

**Open Letter to Our Members in District 4
From Your
CWA Elected Bargaining Team**

**March 28, 2009
Saturday**

Your District 4 Bargaining Committee would like to thank you for your support including the strong YES vote authorizing a strike. With less than seven days till contract expiration, we thought it imperative for you to know what is taking place at the bargaining table.

From the beginning of this process AT&T's position has been to seek "**Fundamental Change.**" Here are some examples of what the Company has proposed as "fundamental change".

- Unrealistic massive cost shifting to our members on healthcare
- Elimination of Lump Sum pension option
- No base wage increases for 2 years for ANY member
- Elimination of Sunday Premium
- Eliminate double time after 49 hours
- Unlimited Mandatory Forced Overtime – in ALL States
- Elimination of Guaranteed Personal Time Off
- Gutting our Job Security Agreements
- Destroying our current Monitoring protections
- New Service Representative title at a 40% reduction in base wages
- Refusal to bargain for current retirees
- No movement on DataCom workforce issues
- Negative proposals regarding ALL Uverse members

Is this the kind of "Fundamental Change" that YOU expect from a Company that made **\$12.9 BILLION Dollars** in profits for the year 2008?

Let's ask CEO Stephenson and other AT&T Executives about their 33 million dollars in salaries, the dividend increase that put more money in their pockets and other perks including the money paid to them by AT&T for their houses in San Antonio.

TURN UP THE HEAT OR IT'S FEET ON THE STREET – THE CHOICE IS YOURS

Jay Egan

Jack Huber

Greg Streby

Liz VanDerWoude

George Walls

Pam Wynn