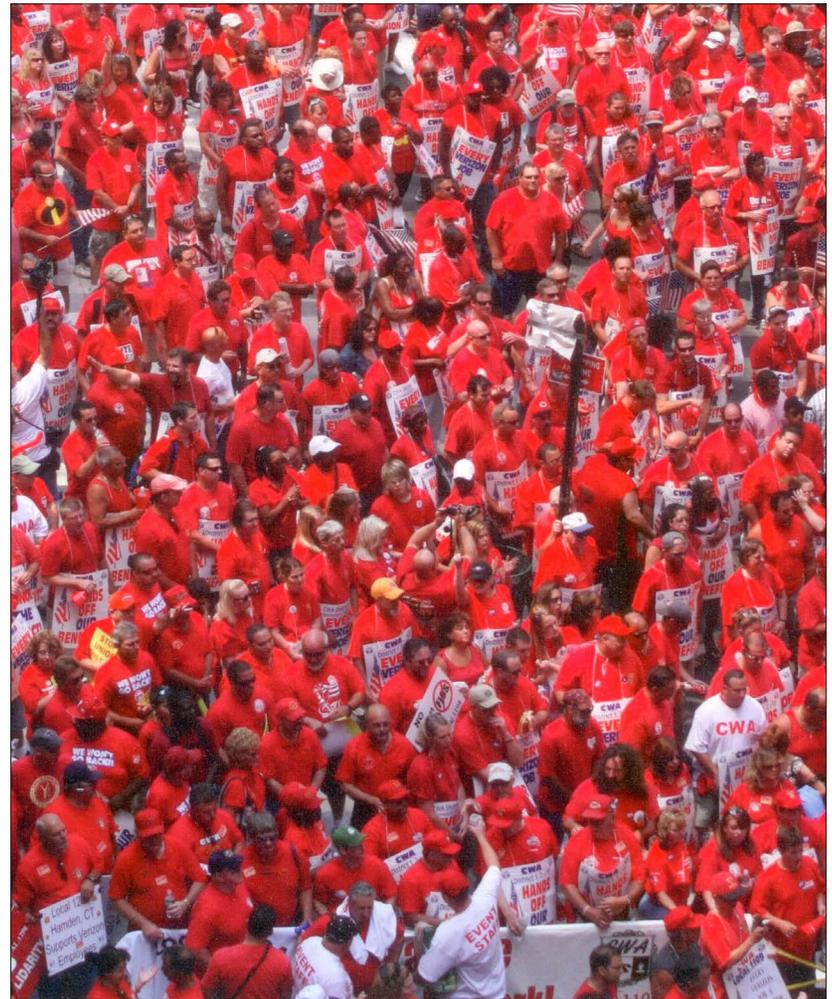


Welcome To CWA

WE'RE BUILDING OUR BARGAINING POWER



www.cwa-union.org

COMMUNICATIONS WORKERS OF AMERICA

501 Third Street, NW • Washington, DC 20001 • 202-434-1100

September 2012

www.cwa-union.org

Rights On The Job

As members of CWA, most of us are covered by a union contract that we negotiate with our employer.

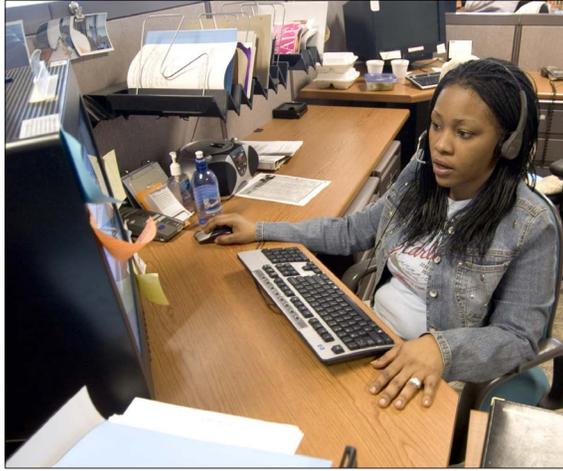
Our contract establishes rights, wages and benefits that cannot be changed by management without negotiating with us and our elected union representatives.

CWA members determine the bargaining priorities.

CWA contracts typically guarantee:

- Pay levels and increases.
- Benefits.
- Employment security with layoff protections.
- Fair treatment on the job.
- Due process during disciplinary actions.
- Retirement benefits.
- Paid time off for vacations and holidays.
- Medical coverage and sick pay.
- Protection against health and safety hazards.
- Training opportunities to help us develop skills for the future.

Some of us work for state, county or municipal governments that prohibit workers from having col-



lective bargaining rights. In that case, our membership in CWA provides us with the ability — through *collective action* — to address issues where we work and to make a difference in the workplace.

Protection from Unfair Treatment

Our CWA contracts spell out grievance procedures that protect us from unfair firings, arbitrary treatment, and favoritism in the handling of promotions, layoffs, scheduling, work assignments, and other issues.

We are entitled to a hearing with representation from CWA if we are unfairly treated.

If the employer and grievant are unable to reach a resolution, our case can be decided by a neutral, third-party arbitrator. Arbitration provisions help guarantee due process and fair treatment — and it prevents employers from having the final say.

MY IMPORTANT CWA CONTACTS

My local union	_____
Address	_____

Phone	_____
Email	_____
Website	_____
My local union officers:	
■ President	_____
Phone	_____
Email	_____
■ Vice President	_____
Phone	_____
Email	_____
■ Secretary Treasurer	_____
Phone	_____
Email	_____
■ Other	_____
Phone	_____
Email	_____
■ Local Steward	_____
Phone	_____
Email	_____

President
Larry Cohen
Secretary-Treasurer
Annie Hill

Headquarters: Washington, DC
Phone: 202-434-1100
www.cwa-union.org

District 1 Vice President Christopher M. Shelton

Headquarters: New York, NY
Phone: 212-344-2515

Region: New York, New Jersey, New England, and eastern Canada

District 2-13 Vice President Edward Mooney

Headquarters: Philadelphia, PA
Phone: 202-562-8130

Region: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia and West Virginia

District 3 Vice President Judith Dennis

Headquarters: Decatur, GA
Phone: 404-296-5553

Region: Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, and Puerto Rico

District 4 Vice President Linda Hinton

Headquarters: Cleveland, OH
Phone: 440-333-6363

Region: Illinois, Indiana, Ohio, Michigan and Wisconsin

District 6 Vice President Claude Cummings, Jr.

Headquarters: Austin, TX
Phone: 512-330-0871

Region: Texas, Missouri, Oklahoma, Kansas and Arkansas

District 7 Vice President Mary Taylor

Headquarters: Greenwood Village, CO
Phone: 303-770-2822

Region: Arizona, New Mexico, Colorado, Utah, Washington, Oregon, Idaho, Montana, Wyoming, North Dakota,

South Dakota, Nebraska, Minnesota, Iowa, Alaska

District 9 Vice President Jim Weitkamp

Headquarters: Sacramento, CA
Phone: 916-921-4500

Region: California, Nevada, Hawaii

Telecommunications & Technologies

Vice President Ralph V. Maly, Jr.

Headquarters: Washington, DC
Phone: 202-434-9519

Public, Health Care and Education Workers

Vice President Brooks Sunkett

Headquarters: Washington, DC
Phone: 202-434-1349

Broadcast & Cable Television Workers

Vice President Jim Joyce

Headquarters: Washington, DC
Phone: 202-434-1254

The Newspaper Guild-CWA

Vice President Bernie Lunzer

Headquarters: Washington, DC
Phone: 404-434-7177

International Union of Electrical Workers-CWA

Vice President James Clark

Headquarters: Washington, DC
Phone: 202-434-1228

The Association of Flight Attendants-CWA

Vice President Veda Shook

Headquarters: Washington, DC
Phone: 202-434-1300

Printing Publishing and Media Workers

Vice President Dan Wasser

Headquarters: Washington, DC
Phone: 404-434-1248

CWA|SCA Canada

Director Martin O'Hanlon

Headquarters: Ottawa, ON, Canada
Phone: 1-613-820-8460

CWA Stewards: Leaders in Our Workplace

CWA stewards are co-workers who keep us connected with our union. They are trained to provide representation and to keep us informed about workplace issues and actions.

Your steward is someone to turn to with questions or concerns.

Stewards and local union officers are supported by CWA's professional staff of negotiators, researchers, lawyers, field representatives, communications specialists, and organizers.

WHAT WE CAN DO

■ **Know our rights.** Read and familiarize ourselves with our union contract so we know our rights. Contact our

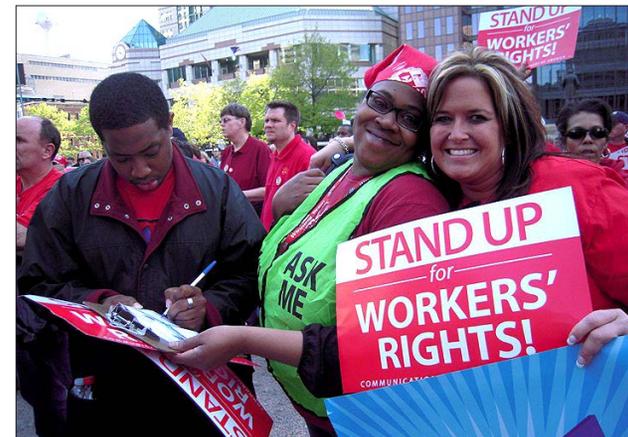
steward if we don't understand something.

■ **Insist on fair treatment.** If we have a dispute with management, we should let our steward know. CWA may already have addressed the same or similar issue.

■ **Help others.** When a co-worker has a problem with management and needs support, we back them up. Get involved whenever stewards need help in mobilizing.

■ **Help maintain our standard of living.** During contract negotiations, provide input on issues and participate in mobilization activities to support our bargaining committee.

■ **Become a CWA steward/mobilizer.** We encourage members to join our stewards' or mobilizers' network. If interested, please contact your local union.



Building Our Union

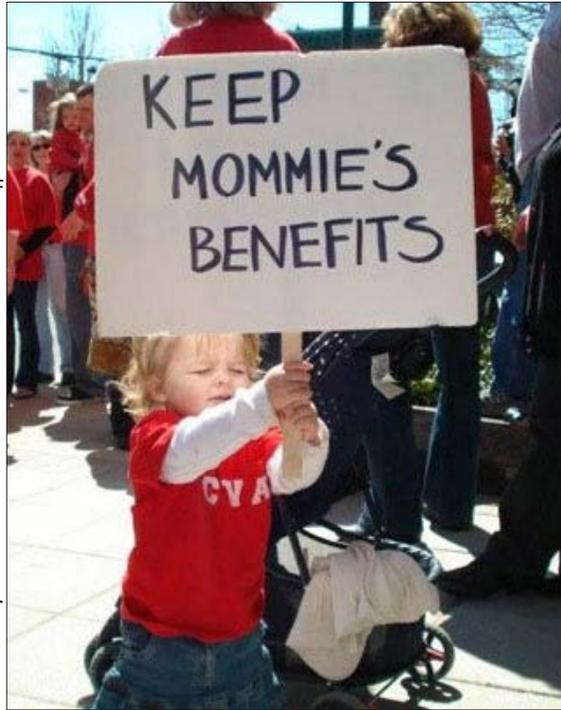
Organizing workers within our industries and sectors is an essential part of strengthening our union and our efforts to create a better life for ourselves and our families.

When we help workers organize we all benefit because our union gains the added strength that we need to

preserve our existing negotiated gains, to protect our rights, and to affect public policy.

To successfully counter management, we must continue to organize the unorganized at CWA employers and within our industries and sectors.

Our union, like all unions in the US, is fighting the corporate attack on collective bargaining. As more and more workers are denied the right to bargain, the wages for all workers declines. Amidst these challenges, CEO pay is skyrocketing while our families struggle to make ends meet.



WHAT WE CAN DO

■ **Talk with co-workers** who are not members of CWA about how they can organize.

■ **Identify unorganized workers** at our employer, industry or sector, who will benefit from CWA representation.

■ **Join your Local's organizing committee.** We helped over 50,000 workers organize over the last five years, but we need your help to ensure everyone who wants it has representation.



■ **Programs to guarantee health and safety on the job and prevent future accidents.**

■ **Education programs** and publications for members, stewards, and local union officers.

■ **Communications efforts** for members and the public on our work and priorities.

■ **Organizing efforts** to assist unrepresented workers join with CWA and help build our bargaining power with employers in our industries and sectors.

WHAT WE CAN DO

■ **Stay informed by keeping up with CWA communications and e-mail updates.** CWA provides information through our quarterly membership newspaper, the *CWA News*, which is mailed to every member's home. Visit our CWA website (www.cwa-union.org) and sign up for a weekly online newsletter.

■ **Join the conversation through social media.** CWA is active on Facebook, Twitter, Flickr, YouTube and more.

■ **Participate in CWA education and training programs.** Take advantage of the opportunity to participate in CWA-sponsored conferences, workshops, and training. Additionally, technical training can be found at www.cwanett.org.

■ **Become a leader.** Be a union steward or a workplace mobilizer, serve on a committee, or run for union office. CWA needs — and welcomes — new ideas and energy.

■ **Vote in union elections.** Take part in setting our union's priorities and direction by voting in union elections and on contracts.

Democracy in Our Ranks

As CWA members, we belong to a local union located where we live and work.

The work of our local unions is determined by us, CWA members. Local union programs and services are led and coordinated by our local union officers who we elect.

As CWA members, we elect local union delegates to our union's national convention. The delegates we elect form our union's highest governing body. The CWA convention has the final authority over our union's budget, policies, programs, and dues structure.

Our union's top international officers — president and secretary-treasurer — are elected by delegates who we elect to represent us. They serve on CWA's executive board along with fifteen regional/sector officers, and four at-large members who are local officers.

Seven of those officers come from our geographical regions across the country — CWA Districts — and the other eight are officers representing CWA members from our union's "sectors," industry or occupational groups, including a Canadian Director.



How We Use Our Dues

Our union dues pay for the activities described in this booklet, including:

- **Negotiating our contracts to maintain and improve our standard of living.**
- **Representing us on the job.**
- **Enforcing our rights** and handling our grievances.
- **Researching** employers' plans, finances, and actions.
- **Lobbying for legislation** and regulations at all levels of government to help working people.

Movement Building

Through our local unions, we establish coalitions with like-minded groups to support each other.

We work to build progressive movements with community organizations on issues that affect us as workers, citizens, taxpayers, and consumers.

We work with labor and community organizations to provide assistance to those in need of support for safer communities, clean drinking water, or ending foreclosures.

WHAT WE CAN DO

- **Reach out to community organizations** and link up our work in areas of common concern.
- **Inform organizations in our community** about CWA and how we might partner on issues.



Progressive Policy

Justice on the job and in our communities depend on the preservation of pro-worker legislation and government regulations that protect us where we work and live.

Corporations and the wealthiest Americans have increased their influence over state and federal legislation. This has tilted many laws and regulations against the interests of workers and the middle class. Through our activism in CWA, we can push back and give voice to workers' concerns.

CWA Political and Legislative Efforts

- Protect and enforce our rights to form a union and have collective bargaining.
- Make sure that corporations and wealthy Americans pay their fair share of taxes and do not receive a disproportionate share of tax breaks.
- Put the emphasis of public spending on meeting the



needs of working Americans — access to affordable health-care, workplace safety, child care, and a healthy environment.

- Protect and strengthen the long-term financial health of Social Security and Medicare, as well as other programs that benefit working Americans.
- Provide information on candidates' positions on worker issues.

WHAT WE CAN DO

- **Rank-and-file lobbying.** Support or maintain worker- and family-friendly legislation by volunteering to visit, phone, or write our elected lawmakers in state, local and federal government.
- **Workplace canvassing.** Offer to survey co-workers' views on public issues and to provide them with information on candidates.
- **Voter registration & get out the vote.** Take part in voter registration efforts

and get-out-the-vote drives prior to elections.

■ **Supporting our allies.** Make voluntary contributions to the CWA Political Action Fund to help ensure the election of lawmakers who support workers' rights and interests.

■ **Join local community coalitions.** Fight to make our communities safe, to protect our right to vote, and to keep jobs in our hometowns.

What is a Legislative Political Action Team (LPAT)?

- LPATs are designed to strengthen CWA's legislative and political grassroots structure and capacity.
- LPATs increase Political Action Fund participation, mobilize voters, conduct letter-writing campaigns to support or reject key pieces of legislation, and organize phone banks.