



February 25, 2016

Brothers and Sisters:

We are well into our 8th month of negotiations since we began in June with the purpose of getting a contract that benefits us all. I would like to report that we are close to an agreement but that is not the case.

Despite earning record profits the Company's agenda has demonstrated a lack of interest in sharing those profits with us. Their proposals demand that employees pay significantly more for healthcare but receive less coverage. The Company insists on proposals sending more of our work to contractors and proposals to push more of our bargaining unit members out the door. They propose to consolidate rural call centers forcing members to travel excessive miles to new work locations and then try to distract us with 2% wage increases while attempting to erode our benefits.

In contrast, your Mid-Atlantic bargaining committee has presented proposals demanding work be assigned to bargaining unit members rather than contractors; reasonable increases in wages and pensions; retention of protections for retiree healthcare; maintaining reasonable costs for active healthcare plans and revising language to prevent excessive abuse of overtime.

The contrast between the goals our proposals aim to achieve and those of the company are obvious. This is not a company that is looking out for you or your interests. This company's concern is about pleasing Wall Street and lining their own pockets with the money they want to steal from us.

CWA members have been at their best and fought their hardest when their livelihood has been threatened. Make no mistake brothers and sisters that threat is real today. This is no time to engage in the luxury of sitting back and hoping the eight members of your bargaining committee can reach a fair contract! All of us, whether you are an active or retired member, have a stake in this contract.

As union members, we share a common responsibility to secure a future for ourselves. If we want to move in the direction of a future that includes jobs in the states we reside; the ability to care for ourselves and our families with affordable healthcare plans; wage increases that help offset rising costs and a means to save for a life in retirement, then we must firmly be engaged. We must be fearless in the workplace and effective in our mobilizations. We need to engage every member and retiree into this fight.

I have full confidence that if all of us do our part, we can and will reach a fair agreement.

In Unity,

Edward F. Mooney
International Vice President
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