



THE VOICE

Communications Workers
of America
LOCAL 9412

November -December 2007 Issue 1 WWW.CWA9412.ORG 510-581-9412



Paid Family Leave

From www.paidfamilyleave.org

- Full or Part-Time Employees who pay into the SDI Program can receive Family Leave (PFL) benefits, to a maximum of six weeks of partial pay each year while taking time off from work to bond with a newborn baby, newly adopted or foster child, or to care for a seriously ill parent, child, spouse or registered domestic partner.
- Both SDI and PFL require a seven-day, non paid waiting period.
- Waiting period does not need to be taken seven days in a row. You do not need to take all the PFL at one time, there is no minimum hours, days or weeks and the maximum benefit time are six weeks within 12-month period.
- An employer may require you to take two weeks of unused vacations. One week of vacation leave will be used to satisfy the seven day waiting period.

One of the major issues facing America and the Union is contracting out our future by off-shoring our jobs, sending California calls out-of-state and out sourcing our work.

The Company says they want to provide good service but is it good service to have an untrained person out of the country or a contractor providing poor quality service for the customer?

Not only does the outsourcing of our work affect CWA members and our families; it also affects the community we live in. No jobs = No income = No community spending.

The far reaching affect is dismal and shame on at&t for creating this travesty!

Protecting our jobs is crucial and CWA is working on Legislation to protect our jobs!

Please let your voice be heard and participate in the Election E-poll at www.cwavotes.org

Have a great Holiday Season and a Happy Healthy New Year!

Cookie Cameron
President

Code of Conduct

I am sure by now you have heard the phrase "Code of Conduct Violation" being used by your managers. Well--Code of Conduct Violations are the newest "weapon" that at&t managers are using against CWA members to discipline and dismiss them. **There are no steps of discipline** with Code of Conduct Violations, so you can understand why this is the discipline of choice by managers.

With the economy as bad as it is and with business being slow, **the company wants to eliminate as many people as possible from the workforce.** Guess what? It is very cost effective to dismiss a person for a "Code of Conduct Violation", rather than pay them to leave! You might ask yourself-- Exactly what is a code of conduct violation? Well the answer seems to be **EVERYTHING IS!** Here are some examples:

Making personal phone calls; Being on the internet, not just going to inappropriate sites, but large downloads, chain letter, jokes, etc.; Making certain mistakes; Not being where you supposed to be during every minute of the day. Cell phone use or abuse as the company puts it.

You just about name it and you are violating some part of their code of conduct. The company has gone to a lot of expensive "schemes" to catch you. Here are a few! They have installed GPS, which tells the company exactly where your company vehicle is at all times, how fast you are going, if you went around a wrong corner or stopped for a minute to take a break. The company has corporate security video taping activities of people on FMLA and Disability.

They have installed **computer programs** that search everyone's input and if you enter certain words into your computer it will red flag your email address and send you to the companies "net cops", they will "spy" on your email for a period of time and if you did the wrong thing your manager could be ordered to suspend you or worse. If you forward or send them out you could be in a big trouble! They are using your **entry swipe cards** to check when you enter work.

Please remember not to sign anything but your paychecks!

I guess all I can say is please heed this warning--If you have watched the TV program Big Brother, and thought--Oh my gosh, I couldn't stand being watched all the time! Well guess what? Big Brother is here and you are the star of the show. Please don't be evicted from the at&t house. We really want you to be a "survivor"!

Jeannie Merritt
Secretary/Treasurer

My Fellow Members

As we prepare to gear up for another round of **contract negotiations with at&t**, I started to reflect on a very strong and emotional statement by a famous writer, so I thought I would share it with you:

“Definition of a Strikebreaker,”

By Jack London

“After God had finished the rattlesnake, the toad, the vampire, He had some awful substance left with which He made a **scab**.

A scab is a two-legged animal with corkscrew soul, a water-logged brain, a combination backbone made of jelly and glue. Where others have hearts

he carries a tumor of rotten principle.

When a scab comes down the street men turn their backs and angels weep in Heaven, and the **devil shuts the gates of Hell to keep him out.**

No man has a right to scab so long as there is a pool of water to drown his body in, or a rope long enough to hang his carcass with”.

Randy Hoerz

Executive Vice President

There is only a few months
until Contract Bargaining!
Cingular – 2/09
at&t – 4/09
Our unity and solidarity is the
only tool for success.
BE READY!!!

- Unions Raise Wages—Especially for Minorities and Women
- Union Pay Is Higher in Nearly All Occupational Groups
- Unions Workers Have Better Health Care and Pensions
- Workers’ Incomes Are Lower in States Where Workers Don’t Have Union Rights
- Unions Are Good for Business, Productivity, and the Economy
- Unions Help Bring Low-Wage Workers Out of Poverty
- Unions Help Bring Workers Into the Middle Class
- Unions brought us a 40 hour work week and weekends

<http://www.aflcio.org/joinaunion/why/uniondifference/>

FOR INFORMATION, NEWS, UNION
ACTIVITIES, SIGN UP TO BE INCLUDED ON
OUR MAILING LIST

WWW.CWA9412.ORG

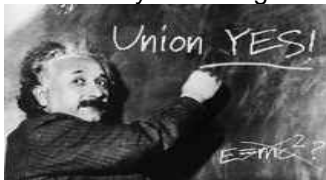
GET ACTIVE WITH THE
LABOR UNION’S CAMPAIGN

WRITE US WITH YOUR
SUGGESTIONS
NEWSLETTER@CWA9412.ORG

THIS IS YOUR UNION

**UNION MEMBER of the
CENTURY!**

Albert Einstein, *Time* magazine's "Person of the Century" was a **visionary scientist, philosopher, teacher -- and union member**. In fact, he was a founding member of the Princeton Federation of Teachers Local 552, signing its charter in 1938. Look, he was a pretty smart guy, right? Well? What are you waiting for!



Cookie Cameron, President
Randy Hoerz, Executive VP
Fran Gomes, Vice President
Jeannie Merritt, Secretary/Treasurer
Keith Gibbs, Executive Board
PK McQuade, Executive Board
Rachelle Perata, Executive Board
Randy Riffe, Executive Board
Joe Sison, Executive Board

My Fellow Members

In the months ahead there are going to be a lot of challenges.

There is approximately 17 months until the at&t core contract expires, and 15 months until the Cingular/at&t Mobility contract expires.

This promises to be one of the toughest contracts we'll ever have to bargain and we are going to need each and every one of you.

I know 17 months sounds like a long time away but it really isn't and I don't want anyone to be caught off guard. ***We all need to be prepared and do whatever it takes to be ready.***

Healthcare is going to be one of the major issues. The Company no doubt will want to ***shift some of those costs on to us.***

We can't let that happen and it won't as long as **We are all united and stand together.**

Best Wishes to you and your families for a Happy and Safe Holiday Season!

In Unity,
Fran Gomes
Vice-President

