

5 Reasons to Vote **NO** on the Legacy T Extension

*In early December the CWA T&T Office announced that an extension of our Legacy T contract had been reached. This wasn't just a one-year Covid extension like the CWA Mobility workers got last year – this is a 4-year agreement that locks in terms through 2026. This extension bypasses our elected Bargaining Committee and ignores the bargaining goals that all of the Locals approved. **For this, and the reasons below, the CWA 7250 Executive Board recommends that each of our members under this contract vote NO on the proposed extension – and we will be encouraging all other Locals under the contract to vote NO as well.***

1. WAGES

The contract extension includes only the same meager raises we have been getting in recent contracts (3%, 3%, 2.5% & 2.5%) at a time when the job market is forcing even non-union employers to give big raises to their employees. The John Deere union workers were able to get a new contract with 10%, 5%, and 5% raises in the first three years plus \$8,500 ratification bonus (compared to the \$500 offered by AT&T) – and AT&T is a much more profitable company with many billions more in profits annually. The 3% & 2.5% raises do not even keep pace with inflation (which was 6.8% in November 2021 alone).

2. BENEFITS

The extension supposedly “holds the line” for employee benefit costs. But the 29% portion that AT&T forces workers to pay means our costs will continue to rise as healthcare costs rise. AT&T makes billions more in profits than it did when we had much more reasonable benefit costs – its time to LOWER our benefit costs not maintain this unfair arrangement.

3. JOB SECURITY

The “watermark” of 2000 jobs is being held up as a big victory, but with our present headcount of 2300 – AT&T could still eliminate over 10% of the workers under the contract and still meet the watermark. We need better job security that protects all of our jobs.

4. WORK FROM HOME & OTHER OPEN ISSUES

This 4-year contract extension fails to create a permanent Work-from-Home option for call center workers and comm techs. Under the temporary Work-from-Home status, many of our members have been able save money on commuting, parking, meals, and childcare. We are more productive and have better attendance. AT&T should be giving us a permanent Work-from-Home option – PLUS – pay for internet and other associated costs.

There are other open issues that the company has failed to resolve from the 2018 contract – AT&T still owes many of our members Paid Parental Leave benefits that were denied to them after we ratified our last agreement. We still don't have replacements for many of the programs we had through The Alliance. Additionally, AT&T needs to bargain workplace changes, not just force its ticket vetting “trial” on our technicians.

5. BARGAINING COMMITTEE

Like every contract year, the CWA Locals elected a Bargaining Committee of union members and officers to negotiate the contract. We also agreed to some contract goals – including MUCH higher raises. This extension completely circumvents the elected Bargaining Committee and approved goals. If we do vote down the extension, as is our right, it does NOT mean we would go on strike yet, it would mean that the regular negotiations would begin on our contract with our Bargaining Committee fighting for a better, fairer contract.



Solidarity, CWA 7250 Executive Board