

**CWA 7250**

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## CWA 7250 Union Update - July 2022

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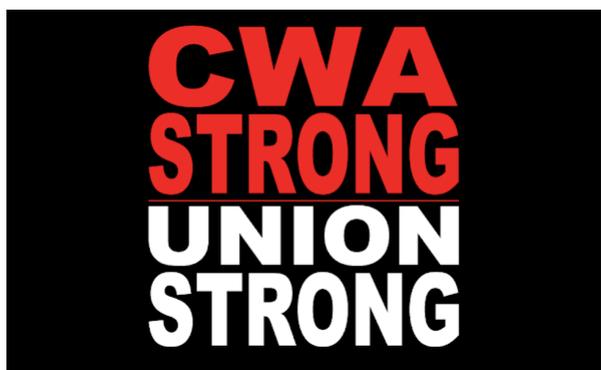
Wed, Sep 7, 2022 at 9:53 PM

# CWA 7250 Union Update - July 2022

## Happy Independence Day?

See below for Notes and/or Links on . . .

**Tentative Agreement for Mobility Orange Workers** - DTV Contract Campaign Escalates - **Next Steps for WFH** - Membership Meeting Approaches - **Return of Member's Oversight Audit** - CWA 7250 Organizing Committee - **Women, BIPOC & LGBTQ Union Organizing** - Applications Due for Frontline Workers Pay - **Natioinal Mobilization Committee** - CWA 7250 at Labor Notes - **Grievances & Workplace issues** - Roe v Wade Overturned - "What to the Slave Is the Fourth of July?"



**1. On June 27th the CWA Orange Mobility Bargaining Team announced they had reached a tentative agreement (TA) with AT&T on a new contract through February 2026.** The bargaining team highlighted achievements including at least a 14.7% wage increase over four years, a cost of living adjustment (COLA) provision that may up annual raises due to high inflation, title upgrades, OT and On-Call improvements, monthly internet stipend for permanent mobility WFH employees, some improvements and added options in healthcare benefits - you can review their "highlight reel" here:

[https://cwa-union.org/sites/default/files/20220627\\_att\\_mobility\\_ta.pdf](https://cwa-union.org/sites/default/files/20220627_att_mobility_ta.pdf)

**Many of our Local Mobility stewards are telling us that they think we could have won more** - whether this agreement passes will be up to the members under this contract - all of whom will get a vote. CWA 7250 will be holding an explanatory and Q&A session zoom meeting very soon (look for email announcements) and then the Local Executive Board and Mobility Stewards will discuss whether to recommend a Yes or No vote on the TA (or remain neutral). If the TA were to be rejected, the union bargaining team would go back to work trying to win a better deal. Local Secretary-Treasurer Chad Perkins is looking at e-voting options this time, to maximize participation. Official details of voting will be out very soon. **Mobility workers - Please make your voice count!**



**2. Our members at the DirecTV Call Center in Eden Prairie MN now remain our only group still in bargaining.** Ann Jensen, CWA Local 7250 AVP for DTV and member of the CWA bargaining team reports that DTV bargaining has been very difficult. The company is making entirely unfair demands around employee healthcare costs. DTV workers deserve BIG raises, less expensive healthcare, paid parental leave, WFH stipends, and fair shift scheduling. To win these things we will need to MOBILIZE and show our willingness to strike if we have to!

There will be a Union pizza party on Tuesday July 5th at the Eden Prairie call center - where postcards will be distributed (and have already been mailed out to those doing WFH). The postcards are made out to the new DTV front man, demanding raises for our DTV members. Please get these sent in! Workers at DTV Call Centers in Colorado, West Virginia, and Minnesota will be organizing a Day of Action on July 20th 2022 - Details of the local action coming soon!

And please like and share the updated Unity@DirecTV facebook page: <https://www.facebook.com/directvunity>



**3. As the September 30th 2022 Work-from-Home (WFH) expiration approaches, we finally have some good news:** At the CWA Local Presidents meeting in DC, CWA Local 7250 dropped our joint WFH petition (with CWA 7200) on national union President Chris Shelton, CWA VP for T&T Lisa Bolton, CWA VP District 7 Susie McAllister, and as many other VPs as could be found. WFH is a contentious issue with many legitimate issues of concern from a union standpoint. Nonetheless, WFH has the strong support of the overwhelming majority of Legacy T call center and comm tech workers who were allowed to work at home during the COVID-19 pandemic. **At the conference the national CWA Telecom VPs agreed to send a letter to AT&T requesting an extension of the WFH agreement - this is not the permanent solution we all want but it's a start - and a change in attitude, directly due to our pressure. Susie McAllister the District 7 VP told us, "your mobilizing worked".**

CWA 7250 has now formed a WFH Committee to pressure the company to agree to an extension of the present WFH agreement, and next, to push for a permanent WFH option with monthly stipends for wifi and electricity (like in the new Orange TA), and privacy protections. **If you are interested in being involved in the new WFH Committee, please email: [union@cwa7250.org](mailto:union@cwa7250.org)**

**If you haven't signed the WFH petition - please do so, and share with coworkers and family:**

<https://www.change.org/p/make-work-from-home-a-permanent-option-for-at-t-employees>



#### 4. July Membership Meeting - Wednesday, July 20th 7:00pm

Our bi-monthly Local union membership meetings are your chance to get information, ask questions, make or vote on proposals. Unlike so-called "Corporate America", our union is democratic, controlled by its members. **At July's meeting there will be a door prize drawing for grocery store gift cards and tickets to Minnesota United soccer matches.**

Presently, Local membership meetings are via zoom. You can access the meeting via:

- Union Hall Zoom (Short link <http://bit.ly/7250zoom> )

- or by calling 312-626-6799 Meeting ID: 997 4252 9121 Passcode: 000794

**Your Dues - Your Decisions - Your UNION**



#### 5. Return of the Members' OVERSIGHT AUDIT - Wednesday, July 20th 5:00pm (Before the Membership meeting)

Part of being a democratic union is accountability and oversight - for years CWA 7250 had held oversight audits open to all union members before our membership meetings. With COVID-19 and virtual meetings the audits went on hiatus. After much discussion and planning - the audit RETURNS - in hybrid fashion (in person OR via Zoom). Come to the CWA union office 312 Central Ave SE STE 369, Minneapolis MN 55414 OR jump on our Union Hall Zoom (Short link <http://bit.ly/7250zoom> ).

A catch-up audit covering several months of back-log is scheduled to be completed by our Temporary Audit Committee on July 13th.



**6. A CWA 7250 Organizing Committee is now forming to bring new members from Telecom, computer gaming, and related industries into the union and to fight for better wages, benefits, dignity and power on the job and in society.**

Now, more than any time in our lifetimes, workers are looking to join unions - just look at the Starbucks and Amazon workers. We need help both in research - and

If you are interested in being on this committee OR you know family or friends working in call centers, cell phone stores, on-line programming, contract technicians - or any other job where workers are interested in considering unionization - get in touch! [union@cwa7250.org](mailto:union@cwa7250.org)



### 7. Women, BIPOC & LGBTQ Union Organizing

All workers face exploitation and subjugation - but many workers face extra layers of discrimination and oppression based on their gender, race/ethnicity, or sexuality. CWA 7250 stands by the old labor principle of "An Injury to One is an Injury to All" - so we give our full support to workers standing up against racism, sexism, and homophobia. A number of new or re-formed initiatives are getting going among workers in Minnesota. Please reach out if you are interested in getting involved in any of the following:

**Coalition of Labor Union Women (CLUW)** . . . contact Pommella Wegmann [pwegmann@semlnc.org](mailto:pwegmann@semlnc.org)

**People of Color Union Members (POCUM)** . . . contact Kerry Jo Felder [kerry@minneapolisunions.org](mailto:kerry@minneapolisunions.org)

**Pride@Work (PAW)** . . . contact Gabbi Pierce [gabbi.pierce@cwa7250.org](mailto:gabbi.pierce@cwa7250.org)



**8. The deadline is fast approaching for the State of Minnesota's Frontline Worker Pay applications.** "Applications are open and will be accepted through July 22, 2022, at 5pm Central Time . . . To thank those Minnesotans who worked on the frontlines during the COVID-19 peacetime emergency, Frontline Worker Payments were signed into law April 29, 2022, enabling those workers to apply for Frontline Worker Pay." Some CWA 7250 members are definitely eligible, some others are possibilities, others are not:

**MN AT&T Retail Sales Consultants:** ELIGIBLE - Apply Now!

**MN AT&T Technicians:** Possibly - Apply Now

**MN DirecTV Call Center workers who were not offered WFH:** Possibly - Apply Now

**MN AT&T or DirecTV Call Center Workers that WERE offered WFH:** Not eligible

**MN CWA 7250 Members with 2nd jobs (especially in health care, grocery stores, restaurants):** Possibly - Apply Now

**CWA 7250 Members who work outside of Minnesota:** Not eligible

**Apply Here:** <https://frontlinepay.mn.gov/submit>

About Frontline Worker Pay: <https://www.dli.mn.gov/business/employment-practices/about-frontline-worker-pay>

FAQ: [https://www.dli.mn.gov/sites/default/files/pdf/fwp\\_faqs.pdf](https://www.dli.mn.gov/sites/default/files/pdf/fwp_faqs.pdf)



### Let's Talk - WE WEAR RED on Thursdays!

9. When the Legacy T contract was extended - many assumed that the CWA Legacy T Mobilization Committee would just be wound up and put away. But the members of the committee had other ideas, and have made **the new National Mobilization Committee an important center of grassroots union information and agitation**. Check out the NMC website (<https://cwamobilize.com/>) and especially the engaging "Lets Talk" videos by CWA Local 3250 union steward Sandra Branch (<https://cwamobilize.com/category/mobilization/lets-talk/>).



10. In mid-June a delegation of five CWA 7250 members (Joyce, Yolanda, and Kieran from the Tower, and T. and Thurston from Mobility) attended the biannual Labor Notes Conference - the largest meeting of militant labor activists from different unions in the United States. This year's meeting was the largest ever with more than 4,000 attending - including Autoworkers, Baristas, Carpenters, Flight Attendants, Nurses, Teachers, Teamsters and many, many more. **Featured speakers included the Amazon Labor Union, a John Deere striker, a Starbucks organizer, and Bernie Sanders**. Telecom workers from about a dozen different Locals representing workers at AT&T, Frontier, and Verizon met one afternoon with an excellent exchange of information and ideas. Bookmark the Labor Notes website (<https://labornotes.org/>) and check out the videos of speeches from the conference: <https://labornotes.org/blogs/2022/06/videos-2022-labor-notes-conference>

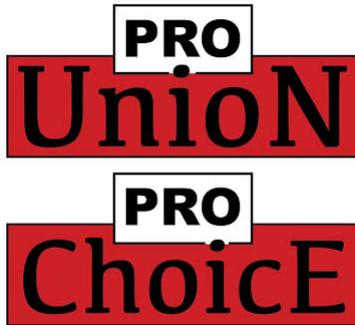


*"In the interests of time, I'll also tell your side of the story."*

**11. CWA 7250 Open Grievances:**

- Alliance Funding
- Unjust Suspension (Vaccine Reporting)
- Unjust Suspension (Vaccine Mandate)
- Vacation Snatching
- Unjust Suspension (Customer Mistreatment)
- Unjust Termination (Attendance)

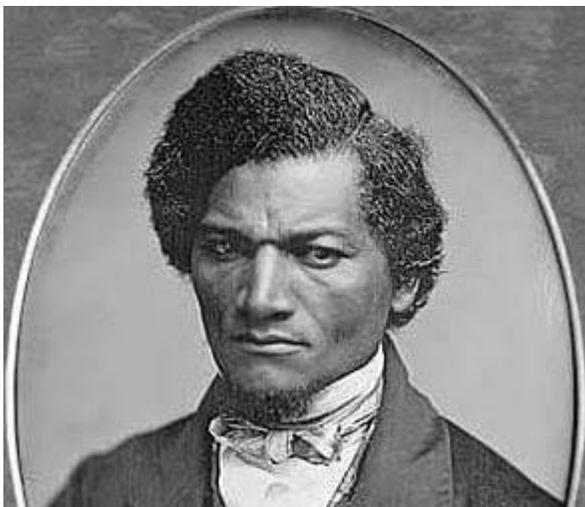
In addition to fighting these grievances, we have also been able to win some victories outside of the grievance process including protecting jobs from terminations and winning pay for a member on Military leave, when the company tried to make them pay back expiring vacation time.



**12. The Supreme Court's attack on women's liberty** - In June a ruthless ruling from the unelected US Supreme Court came down stripping away workers' right to reproductive freedom. The decision, written by one of the rich male lawyers on the court will erase safe and legal access to abortion in about half of the states in the US. **CWA Minnesota State Council President Shari Wojtowicz posted, "I never imagined my daughter and granddaughter would have less rights than I had".**

At the May 2022 Membership meeting, CWA 7250 approved a resolution that "RESOLVED that members of CWA 7250 along with other unions declare that reproductive justice & reproductive rights are workers' rights & that we will defend & support efforts to obtain and maintain healthcare for working people that covers all reproductive care."

**In this spirit our union will look for opportunities to work with other unions, womens, and community groups to defend and fight for access to healthcare and reproductive rights for all.**

**13. What to the Slave Is the Fourth of July?**

**From a speech by Frederick Douglass, July 5th 1852**

*"What, to the American slave, is your 4th of July? I answer: a day that reveals to him, more than all other days in the year, the gross injustice and cruelty to which he is the constant victim. To him, your celebration is a sham; your boasted liberty, an unholy license; your national greatness, swelling vanity; your sounds of rejoicing are empty and heartless; your denunciations of tyrants, brass-fronted impudence; your shouts of liberty and equality, hollow mockery; your prayers and hymns, your sermons and thanksgivings, with all your religious parade, and solemnity, are, to him, mere bombast, fraud, deception, impiety, and hypocrisy—a thin veil to cover up crimes which would disgrace a nation of savages. There is not a*

*nation on the earth guilty of practices, more shocking and bloody, than are the people of these United States, at this very hour. . . ."* <https://teachingamericanhistory.org/document/what-to-the-slave-is-the-fourth-of-july-3/>

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