

## **Regional Bargaining Report #3**

**Wednesday, June 24, 2015**

The CWA Mid-Atlantic Regional Bargaining team met with the company twice today in Philadelphia. The morning meeting consisted of presentations from the company on healthcare costs. The Bargaining team will review the information provided and identify issues where additional information or clarification may be required.

In the late afternoon, the Bargaining team again met with the company and presented initial proposals designed to recognize the hardships our members and retirees face dealing with medical issues. Included were proposals on improving retiree coverage and restoring active and retiree medical to the pre-2012 plan design and contribution level. We also submitted proposals to enhance training opportunities within the workplace, educational assistance and to provide assistance for members dealing with work/life issues. We continue to evaluate the company's comprehensive proposal and will prepare an appropriate response.

The Union told the company we desire to reach a contract in a reasonable time frame and find common ground. The Company also expressed a similar desire but were less than respectful commenting "the Union is from a different era" after we had presented some of our initial proposals.

We are early in this process and your bargaining team is working hard to ensure that we fight for the issues you submitted in the bargaining surveys. We will work to make sure that any agreement includes protections our members need against a company who disrespects us on the job, in the media and at the bargaining table.

Tomorrow is Thursday. Tomorrow, this company should see a sea of red at every workplace from every employee united in sending a message that it is truly "Our Turn". That message should carry back to the executives of this company that have no problem in paying themselves a 16% raise yet claiming poverty and blaming a changing environment when we ask for our fair share of the profits.

If you didn't care before, or if you didn't pay attention to what this company is doing to you and every other member every day on the job, or if you didn't hear the Company's message about the direction they want to take this company and the part you would play in its future, NOW is the time to start giving a damn. The Company will lay off 42 Service Technicians in Pennsylvania this Friday rather than negotiate with the Union an alternative to layoffs. They don't want any of us. It will take EVERY SINGLE employee to stand up, mobilize and demand respect to continue our future at this company.