



TRANSMITTER

LOCAL 3902



Volume 29, Number 1

Birmingham, Alabama

January, 2010

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

PRESIDENTIAL

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CWA Members,

This is the information that the Local has received from the tentative agreement from CWA and at&t.

We are pleased to announce that we have reached a tentative agreement on a new three year contract between CWA and at&t Southeast. In these tough economic times, we have reached an agreement that achieves our key goals:

1. Maintained and improved our Standard of Living
2. Protected Retirees
3. Improved language concerning work rules

There are changes in our health care that will result in increased out of pocket costs. However, when wages and the new company-funded tax-free Healthcare Reimbursement Accounts (HRAs) factored in, CWA members—from the highest paid to the lowest—are better off.

This was a very difficult set of negotiations and we are pleased to have reached such a positive conclusion. There will be a contract explanation meeting for Local officers this Friday, December who will then hold local explanation meetings over the next few weeks. A detailed summary will also be mailed to every member along with their ratification ballot. This is a tentative agreement until ratified by majority vote of members voting in a secret ballot election. The Bargaining Committee unanimously recommends ratification of this agreement.

Meanwhile, here are some of the highlights on the key issues of the new tentative agreement.

Wages – 3% Retroactive to 8/9/09. 3% 9/5/2010, 2.75 9/4/2011

Health Care

Maintained Current Plan Rules and Contractual Rights.

Monthly Premium - \$35 single/\$75 family beginning Jan 1st, 2011

Eliminate spousal carve-out premium beginning Jan 1st, 2011

Preventative - no deductible, no coinsurance

Deductible - \$350 Individual/\$700 Family

Co-Insurance - 10% In-Network/40% Out of Network

Out of Pocket Maximum - \$1000 Individual In-Network/\$3000 Individual Out of Network
\$3000 Family In-Network/\$6000 Family Out of Network

No Co-pays

Individual Basis for deductibles and OOP

Current employees that retire will have multiple options available to them.

Prescription Coverage

Separate OOP max \$900 Individual/\$1800 Family

Individual Basis for OOP

Retail - Network Copays (up to 30 days supply)

Generic - \$10

Formulary - \$20

Non-Formulary - \$40

Retail - Non-Network Copays (up to 30 days supply)

Participant pays the greater of the applicable.

Network copay or balance remaining after the plan pays 75%

Mail Order Copays (up to 90 days supply)

Generic - \$20

Formulary - \$40

Non-Formulary - \$80

* 90 day prescription available at CVS pharmacies at mail order prices.

(continued on page 6)

EXECUTIVE'S



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

**D
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Do We Care Enough

The District 3 Bargaining team consisted of one member from each of the nine states. Alabama was represented by the Local president in Gadsden. He works under the rules of the contract he helped negotiate. We can trust he did all he could to get the best contract possible. I commend all nine members for their efforts and their sacrifices. They were stuck in an average hotel in Decatur, Georgia for months. They gave so much of themselves; they worked so hard, and yet this contract is not the contract we wanted. It is not the contract they wanted.

They were negotiating under the most difficult circumstances. Bargaining began in the midst of the worst economic crisis since the great depression. Technological advances allow much of our work to be shifted most anywhere with the flip of a switch. Our CEO has a Wall Street mentality and could care less about us or our customers. They faced an uphill battle from the start.

Their hope for a better contract was dealt a huge blow when District 4 settled two weeks before our contract expired. D4 may have the least favorable contract of all and every other district became exposed to at&t's legal blackmail when they settled. Go figure.

Three short years from now we'll be back at the table. We still have a pretty good contract that most non-union and many union workers would love to have. We need to remember that at&t entered bargaining determined to put us on the management insurance plan (\$11,500 out of pocket for a family and \$2400 up front costs). We know what we would have, if we had no union and you can be sure at&t is already plotting more take backs for the next time. Unless we make changes, it will be worse.

We have to be a union, all of us. You are just as important as any officer or job steward in the union. If you don't stand with us, we stand alone. Too many of our members tried to sit this one out. The days of "letting the other guy do it" are over. The other guy isn't doing it, either. It showed when we tried to rally at the City Center and it shows in the new contract.

Our younger folks especially are going to have to step up to the plate. We need your ideas and your energy. We need your help. at&t is ripping up your future and tossing it out like yesterdays' garbage. That is what they always will do unless we stop them. It's great for profit, and that's all at&t cares about. The question is, "do we care enough to stop them?"

Steve Monk
EVP

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AT&T ADVERTISING SOLUTIONS (BAPCO)

We want to wish each of you a very Blessed New Year. Make it your New Year's resolution to become more involved in YOUR union. We can't do it without you. 2009 was a trying year for all and only a few came out of their comfort zone to support CWA. We thank you for your time and effort. We hope that each of you will redefine your stance to support CWA, because only YOU can make a difference in the new year and for years to come.

In Unity,

Wendy Cockran, VP

Vernice Harris, Dept Rep

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 realize 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.

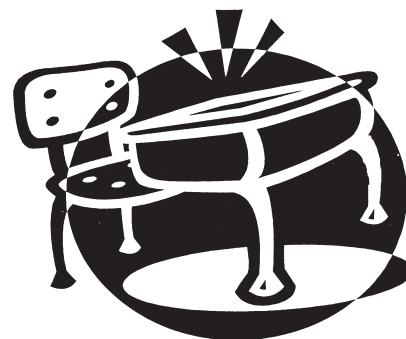
The PARTNERSHIP Program includes:

- 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



Consumer/Fin/Sm/Bus/BBI/BBS/Collections

I would like to take this opportunity to convey a couple of thoughts for all the departments that I am privileged to work with.

I have seen several cases of mistreatment by management. You as employees do not have to tolerate this type of abuse. Please contact the union for representation anytime you feel it is warranted. We work very hard for you to obtain justice from bad management practices.

A lot of times employees are not informed of their rights for many things including FMLA and union representation. Please ensure that you do your homework to be able to take advantage of your legal and contractual rights. at&t will not always inform you of important information. You may call the union at anytime for verification or clarification without any fear of retaliation from at&t.

I hope you will have a Happy New Year.

Celina Pittman

COMMUNITY SERVICE

On February 11, 2010 at 5:30 p.m. - 7:00 p.m., the CWA Community Service Committee will coordinate and host **"Parents' Night Out"** at children's Hospital **Children's Harbor Family Center**) in downtown Birmingham. Parents' Night Out is a monthly event which provides a quality meal, entertainment and a short respite for parents of patients at the hospital. This free time/entertainment provides relief to parents who have children who are patients at the hospital with terminal illnesses. These parents often spend 24 hours a day / 7 days a week, not wanting their child to be left alone. The couple of hours that we donate to give to those parents are invaluable!

You are welcome to come out and share in this project!
See You There!!!

In Unity,
CWA Community Service Committee

From the Desk of the Secretary-Treasurer

2009 has been a trying year financially. Strike Mobilization was expensive because it took so long to get a contract. As Secretary-Treasurer, I have been working diligently with the officers and Executive board, to find ways to reduce expenditures. The Local remains in a sound financial position and we can not allow that to change.

Servicing our members is expensive and should continue to be our number one priority. We will continue to identify areas where we can save money while not reducing those services.

James Vines
Secretary-Treasury

Hypocrites!

An Associated Press story that appeared recently on Yahoo pointed out the hypocrisy surrounding the recent vote on the healthcare plan. As the story reported, all the current Republican Senators voted against the plan citing concerns that it will add to the deficit. Twenty four of those voted for the Medicare drug benefit passed by the Republican controlled Senate, House of Representatives and signed by the Republican President George W. Bush in 2003.

The thing is, the Medicare drug benefit passed by the Republicans will add half a trillion dollars to the deficit over 10 years. It contained no offsets or tax increases of any kind to offset the cost. The entire cost of that program is added directly and immediately to the deficit. On the other hand, the new health care plan is projected by the Congressional Budget Office to actually reduce the deficit.

On the down side, the Senate is trying to tax our health-care benefits (a concession to the Republicans and the Blue Dogs) to help cover the cost of the plan. The House bill taxes those making over \$500,000 dollars a year instead. We are working very hard to make sure the House approach is adopted in the final bill. We would ask you to write your Senators to help, but both have opposed the legislation. It seems they opposed anything for the people.

Steve Monk
Legislative Chair

WIRELESS REPORT

We have been and still are taking bargaining suggestions for the new contract. Our current contract will expire in March and we want our bargaining team to go in prepared with suggestions of what we would like to see in the new contract. Some of the suggestions we have received include:

1. More money. This most important because of the increase in our benefits, the huge difference in the pay scale from other at&t employees and the amount of revenue we generate for the company.
2. We would like to see some sort of commission guidelines in the contract so that it can't be regularly changed to benefit only the company.
3. Performance reliefs should be given for all approved time off and for all metrics required to meet.

4. Management should have a specific time frame to present an entry, waiting 30+ days after the accused infraction is just unacceptable.
5. Sick time should be an allotted time separately from current days with the ability to be used any time, if a person is actually sick a doctors note should be accepted, especially if its for a situation that will not fall under the FMLA guidelines.

There are just a few suggestions we have obtained, but the more we have the better, because it gives us more bargaining points to negotiate with. So please contact your local steward, you can also email your suggestions to jeneen@cwalocal3902.org. And above all if you haven't already done so, join your union. We have to show the company we are united more than ever. The company knows that there is strength in numbers and we have to show our muscle in our membership.

In Unity
Jeneen Patrick, VP

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

Johnny McCollum
James Ehlers
Claude L. Perry
Walter Long

205.945.1979

Greetings to all...

Information concerning the H1N1 virus. There may be a bit of information that you do not already know.

Prevent Swine Flu - Good Advice

Dr. Vinay Goyal is an MBBS,DRM,DNB (Intensivist and Thyroid specialist) having clinical experience of over 20 years. He has worked in institutions like Hinduja Hospital , Bombay Hospital , Saifee Hospital , Tata Memorial etc.. Presently, he is heading our Nuclear Medicine Department and Thyroid clinic at Riddhivinayak Cardiac and Critical Centre, Malad (W).

The following message given by him, I feel makes a lot of sense and is important for all to know

The only portals of entry are the nostrils and mouth/throat. In a global epidemic of this nature, it's almost impossible to avoid coming into contact with H1N1 in spite of all precautions. Contact with H1N1 is not so much of a problem as proliferation is.

While you are still healthy and not showing any symptoms of H1N1 infection, in order to prevent proliferation, aggravation of symptoms and development of secondary infections, some very simple steps, not fully highlighted in most official communications, can be practiced (instead of focusing on how to stock N95 or Tamiflu):

1. Frequent hand-washing (well highlighted in all official communications).
2. "Hands-off-the-face" approach. Resist all temptations to touch any part of face (unless you want to eat, bathe, etc.
3. *Gargle twice a day with warm salt water (use Listerine if you don't trust salt). *H1N1 takes 2-3 days after initial infection in the throat/nasal cavity to proliferate and show characteristic symptoms. Simple gargling prevents proliferation. In a way, gargling with salt water has the same effect on a healthy individual that Tamiflu has on an infected one. Don't underestimate this simple, inexpensive and powerful preventative method.
4. *Drink as much of warm liquids (tea, coffee, etc) as you can. *Drinking warm liquids has the same effect as gargling, but in the reverse direction. They wash off proliferating viruses from the throat into the stomach where they cannot survive, proliferate or do any harm.

**~ Be aware of your surroundings on and off the job ~
BLESSINGS UPON YOU ALL IN THE NEW YEAR**

(continued from page 1)

Dental - Same as today.

Vision - Same as today.

Health Reimbursement Accounts

New Tax-Free Health Reimbursement Accounts (HRA)

Active Employees will get:

0/0 Year 1 (also SSP - see below)
 \$300/\$600 Year 2 (also SSP - see below)
 0/0 Year 3 (also SSP - see below)

In Year 1 and 2, stock appreciation portion of SSP applies to HRA. In Year 3, both dividend portion and appreciation apply to HRA.

HRA Current Retirees prior to 12/31/2009

\$850/\$1700 Year 1
 \$150/\$300 Year 2
 0/0 Year 3

HRA Future Retirees who retire between 1/1/2010 - 11/30/2010

\$450/900 Year 2010
 \$150/330 Year 2011

*HRA Funding levels will be based on healthcare enrollment status as of the 1st of year:
 HRA dollars not used in a plan year are rolled over.

Success Sharing Plan (SSP)

*Two parts

- a) Dividend x 150
- b) Appreciation in stock price, year over year x 150

All SSP payments to HRAs.

Pensions

Pension band increase

- 2% - effective June 1, 2010
- 2% - effective June 1, 2011
- 2% - effective June 1, 2012

Preserved lump sum option for life of contract and retained non decreasing lump sum.

2012 - Start transition to PPA rate rather than GATT to calculate lump sum 25% transitions per year.

New Hires

Same medical.

New Hires BCB2 cash balance pension with lump sum option.

New Hires Future Retirees - ATT will pay 50% medical.

Employment Security - Maintained all provisions of Article 14

Leveraged Titles

1. Provide protections to assure existing Sales Associates are not forced to become "leveraged" as well as provide enhanced employment security for existing Sales Associates through combining of titles in a surplus.
2. Limited scope. If Management wants to expand "leverage" program to any other title they must bargain to agreement (no impasse).
3. Sales Associate can try Leverage title for up to 6 months with return rights at same location.
4. Leverage formula - 60% base wages guaranteed and 40% base wages leveraged.

National

Card Check Agreement

Recognition for Video Hub Technicians (National Internet Contract)

Negotiated Presidents Council (Replaces Operations Board)

National Transfer Plan - The Company has agreed to modify the external job posting system to provide, for employees who choose to participate, a National Transfer Plan.

Other Items

Retroactivity to 8/9/2009 for Wages and Arbitration rights.

Temps/Terms converted prior to ratification are current employees within 90 days of ratification.

Temps/Terms converted after ratification are classified new employees.

- Retained 1 Managed Care Specialists and 1 Claims Facilitator
- Retained 1 Partnership Representative
- Language that will allow 2 EWD days to be flexed
- Retained 2 flexible EWD in Customer Markets
- Added stepbrother and stepsister to immediate family
- No loss of pay to attend meetings in any at&t Company represented by CWA
- 1 additional optional E-SIPP
- BASC, CORP and BSLD were added to the Core Contract



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.

- Patricia Davis Sister
- Mary W. Jones - Ret's Member . . Father
and Sister-In-Law
- Beverly Sessions Grandmother
- Willa Forrest Retired Member
- Sheila Warren Father
- Judy Salamone Retired Member
- Phyllis Holmes Mother
- Tamichael Marbury Father
- Alonzo Greenhill Mother
- Frank Fraiser, Jr. Member
- Ovan Cook Grandmother
- Roberta Boatright Father
- Becky Mims Husband
- Evelyn Townsend Brother
- Robert Souder Grandmother
- Dawn Romainstine Mother
- Stephen Romainstine . . . Mother-In-Law



Have Blessed New Year and don't forget our retirees' next monthly meeting on January 26, 2010 at 11 AM, held at the Union Office, 210 Summit Pkwy in Homewood. Please bring your favorite covered dish. If you don't have one, come anyway, we love to share. Invite other retirees to join us for lunch and fellowship.

In Unity
Louise White



RETIREES

- Renita Stapleton
- Sharon Ikenata
- Lelia Page
- Cindy Gray
- Diane Riccio
- Vernice Hill Harris



Jonah Morsback

born November 24, 2009
at 7lbs. 12ozs.

Parents: Vic & Michelle Morsback
Siblings: Landy & Avi

Proud Grandmother Isabel Holloway
works in TeleConference at Forestdale

Aleta Monroe

born December 18, 2009
at 6 lbs. 12 ozs.

Parents: Dawn & Stephne Romanstine
Siblings: Katie, Dalton, Cris and Alexis



WHAT IS A UNION

The definition of Union from Webster's Dictionary includes "something formed by a combining or coalition of parts or members as a confederation of independent individuals for some common purpose."

This Union - CWA - was formed in 1947 to provide telephone workers with better wages, benefits and working conditions. In the 1960's, employees of telephone companies were paying for medical coverage. Over the years CWA has won fully paid medical benefits.

The Company did not gratuitously give you decent wages, benefits, vacations, job security and pensions. These things were achieved through bargaining over the years.

Studies have shown that only through a Union are employees able to redress important issues of workplace concerns. Formal grievance and arbitration procedures provide employees with a system of individual justice which has substituted more human rules for arbitrary treatment and unilateral decisions.

Unions further the democratic process not just in the workplace by representing the broadest interests of working people in the political process.

"SO IT IS YOU WHO DO IT.
THAT IS WHAT THIS UNION
IS ALL ABOUT.
THAT IS WHAT THIS
MOVEMENT OF PEOPLE
IS ALL ABOUT.
FOR THIS IS WHAT A UNION IS.
IT IS PART OF A STRUCTURE
THAT IS JUST A MOVEMENT
OF PEOPLE WORKING TO
IMPROVE THEMSELVES,
THEIR STANDARDS AND
THEIR LIFE A LITTLE MORE."

Joseph A. Beirne
1911-1974



"We missed you at the membership meeting!!!"



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

Regular Monthly Membership Meeting

January 26, 2010

Time: 7:00 P.M.

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

DEPARTMENTAL MEETINGS

AT&T / AVAYA

January 26, 2010 - 6:00 P.M.

BAPCO

January 26, 2010 - 6:00 P.M.

CINGULAR

January 26, 2010 - 6:00 P.M.

CONSUMER/FIN./SM. BUS./BBI

January 26, 2010 - 6:00 P.M.

INTERCONNECT/PUBLIC/OPR. SVC./ SECURITY

January 26, 2010 - 6:00 P.M.

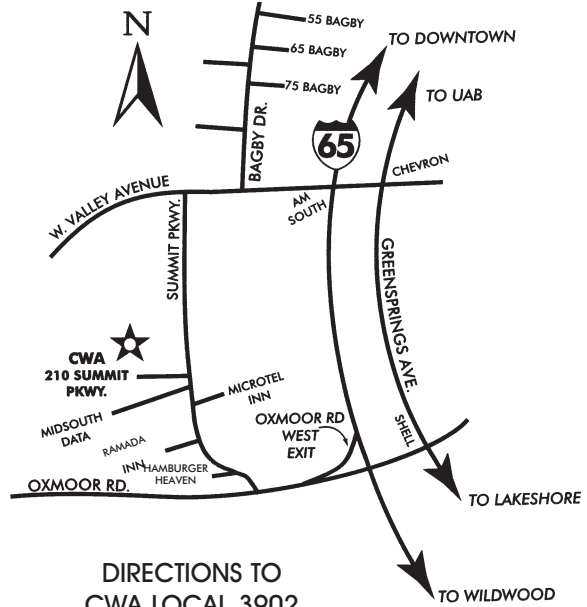
NETWORK/BCS/UTILITY

January 26, 2010 - 6:00 P.M.

RETIREES

January 26, 2010 - 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.



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

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

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