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## **Orange Contract Bargaining Report #4 01/25/2005**

The CWA bargaining team continues to press Cingular hard on our members' key goals: job security, fair wages, improvement in working conditions and focus on issues affecting retail sales members.

Heading toward the Feb. 5 contract expiration, CWA bargainers have held daily face-to-face meetings with management, on average, about 4 to 5 hours a day. We then spend many more hours preparing responses to management issues, developing key proposals and sifting through economic data. We're also on call for unscheduled meetings with management to answer questions or provide additional information.

We continue to have significant discussions on our job security issues and we're waiting now for some responses from management. We've also spent a good deal of time discussing job descriptions and job titles, and our finalizing our economic proposal.

In another area that's critical to retail sales members, we're continuing to push management on commission compensation and other issues. Management is pushing back, but we've put them on notice that retail sales issues must be addressed in this round of bargaining. Management's preference to send these commission/sales issues to the joint committee isn't good enough.

At this time, however, with just about a week to go, we expected a better response from management than we've received on some of the non-economic issues that were raised early in bargaining. We've made less progress in these areas than we anticipated, and that's extremely disappointing.

*(more)*

In fact, in some areas, management has passed counter proposals that were even more regressive than the initial proposals.

What can we do to change this management slowdown?

First, our members should know that their mobilization actions are making a difference. Managers in many locations are reacting to our activities and are trying to limit or subdue these activities.

Our message back to management: Not a chance. CWA members have shown their support for our bargaining goals and will keep sending that message loud and clear.

Second, Ramp it up. We encourage all our locals and members to step up their activities: wear our stickers, hold lunchtime or pre-work "pep" rallies, march into work together, do what it takes to show that we're strong and united. Our bargaining team is stronger because of our solidarity; let's keep it up.

WEAR **BLACK** ON  
**THURSDAYS!**

**MOBILIZE!**