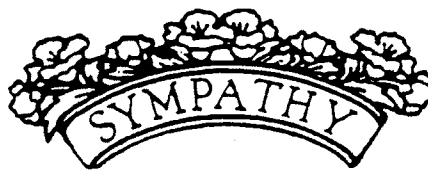
- | | |
|-------------------------|------------|
| Tiffany Anderson | New member |
| Louis Baldwin | New member |
| Benjamin Boothe | New member |
| Eston Bradley | New member |
| Mandy Carlisle | Reinstated |
| LaTonya Ford | Reinstated |
| Christian Gorr | New member |
| Brett Hambrick | New member |
| Tina Herron | Reinstated |
| Stacy Hinkle | Reinstated |
| Teresa Lyvers | New member |
| Jenice Munford-Blackmon | Reinstated |
| Joseph Peters | Reinstated |
| Ray Russell | New member |
| Jennifer Talley | New member |
| Sheena Turner | New member |

BSL

- | | |
|--------------------|------------|
| Martinique Amerson | New member |
| Nekyia Byner | New member |
| Robert Gaspard | New member |
| Dalon Green | New member |
| Tayeka Hines | New member |
| Jacqueline Hunter | New member |
| Jamie Hurley | New member |
| Jaqual Jackson | New member |
| Dana Kirkland | New member |
| Lakeshia Mabien | New member |
| Sheri McDonald | New member |
| Beulah McElrath | New member |
| D'Nitirs McGee | New member |
| Monisha Reed | New member |
| Briana McReynolds | New member |
| Nikita Sims | New member |
| Johnnie Thornton | New member |
| Jelana Threatt | New member |
| Barry Turner | New member |
| Victor Winston | New member |

at&t Mobility

- | | |
|------------------|------------|
| Benjamin Allen | New member |
| Markus Broughton | New member |
| Nadia Labady | New member |
| Gavin Poindexter | New member |
| Alvin Richardson | New member |



The officers and members of CWA Local 3902 would like to extend our heartfelt sympathy to these Brothers and Sisters who have lost loved ones.

- | | | |
|----------------------|-------|-------------------|
| Marilyn Oden | ..... | Father |
| Cherlyn Moore | ..... | Step-Mother |
| Terrance Deramus | ..... | Grandmother |
| Lori Holloway | ..... | Brother-in-law |
| Herb Smith | ..... | Sister |
| Ernest Poe | ..... | Father |
| Scotty Phillips | ..... | Father-in-law |
| Scotty Phillips | ..... | Great Grandfather |
| Karole Miles Gilbert | ..... | Nephew |
| Miranda Hill | ..... | Step Father |
| Peggy Nuckols | ..... | Sister |
| Earnestine Roberson | ..... | Brother |
| Terry Barnes | ..... | Member |
| Aaron Johnson | ..... | Mother-in-law |
| Antoinette McCloud | .... | Mother-in-law |
| Donna Lyles | ..... | Husband |
| Donna Wilson | ..... | Father-in-law |
| Julia Ary | ..... | Grandson |
| Clarice Poe | ..... | Retired Member |
| Eston Bradley | ..... | Brother |
| Dana Love | ..... | Father |

Winners for January

\$100.00

Alfreeda Tolbert

T-shirts Winners

- Kevin Daily
 Walter Long
 Sandra Vaughn
 Jeremy Kreider
 Cynthia Ligon
 Cheryl Ellison
 Jack Price
 Eric Henderson
 Claude Perry
 John Keith



RETIREES

- Frank Lawrence, Jr.
 Vickie Bryan
 Diana Bowman
 Ron Cameron
 Clairee Clarke
 Jerry Farris
 Ann Marie Hanner
 Pearl Lofton
 Jacquelan McGowan
 Alicia Poore
 Alice Slater
 Sheryl D. Smith



I want to urge my retired brothers and sisters to become more active and interested in the Retirees Union. Let me share what happened to Lucent retirees. I worked for Southern Bell and South Central Bell but at divestiture I went to at&t, which was a BIG mistake. The first thing that happened was that we lost our cost-of-living raise. Next there was a cut back in call-out time from 3 hours to 2 hours.

I retired from at&t in December 1993. I got a 2% raise in 1995 and that was my last raise. The company then moved my pension to Lucent Technology. Four years ago, Lucent decided to take the overage out of our Pension Plan which was paying for part of our healthcare cost. Pat Russo, the CEO of Lucent, gave herself a 6.5 million dollar raise and cut 14% out of my pension for my healthcare. The prescription drug costs went out of sight to \$87.50 per formulary drug and \$25 for generic drugs. Because of the healthcare costs, my pension is less now than it was when I retired in 1993.

The reason for this letter is to let you know it can happen to you. All retirees at at&t should be active to protect their pensions. Don't just sit at home and assume everything will be all right. The Retirees Union meets the 4th Tuesday of the month at 11:00 a.m. at the Union Hall. Contract bargaining has begun and the Union, which is all of us, will be trying to protect your benefits. Come join us. There is strength in numbers.

In Unity,
 J.W. Strong



"We missed you at the membership meeting!!"

THE FREE RIDER'S PSALM

The dues paying member is my shepherd, I shall not want. The union provideth me with off days and vacations, so that I may lie down in green pastures, beside the still waters. They restoreth my back pay. They guideth my welfare, without cost to me. I stray in the paths of the non-righteous, for my money's sake. Yea, though i pay no dues, I fear no evil, for the union protects me. The working conditions which they provide, comforts me. They have anointed me with seniority, the eight hour day, vacation time, the forty-hour week, insurance, and pension. And my cup runneth over with ingratitude. Surely their goodness and kindness shall follow me all the days of my like, without cost to me. I shall dwell in this union's house forever, and allow them to pay the bills.

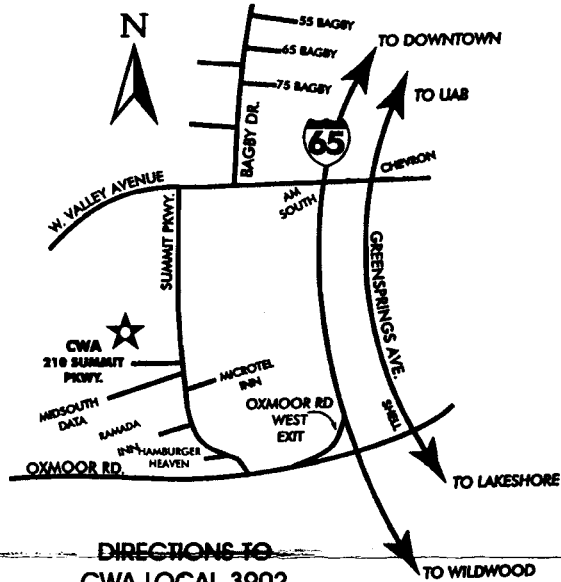
**Emergency Contact:
205-948-3924**

Regular Monthly Membership Meeting

April 28, 2009

Time: 7:00 P.M.

**PLACE: Local Union Meeting Hall
210 Summit Parkway**



**DIRECTIONS TO
CWA LOCAL 3902
210 SUMMIT PARKWAY
BIRMINGHAM, AL 35209**

DEPARTMENTAL MEETINGS

AT&T / AVAYA
April 28, 2009 - 6:00 P.M.

BAPCO
April 28, 2009 - 6:00 P.M.

CINGULAR
April 28, 2009 - 6:00 P.M.

CONSUMER/FIN/SM. BUS/BBI
April 28, 2009 - 6:00 P.M.

INTERCONNECT/PUBLIC/OPR. SVC./ SECURITY
April 28, 2009 - 6:00 P.M.

NETWORK/BCS/UTILITY
April 28, 2009 - 6:00 P.M.

RETIREES
April 28, 2009 - 11:00 A.M.

*Regular meetings are subject to date and/or time changes. Special meetings may be called. Be sure to check your bulletin boards.

**Your Presence at the April Meeting is Requested.
Please Join Us for Your Chance to Win
\$100 or 1 of 10 T-Shirts!**

**THE TRANSMITTER
210 Summit Parkway
BIRMINGHAM, ALABAMA 35209
(205) 945-1979**

RETURN SERVICE REQUESTED



*I'm Proud
To Be Union!*

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TIME VALUE