



CWA LOCAL 9415 2016 STRIKE PACKET



NAME:

LOCATION:

PICKET SHIFTS:



TO: CWA LOCAL 9415 MEMBER
FROM: CWA LOCAL 9415
SUBJECT: AT&T CONTRACT EXPIRATION
DATE: MARCH 31, 2016

The CWA AT&T Contract expires on April 9, 2016. We hope that negotiations prove fruitful and our Bargaining Team reaches a fair and just settlement by the deadline. However, being prepared is crucial should the company force us out on strike.

CWA Local 9415 has been busy preparing for any possibilities that may result from the 2016 negotiations. We are prepared to assist everyone who supports our efforts to achieve a fair and just contract. This does not mean that we expect to go on strike - rather, it means we stand prepared to assist the efforts for workplace justice. The main things to take away from this is that you will need to prepare economically to weather a strike as individuals and for your families, and you will need to consider what you can offer in terms of support to coordinate and maintain a strike and an effective picket presence. There will be lots of opportunities to help, both on the front lines and behind the scenes. In the meantime, be sure to contact the local with any questions. Let management know that you are willing to do whatever it takes to get a good contract. Local 9415 is prepared to help you follow through on that promise.

Check our website www.cwa9415.org or visit the CWA Local 9415 Facebook page. You can also call the bargaining hotline at (510)893-4326 to get updates and information regarding mobilization activities.

HOW TO STAY CONNECTED



BARGAINING HOTLINE:
(510) 893-4326

WEBSITE:
www.cwa9415.org

FACEBOOK:
CWA LOCAL 9415

UNION HALL:
(510) 834-9415

IN THE EVENT OF A WORK STOPPAGE

1. Unless you know that a work stoppage is in progress, report to your regular work location at the time your normal work shift would begin. If there is a picket line, you must not cross that line to work. You will not be expected to report to work until the strike is terminated.

2. As CWA members you have signed a card agreeing to abide by the rules of the Union. CWA Constitution and Local By-Laws prohibit crossing a sanctioned picket line, and require you to stand your assigned picket duty. Access to member relief funds is contingent upon performance of assigned picket duty.

3. Your picket assignment is enclosed. If you do not receive your assignment, contact the Union office at (510)834-9415.

➔ If you are unable to perform your picket duty for any reason, **YOU ARE RESPONSIBLE** for notifying Strike Headquarters in advance, to protect your membership and eligibility for strike assistance.

➔ It is the responsibility of each member to know his or her picket assignment and to report to picket captains on arrival and leaving, to assure proper records for member relief benefits.

4. You must not abandon a posted picket location until end of assignment. (Wear comfortable shoes and clothing, hats, jackets, etc...).

5. Leaves of absence and disabilities might not be honored by the company for their scheduled duration. Employees returning during a work stoppage will be automatically listed as "ON STRIKE".

6. Any member willing to perform extra duty in the Union office should contact the Strike Headquarters. This will be strictly voluntary.

7. Any further questions should be submitted to the Union office Strike Headquarters.

8. The Local Hotline number is (510) 893-4326. Recorders will be updated as information is available to us.



PICKETING DOS & DONT'S












1. IT IS YOUR CONSTITUTIONAL RIGHT TO PICKET YOUR EMPLOYER AND PASS OUT HANDBILLS DURING A STRIKE. YOUR PICKETING IS A FORM OF FREE SPEECH PROTECTED BY THE FIRST AMENDMENT.

2. YOUR RIGHTS TO STRIKE, TO PICKET, TO HANDBILL, AND TO ENGAGE IN OTHER FORMS OF CONCERTED ACTIVITIES AS WORKERS ARE ALSO GUARANTEED BY SECTION 7 OF THE NATIONAL LABOR RELATIONS ACT.

3. WHEN YOU ARE PICKETING:

- 👍 ASK WORKERS WHO HAVE NOT YET HONORED THE PICKET LINES TO DO SO, EVEN IF THEY ARE NOT MEMBERS OF THE UNION. SECTION 7 PROTECTS THEM FROM EMPLOYER DISCIPLINE WHEN THEY REFUSE TO CROSS A PICKET LINE.**
- 👍 ASK THE PUBLIC TO NOT PATRONIZE THE EMPLOYER, AND ASK PERSONS MAKING DELIVERIES TO THE EMPLOYER TO HONOR YOUR PICKET LINE. THIS DOES NOT APPLY IF PICKETING IS ONLY "INFORMATIONAL."**
- 👍 COMMUNICATE WITH CUSTOMERS IN A COURTEOUS MANNER AND THANK THEM FOR THEIR SUPPORT. TELL THEM WHY YOU ARE STRIKING.**
- 👍 COOPERATE WITH POLICE OFFICERS AND OBEY THEIR INSTRUCTIONS. IF THERE IS A PROBLEM, OBTAIN THE OFFICER'S NAME, DEPARTMENT AFFILIATION, AND BADGE NUMBER AND REPORT INFORMATION ABOUT POLICE ACTIONS TO PICKET CAPTAIN AND/OR YOUR CWA LOCAL.**
- 👍 PICKET ONLY WHERE ASSIGNED BY YOUR CWA LOCAL AND PICKET CAPTAIN.**
- 👍 MAINTAIN PEACEFUL AND ORDERLY PICKETING.**
- 👍 KEEP MOVING AND MAINTAIN ADEQUATE SPACE BETWEEN PICKETS TO ALLOW FOR ACCESS THROUGH COMPANY ENTRANCES AND GATES.**
- 👎 DO NOT USE FOUL OR ABUSIVE LANGUAGE TO CUSTOMERS OF**

OTHERS IN VICINITY OF PICKET LINES.

-  **YOU HAVE THE RIGHT TO CALL STRIKE BREAKERS "SCABS." YOU MAY ADD DESCRIPTIVE ADJECTIVES SUCH AS "LOUSY SCAB." YOU MUST NOT USE ANY DEROGATORY LANGUAGE REGARDING A PERSONS RACE, ETHNIC ORIGIN, RELIGION, GENDER, AGE OR SEXUAL PREFERENCE.**
-  **DO NOT THREATEN CUSTOMERS OR OTHERS.**
-  **DO NOT PHYSICALLY TOUCH ANY PERSONS APPROACHING OR CROSSING PICKET LINES.**
-  **DO NOT MAKE ANY STATEMENTS TO POLICE, REPORTERS, TV/RADIO, MANAGERS OR SECURITY AGENTS. REFER ALL QUESTIONS TO THE PICKET CAPTAIN OR LOCAL UNION OFFICERS.**
-  **DO NOT LITTER. KEEP THE AREA CLEAN.**
-  **DO NOT DRINK ALCOHOLIC BEVERAGES OR BRING ANY NONPRESCRIPTION DRUGS WITH YOU TO PICKET DUTY.**
-  **PICKET ONLY THE EMPLOYER BEING STRUCK AND THE WORKERS PERFORMING THE WORK OF THE EMPLOYER BEING STRUCK. DO NOT PICKET GATES "RESERVED" FOR EMPLOYEES OF SO-CALLED "NEUTRAL" EMPLOYERS. ASK PICKET CAPTAIN IF YOU HAVE QUESTIONS ABOUT RESERVE GATES.**
-  **THANK EVERYONE FOR THEIR SUPPORT.**
-  **REPORT ANY INCIDENTS INVOLVING THREATENING OR DANGEROUS BEHAVIOR BY STRIKE-BREAKERS TO PICKET CAPTAIN AND/OR LOCAL UNION. MAKE NOTE AS TO WHAT HAPPENED (DATE, TIME, PLACE, DESCRIPTION OF INDIVIDUALS, WITNESS NAMES).**
-  **DO NOT INTERFERE WITH TRAFFIC BEYOND WHAT PEDESTRIANS NORMALLY ARE ENTITLED TO DO.**
-  **DO NOT ARGUE WITH OTHER PICKETS. IF YOU HAVE A PROBLEM, TALK TO THE PICKET CAPTAIN.**

4. IF YOU HAVE ANY QUESTIONS REGARDING WHERE YOU CAN PICKET OR HOW YOU CAN CONDUCT STRIKE ACTIVITIES, CONTACT YOUR PICKET CAPTAIN OR THE LOCAL UNION OFFICE AT (510) 834-9415. CWA STAFF AND LEGAL ADVISORS WILL BE AVAILABLE DURING ANY STRIKE TO ANSWER QUESTIONS AND ASSIST IN THE MAINTENANCE OF EFFECTIVE PICKET LINES.

RESOURCES

Alameda County

Spectrum Community Services, Inc.
Utility Assistance
P.O. Box 4317
Hayward CA 94540
(510) 881-0300
www.spectrumcs.org

Catholic Charities
Oakland Service Center
433 Jefferson Street
Oakland CA 94607
(510) 768-3100

Alameda County Food Bank
7900 Edgewater Drive
Oakland CA 94621
(510) 635-3663

Ascot Staffing
1939 Harrison St # 150
Oakland CA
(510) 839-9520

AppleOne Employment Services
1970 Broadway #110
Oakland CA
(510) 835-0210

Certified Employment Group
2000 Powell St
Emeryville CA
(510) 420-3747

OfficeTeam
1999 Harrison St., Ste 1000
Oakland CA 9461
(510) 839-0539

Staffing Solutions Group
1900 W Winton Ave
Hayward CA 94545
(510) 264-1051

West Valley Staffing Group
48641 Milmont Dr
Fremont CA 94538
(510) 651-4000

Kelly Services
5990 Stoneridge Dr., Suite 106
Pleasanton CA 94588
(925) 460-6113

Office Team
4309 Hacienda Dr., Ste 360
Pleasanton CA 94588
(925) 847-9670

Contra Costa County

Contra Costa County Employment &
Human Services Department,
Community Services Bureau
1470 Civic Court, Suite 200
Martinez CA 94520
Utility Payment Assistance
(925) 681-6380

Catholic Charities
Concord Service Center
3540 Chestnut Avenue
Concord CA 94519
(925) 825-3099

Food Bank of Contra Costa County
4010 Nelson Avenue
Concord CA 94520
(925) 676-7543

Community Produce Program provides
15-20 pounds of FREE fresh produce to
low-income families and individuals
twice a month. Please bring two bags
with handles.
Choose ONE location:

- Holy Rosary, 1313 A Street, Antioch, 1st and 3rd Friday, 1:00-2:00pm
- American Legion Hall, 403 W. 6th Street, Antioch, 1st and 3rd Friday, 3:00-4:00pm
- Kids' Club, 800 Gary Avenue, Antioch, 1st and 3rd Friday, 5:00-6:00pm
- Salvation Army-Antioch, 620 E. Tregallas Road, Antioch, 2nd and 4th Wednesday, 12:00-1:00pm
- Jubilee Christian Center, 11 Texas Street, Antioch, 2nd and 4th Wednesday, 2:00-3:00pm
- Mission Elementary, 1711 Mission Drive, Antioch, 2nd and 4th Wednesday, 4:00-5:00pm
- Antioch High School, 700 W. 18th Street, Antioch, 2nd and 4th Saturday, 10:00-11:00am
- Carmen Dragon Elementary, 4721 Vista Grande Drive, Antioch, 2nd and 4th Saturday, 12:00-1:00pm
- Marsh Elementary, 2304 G Street, Antioch, 2nd and 4th Saturday, 2:00-3:00pm

System 1 Staffing
1390 Willow Pass Rd # 1010
Concord CA
(925) 246-0311

Adecco Staffing
1800 Sutter St Ste 370
Concord CA
(925) 825-8141
Ascot Staffing
2430 Camino Ramon, #350
San Ramon CA 94583

Ranstadt
12667 Alcosta Blvd., #150
San Ramon, CA 94583

Labor Ready
405 San Pablo Towne Center
San Pablo CA
(510) 237-9470

Nelson Staffing
3478 Buskirk Ave., # 330
Pleasant Hill CA 94523

Office Team
3000 Oak Rd Ste 625
Walnut Creek CA 94597

Eastbay Works 1 Stop Career
2300 El Portal Dr
San Pablo CA
(510) 412-6740

Solano County

North Coast Energy Services
Utility Payment Assistance
1000 Texas St. #H
Fairfield CA 94533
(707) 422-3200

Food Bank of Solano
(707)421-9777

Bolt Staffing
3427 Broadway St
American Canyon CA 94503
(707) 552-7800

Access Staffing
1300 Oliver Rd
Fairfield CA 94534
(707) 427-0205

Manpower Staffing
1261 Travis Blvd, Ste 110
Fairfield CA 94533
(707) 428-1823

Office Team
5030 Business Center Dr Ste 250
Fairfield CA 94534
(707) 422-0726

UNDERSTANDING YOUR PICKET ASSIGNMENT

Your picket assignments will include your work location code. If you are scheduled to picket at a location other than where you work, it will be included under Shift 1/Shift 2 in parentheses. If you don't know your work location code, please review this chart for codes and addresses.

If you need further explanation, please don't hesitate to call the Union Office.

CODE	ADDRESS	CITY	STATE	ZIP
ALBYCA11	1612 SOLANO AVE	ALBANY	CA	94707-2109
ALMDCA11	2100 CENTRAL AVE	ALAMEDA	CA	94501-2831
BKLYCA01	2116 BANCROFT WAY	BERKELEY	CA	94704-1422
BKLYCA50	1206 5TH ST	BERKELEY	CA	94710-1306
OKLDCA03	1587 FRANKLIN ST	OAKLAND	CA	94612-2803
OKLDCA04	2112 FRUITVALE AVE	OAKLAND	CA	94601-2530
OKLDCA11	479 45TH ST	OAKLAND	CA	94609-2135
OKLDCA12	8925 HOLLY ST	OAKLAND	CA	94621-1111
OKLDCA13	2810 MOUNTAIN BLVD	OAKLAND	CA	94602-2609
OKLDCA50	545 W GRAND AVE	OAKLAND	CA	94612-1617
OKLDCA64	1189 58TH AVE	OAKLAND	CA	94621-3901
OKLDCA65	2150 WEBSTER ST	OAKLAND	CA	94612-3030
OKLDCA72	2150 WEBSTER ST	OAKLAND	CA	94612-3030
OKLECASF	865 77TH AVE	OAKLAND	CA	94621-2539
SNLNCA51	530 E 14TH ST	SAN LEANDRO	CA	94577-2843
SNLNCA52	1661 DOOLITTLE DR	SAN LEANDRO	CA	94577-2229
SNLNCA78	1661 DOOLITTLE DR	SAN LEANDRO	CA	94577-2229
SNLNCA82	1910 FAIRWAY DR	SAN LEANDRO	CA	94577-5631