



VIA E-MAIL

ATT – 050

October 16, 2018

To: Local Presidents Representing AT&T Legacy T Members

Re: Bargaining Update – AT&T LEGACY T

Brothers and Sisters:

I wanted to give you an update on Bargaining, share a little about where we have been and where we are at this point. But first I'd like to thank each and every one of you for your continued support of the elected committee and myself. Special thanks to the Mobilizers who have not let up and continue to do a great job.

As you may know, when we enter into Bargaining these days it is uncharted waters, we really can't compare this round to the past rounds. We are dealing with a Company that has the resources to reach an agreement; they just choose not to meet us on our reasonable demands. What we can say in no uncertain terms is that you all have done a great job mobilizing! Each activity gets the attention of the Company, from the smallest actions right on up to the large ones, like the road trip.

Our sincere thanks go out to those who have been planning, participating and executing the many Mobilization activities all across the country.

I understand the frustration you may have since you have been working without a contract for several months (I've been in your shoes). However, we are not willing to bargain against ourselves or race to the bottom by bringing out an agreement that doesn't meet the needs of our members and potentially devastates the bargaining unit in the future.

This round of negotiations is all about **JOBS**. Without strong language on jobs and job security, the rest of the language is diluted and of little to no value. You can have the best contract in the world but if there are no jobs left, what good is it?

Additionally we need to maintain the value of our Health and Pension benefits. We are not willing to concede to the Company and accept what they are offering. We need to continue to fight back the regressive proposals the Company has passed across the table and continue to apply pressure in the workplace, socially, legislatively and in our communities.

We all share the same desire of getting to an agreement that will ratify. We have explained over and over again that absent Job Security, Employment Security and a strong benefit package our Members will not ratify an agreement.

In closing, I ask that you continue to mobilize, stay active and understand that, just because things are not going as fast as we would like them to, it doesn't mean we are going backwards or being defeated. We are **CWA STRONG** and committed to reaching a fair contract every member will benefit from.

In Unity,

A handwritten signature in black ink that reads "Lisa M. Bolton". The signature is written in a cursive, flowing style.

Lisa M. Bolton, Vice President
CWA Telecommunications & Technologies

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