



Welcome to the first edition of the CWA District 3 Newsletter. The goal of this newsletter is to provide a way for news to be shared around our District with each other. Our District is comprised of members that work in a wide variety of fields and this will offer a glimpse into what others are facing and allow each of us a chance to better understand what our Brothers and Sisters are going through and to realize that we are not alone in our fight. Starting off we intend to send out a newsletter every two months and we are going to be asking Officers, retirees, members, anyone in the District, to submit items for the newsletter. As we progress, we will modify whatever we need to in order to make it as beneficial as possible and we will also be asking for you all's input on what you like and do not like about it. Thank you and enjoy.

-Richard

Organizing in District 3



This last year, organizing in the District has been quite challenging, exciting, and rewarding.

Our airline campaigns came to an end In November 2015 with *nearly 5,000 Envoy Air agents (formerly American Eagle), joined together and voted overwhelmingly for representation by the Communications Workers of America* in an election conducted by the National Mediation Board. There are 1,026 passenger service agents in District 3. Since the vote, we have been focused on setting up leadership structure, conducting membership drives and

circulating bargaining surveys.

Earlier in 2015, we were successful in bringing nearly *300 Retail workers from Alltel and Cricket Wireless into CWA in our District*. These workers are covered under the AT&T Mobility contract. We have 2 states in our District where we were not successful and our goal is to revisit both locations this year.

A small unit of *10 Field Operations Technicians and the Senior Secretary* employed at the AT&T Frederiksted Cable Station and the AT&T St. Thomas Cable Station located in the US Virgin Islands voted to join CWA in an NLRB election in early August.

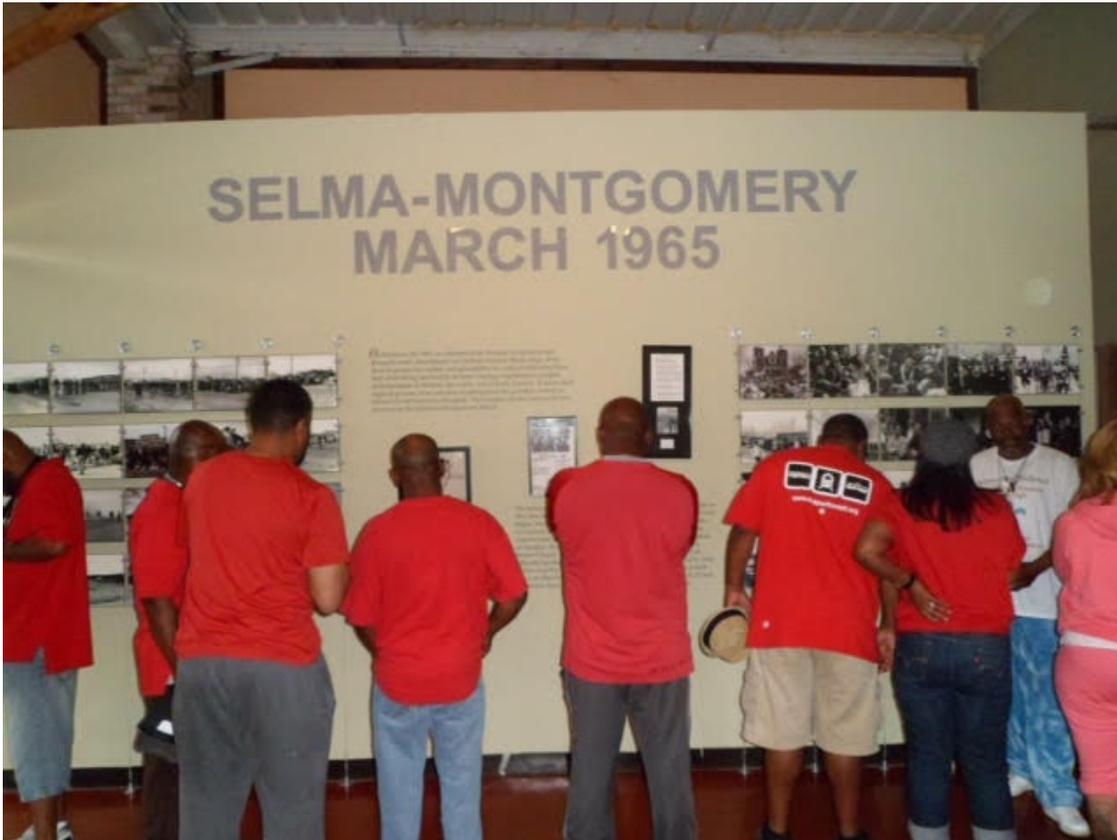
The *Public Sector* continues to challenge us as we broaden our efforts to gain visibility for the union as the organization who is standing up to outsourcing and attacks on diversity and sustainability by holding actions, recruiting members and Lobby days.

Puerto Rico maintains their organizing efforts with identifying potential units and building strong committees externally and internally.

Currently we have begun our *campaign with DirecTV with a unit size of about 1,800*. We are off to a great start and have been officially certified as the representative of the Huntsville, Alabama Call Center workers, a location with about 740 workers.

Internally, we still have some work to do. We held a 3 day Internal Organizing training class in late January and had 20 very energetic participants from across the District. The group developed an action plan to address our more than 13,000 non-members. *When we mobilize and organize we get the results.*

VOTING RIGHTS REMAIN UNDER ATTACK



August 6, 2015 marked 50 years since President Lyndon B. Johnson signed the Voting Rights Act (VRA) of 1965 into law.

To commemorate this great event, President Barack Obama and tens of thousands of supporters took to the streets of Selma, Alabama in honor of “Bloody Sunday”, the historical march that led to the passage of a law that forever changed history. Unfortunately, during a time when there should be celebration and reflection, the President and many other leaders were once again marching in Selma in an attempt to draw attention to new threats to voting rights.

Since 2008, voting rights have been under attack by lawmakers who are looking to slowly tear apart the essential law that has helped so many American citizens. Legislatures in states across the nation have passed voter suppression laws that have begun to make it harder for Americans, particularly African Americans, Latin Americans, the elderly, students, and people with disabilities to exercise their fundamental right to cast a ballot. In District 3 alone, we have seen cuts to early voting, stricter voter ID laws and the closure of most of the Department of Motor Vehicle locations in the state of Alabama. None of these changes would be possible if not for the Supreme Court’s decision in the *Shelby County v. Holder* case in 2013. The Supreme Court’s ruling allowed the striking down of Section 4 of the Voting Rights Act, the formula that determines which states have to approve voting changes with the Federal Government, and with it, the preclearance protections of Section 5, which prevented certain states from implementing any change to voting practices or procedures until the

jurisdiction proves to the government that the effect of the change will not deny or abridge the voting rights of any race or color.

Following this unfair and unjust decision, Southern states quickly became very aggressive in curbing voting rights. The closure of 31 DMV offices in 2015 and even more in early 2016 will make it difficult, and for most residents, nearly impossible, to comply with new voter ID requirements in Alabama. Furthermore, it is no accident that the closures are in predominately African American districts. ~ Andrell Hubbard ~

CWA Local 3263

We are about to enter into contract negotiation with OFS. This is a very profitable Fiber Optic company. For the past three or four contracts, union represented employees have been very giving to make this company a success – we have done this. It is time for OFS to offer a fair and livable contract. ~ James Brown, Local President 3263 ~

Rising Healthcare Costs



Rising healthcare costs NOW and in the FUTURE is one of the greatest concerns of CWA Retirees. AT&T has dumped senior retirees into the AON Healthcare Exchange, and Avaya has announced they will not cover Retiree healthcare costs beginning 2017. Many Lucent retirees are paying more for healthcare than the amount of their monthly pensions.

Retirees have a limited income and these increases make it difficult for them to make ends meet, forcing many to go back to work either part time or full time. This frustration and stress can actually cause more illness for retirees struggling to pay these additional healthcare costs. Retirees are standing together as active UNION members to fight collectively for healthcare, benefits and pension, to preserve what they have earned. ~ Rita Scott, Retired Members Council ~

March 17, 2016



"Local labor movements are getting things done. That's where we build power for working people."

– Richard L. Trumka, President, AFL-CIO

Kentucky AFL-CIO Celebrates Victory in Legislative Races and Stands with Striking Workers



Kentucky AFL-CIO President Bill Londrigan (ECU) congratulates Kentucky House Democrats on winning three of four special elections, which prevented Republicans from taking control of the Chamber. President Londrigan is also standing with UAW workers at Ingersoll-Rand's Trane facility in Lexington who are striking against unfair labor practices.

Statement from the North Carolina State AFL-CIO: NC No Longer the Least Unionized State in the United States

B.L.S. reports union membership is up in a majority of southern states

The North Carolina State AFL-CIO released the following statement from Secretary-Treasurer MaryBe McMillan in response to the latest Bureau of Labor Statistics figures about unionization rates in the United States:

"The increase in union membership in a majority of southern states, including North Carolina, confirms what polls have shown time and again: most workers support unions. Unfortunately, with our weak labor laws and lax penalties for companies who violate workers' rights, too few working people get the chance to join a union, and as a result, we've seen wages stagnate and inequality increase.

“History shows that union membership directly correlates with the middle-class’ share of income. That’s why we will continue to work with our community partners and religious leaders to push for laws to protect workers’ right to organize and collectively bargain.”

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