



Kieran Knutson <kieran.knutson@cwa7250.org>

CWA 7250 Union Update - May 2022

Kieran Knutson <kieran.knutson@cwa7250.org>
To: Union@cwa7250.org

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Happy International Workers' Day! Happy May Day!

See below for Notes and/or Links on . . .

Mayday - Another Extension in Orange Contract - CWA 7250 DTV & Mobility Workers Mobilize - Over 2K sign WFH

Petition - Grievance Battles & Victories -

Know Your Stewards! - Solidarity with Ukraine - Amazon Organizing Breakthrough - CWA 7250 Solidarity - Membership Meeting



1. **Happy May Day** . . . the 1st of May is celebrated around the world as International Workers Day, honoring the sacrifices of the working-class in our struggle against exploitation and oppression. But did you know that May Day was born right here in the Midwest? In 1886 a mass movement of workers and unions in Chicago was fighting for the 8-hour day. Before this struggle it was typical for workers in the U.S. to work 10 or 12 hour days - 6 or 7 days a week. The movement included many immigrant workers and many of the organizers were anarchists - who also opposed the entire capitalist system. After a large rally in Haymarket Square where a small bomb was thrown at police, the authorities moved to stamp out the movement. While it was never determined who threw the bomb, eight prominent organizers were arrested and convicted of conspiracy - some of whom were not even at the rally. Of the eight, four were hanged and another committed suicide while on death row. The last words of August Spies, an organizer and one of the "Haymarket Martyrs", would prove prophetic **"The time will come when our silence will be more powerful than the voices you strangle today"**.

To learn more about May Day and the Haymarket Martyrs see:

<https://www.peabodylibrary.org/freeforall?p=1555>

<https://libcom.org/article/short-history-may-day>



2. Another Extension in Orange Contract . . . On Friday, April 28th, CWA's AT&T Orange Bargaining Committee announced that due to "good progress at the bargaining table" they had signed another temporary extension that will expire on May 20, 2022. We know that many of our members are frustrated with the extensions and are anxious to give the company a punch in the nose by going on strike. Let's use that energy and determination to escalate our mobilization activities which will show the company we are ready and help prepare our union if we do have to go on strike.

CWA / ATTM Orange CBA - Bargaining Report #19

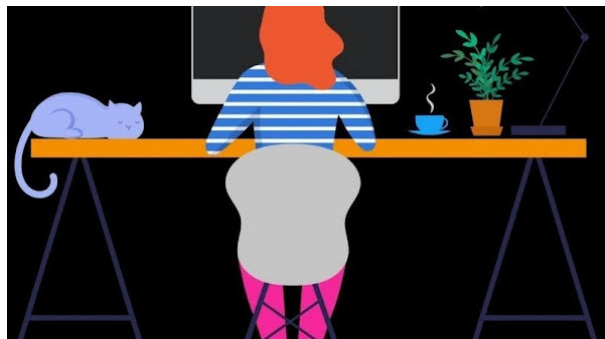
<https://cwa-union.org/news/cwa-attm-orange-cba-bargaining-report-19>

Frequently Asked Questions: AT&T Mobility Orange Bargaining

<https://cwa-union.org/news/frequently-asked-questions-att-mobility-orange-bargaining>

3. DirecTV and AT&T Mobility workers asked to step up mobilization activities . . . Every Monday afternoon CWA 7250 will be announcing specific mobilization activities that we ask all our members - especially DirecTV and AT&T Mobility Technicians and Retail Workers to join in on, for the week. **In order to win significant gains in a new contract we must convince AT&T (and convince the national union bargaining committees) that we are ready and willing to strike.** Collective mobilization activities help us do that. They give us practice talking and working together with our co-workers - and give a visible sign to the company of our unity and determination. We can't just b*tch and complain - we need to act.

Look for this week's mobilization activity announcement later today and every Monday afternoon in May.



4. Over 2,000 AT&T workers and their family members have now signed our WFH petition . . . The petition demands a permanent Work-from-Home option for AT&T Call Center workers, Teleconference Specialists, Communications Technicians, and other eligible work titles, compensation for our home electric and WiFi bills, and also a continuing option for those who want to work in the company office. Our Local partnered with CWA 7200 (who represent AT&T Teleconference workers and Mobility Call Center workers in Minnesota) to sponsor the petition. CWA 7250 Area Vice President for the Call Center Charli Haataja (working with Local 7200 Teleconference AVP Sundee Severson) sent the petition to AT&T management including Laura Inda and Ed Beek (over the Collections Call Center) and Rachel Roubion and Michel Czarnik (over the Teleconference Center) as well as AT&T Executive Vice-President of Customer Service & Operations, Paul Roenbaum (over both). The national leadership of the CWA were also copied and arrangements are being made to set up a meeting between the Local AVP's from 7250 and 7200 and the CWA T&T office to discuss our demands. Besides workers in Minnesota, many have signed from California, Texas, Indiana and other states. **A permanent Work-from-Home option is a mass demand of the AT&T workforce - one that the company and union must both recognize and respect.**

If you haven't read or signed the petition - please do so:

<https://www.change.org/p/make-work-from-home-a-permanent-option-for-at-t-employees>



5. **As always we have several active grievances against the company . . .** CWA 7250 has active grievances over AT&T's policy of "**vacation snatching**" - whereby the HR/Attendance department at the AT&T Tower has begun using our members vacation days (without their knowledge of permission) to "cover" sick days where a member has been denied FMLA coverage (like in the case of some paperwork being incomplete). We've raised hell over this and have two open grievances for three members - and so far have been able to get the vacation days returned, but sometimes this has taken weeks. This delay could easily harm some member's right to access bargained-for vacation days that the company has no right to use (even temporarily) to cover an illness, without the member's permission. So we will continue to fight this unjust violation of our contract - and will need your help.

We have also sent grievances on to the CWA District 7 office over suspensions in the Retail stores and Call Center due to AT&T's **vaccination reporting mandate** and to CWA T&T office over the mandate policy in general, and **AT&T's failure to fully fund and operate the Alliance education program**. While our union strongly encourages our members to be vaccinated - it is almost always the smart and safe thing to do for ourselves and our families - we do not support the company's mandate which is an invasion of privacy and includes medical and/or religious reporting that represents a slippery slope to more corporate control of our lives at and away from work. Education and voluntary incentives could have produced a similarly high vaccination rate without the violations of our rights and privacy. Grievances are sent to the District level when the company at the local level is not willing to repair the harm that caused the grievance.

We will be opening grievances this week against a recent unjust discipline in a retail store and an unjust termination in the AT&T Call Center.

6. **Know Your Stewards!** . . . Union stewards are the front line of the union - the eyes and ears of the union - and a role that helps develop the knowledge, skills, and confidence of union members. CWA 7250 now has 30 union stewards in the Local, along with 4 Chief-stewards/Area-Vice Presidents and three Executive Officers who are also stewards. Our steward force is organized by work groups (AT&T Call Center, Technicians, Retail Stores/Virtual Call Center, and DirecTV Call Center). Each steward group has an hour long monthly meeting, and Please get to know the steward in your work area - or closest to you. They should be a valuable resource and point of contact to the union. We still want to add more stewards - especially in the retail stores, so if you're interested in finding out more, please get in touch.

List of Stewards:

DirecTV Call Center:

Nick Boerboom

Zach Shaur

Ann Jensen - Chief Steward/AVP

AT&T Technicians:

Alaric Hatton - Legacy T (MN)

Gabriel Perez - Legacy T (SD)

Piero Sutti - Legacy T (NE)

Ray Welch - Mobility (MN)

Cory Wilson - Mobility (MN)

Tom "Woody" Woodard - Legacy T (NE)

Dave Bennett - Mobility (MN) - Local E-Board Member-at-Large

Sean McCawley - Legacy T (MN) - Chief Steward/AVP

AT&T Mobility Retail/Virtual Call-Center:

Zac Alwin - Maplewood

Anna Deblieck - Arbor Lakes/Osseo

Traci Doll - St. Cloud

Kelly Gormley - Chaska
 T. Gouge - West Lake/Minneapolis
 Jesse Libin-Straub - VCC (previously Mankato)
 Stephany Sletten - Woodbury
 John Tredinnick - Woodbury
 Thurston Wells - VCC (previously Rochester)
Larry Thompson - St. Paul/Highland - Chief Steward/AVP

AT&T Call Center:

Angela Bates
 Hector Capote
 Shomari Conley
 Mark Hokanson
 R.J. Maznio
 Maggie Mulloy
 Yolanda Olmo
 Vince Opheim
 Michelle Richardson
 Kyle Schmidt
 Joyce Sims
 Shari Wojtowicz
Charli Haataja - Chief Steward/AVP
Kasie Garcia - Local Exec. Vice Pres
Kieran Knutson - Local President
Chad Perkins - Local Sec./Treas



7. "Solidarity with the Resistance of the Ukrainian People! Russian Troops Out Now!" . . . At the April meeting of the CWA 7250 Executive Board a resolution was passed without opposition condemning Putin's brutal invasion of Ukraine and calling for support for the heroic resistance. If you are interested in helping organize solidarity with Ukrainian resistance, get in touch!

See the full resolution here:

<https://www.cwa7250.org/index.php/2-uncategorised/185-cwa-7250-e-board-solidarity-with-ukrainian-resistance-russian-troops-out-now>



8. A massive Amazon warehouse in NYC has gone union . . . A major victory for the workers everywhere was achieved last month when Amazon employees in Staten Island, New York voted 2,654 to 2,131 to join the **scrappy, independent Amazon Labor Union**. This is the first union victory at Amazon in the United States and follows a disappointing defeat for the Retail, Wholesale, and Department Store Union at an Amazon facility in Alabama last year. But now momentum seems to have swung in favor of organizing - The ALU is reporting that they've been contacted by workers from 100 different Amazon facilities across the country. Workers at the Shakopee MN Amazon facility staged a walk-out protest on May 1st. "We want to thank Jeff Bezos for going to space, because while he was up there we were

organizing a union,” said ALU President Chris Smalls after official results were announced. **Check-out more on the union organizing at Amazon:**

Amazon Labor Union website

<https://www.amazonlaborunion.org/>

Amazon Workers on Staten Island Clinch a Historic Victory

<https://labornotes.org/2022/04/amazon-workers-staten-island-clinch-historic-victory>

9. CWA 7250 is a Solidarity Union . . . When we say we are a "Solidarity Union", this means that we believe in solidarity, we fight next to those who stand up. Over the last few months our members have joined the picket lines during the historic Minneapolis Teachers Strike, as well as with our CWA siblings at New Flyer in St. Cloud MN - and of course our own members at DirecTV and AT&T!





10. Membership Meeting May 18th . . . The highest power in CWA 7250 is not the President or Executive Board, it is the MEMBERS! The bi-monthly Membership Meeting of CWA 7250 is how members exercise that power. Please attend the next CWA 7250 Membership Meeting on **Wednesday, May 18th at 7:00pm via Zoom**. Any member may add agenda items and make motions at the meeting. There will be a prize drawing at the end of the meeting. **Your Dues - Your Decisions - Your Union!**

<https://www.cwa7250.org/index.php/calendar/icalrepeat.detail/2022/05/18/571/-/general-membership-meeting>

What do you think of this newsletter format? Have other ideas, questions, or concerns? Get in touch with union officers email: union@cwa7250.org

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