



**CWA LOCAL 9415
MONDAY - FRIDAY
9:00 A.M. to 5:00 P.M.
1831 PARK BOULEVARD
OAKLAND CA 94606
Ph: (510) 834-9415
Fax: (510) 893-8275**

**VISIT THE CWA DISTRICT 9 WEBSITE
FOR BARGAINING UPDATES
<http://district9.cwa-union.org/>**

PICKET ASSIGNMENT

With your participation and support in the mobilization process, your CWA Bargaining Committee will work diligently with AT&T in an effort to bargain a fair and equitable contract. Your CWA Local 9415 Leadership is working to ensure that you have the support required in the event of a strike.

All employees in our jurisdiction covered by the contract, regardless of whether you are a member or not have been assigned picket duty should a strike become necessary. Please be aware that you must perform the minimum requirement of strike duties/picket assignments as established by the Local to be eligible for strike relief. The minimum requirement set by the Local 9415 Executive Board is sixteen (16) hours per week. Your picket assignment schedule will be provided.

You will be picketing at your work location, unless we need coverage at another location in order to ensure adequate picketing. Should you require a different assignment other than picketing, please contact the Local office. Every reasonable effort will be made to accommodate and assist you.

**AT&T BARGAINING
FIGHTING FOR THE
AMERICAN DREAM**



THE DOs AND DON'Ts OF PICKETING INSTRUCTIONS TO CWA PICKETS AND HANDBILLERS

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:

A. 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.

B. 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."

C. COMMUNICATE WITH CUSTOMERS IN A COURTEOUS MANNER AND THANK THEM FOR THEIR SUPPORT. TELL THEM WHY YOU ARE STRIKING.

D. 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.

E. PICKET ONLY WHERE ASSIGNED BY YOUR CWA LOCAL AND PICKET CAPTAIN.

F. MAINTAIN PEACEFUL AND ORDERLY PICKETING.

G. KEEP MOVING AND MAINTAIN ADEQUATE SPACE BETWEEN PICKETS TO ALLOW FOR ACCESS THROUGH COMPANY ENTRANCES AND GATES.

H. DO NOT USE FOUL OR ABUSIVE LANGUAGE TO CUSTOMERS OF

OTHERS IN VICINITY OF PICKET LINES.

I. 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.

J. DO NOT THREATEN CUSTOMERS OR OTHERS.

K. DO NOT PHYSICALLY TOUCH ANY PERSONS APPROACHING OR CROSSING PICKET LINES.

L. 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.

M. DO NOT LITTER. KEEP THE AREA CLEAN.

N. DO NOT DRINK ALCOHOLIC BEVERAGES OR BRING ANY NON-PRESCRIPTION DRUGS WITH YOU TO PICKET DUTY.

O. 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.

P. THANK EVERYONE FOR THEIR SUPPORT.

Q. 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).

R. DO NOT INTERFERE WITH TRAFFIC BEYOND WHAT PEDESTRIANS NORMALLY ARE ENTITLED TO DO.

S. 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.



TO ALL MEMBERS:

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. 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.

FEQUENTLY ASKED QUESTIONS & ANWERS

Will a yes vote automatically mean we will strike? A strong strike vote lets AT&T know the members are ready to do what it takes to get a good contract. It will give the bargaining committee the clear support they need at the bargaining table as AT&T is dead set against our demands and push their demands and agenda. A weak strike vote is a message to AT&T that we are willing to take what ever it gives us.

The CWA Constitution requires that before the President of CWA calls a strike, the members of the unit (AT&T) must first give authorization for the CWA Executive Board to actually call for a strike if one becomes necessary.

What are the outstanding issues? Currently, AT&T/SBC has given new meaning to **retrogressive** bargaining. From appearance guidelines that are straight from a 1960's management manual, contracting out our work, shifting costs to employees so we make less while working more, and changing long standing working conditions that took years to achieve. As bargaining is fluid please check the latest bargaining bulletins.

Where can I get the most accurate and current information about what's going on at the bargaining table? All official negotiation and mobilization information will be delivered on the District 9 website (www.district9.cwa-union.org), CWA Facebook at AT&T CWA District 9 Unity, and local websites & email lists. These reports will come out on a regular basis, with the frequency dictated by the pace of bargaining.

To ensure you get the latest news. Text D9ATT to 69866 to join our rapid response text messaging network for AT&T Bargaining. Note: Regular Messaging and Data Rates may apply.

**CWA MEMBERS' RELIEF FUND
STRIKER CERTIFICATION FORM**

Local _____

Bargaining Unit _____

NAME: _____

ADDRESS: _____

SOCIAL SECURITY #: _____

PHONE (Home): _____

E-Mail:

EMPLOYER: _____

WORKSITE: _____

STEWARD'S NAME: _____

I certify that I am eligible to receive strike benefits under the rules of the Members' Relief Fund. I understand that if I am found ineligible under the rules, I will return any payments I am not entitled to.

Eligibility Verified

Striker's Signature

Date