

UNITY IS THE KEY TO VICTORY.

2015 will be no different. Once again, Verizon will test our resolve. We will have to be tougher than ever. We will have to be smarter and more creative than ever. We will have to reach out to elected officials, community organizations, other unions and religious leaders to enlist them in our cause. We will prepare to strike—and then decide what is the most effective tactic to deploy at expiration.

But the bottom line is, as the great abolitionist leader Frederick Douglass said, "Power concedes nothing without demand. It never did and it never will."

It's up to all of us. In unity is victory. Join the fight today.

JOIN THE FIGHT.

www.UnityAtVerizon.org

 Stand Up to Verizon

Text Contract to 69866

(Do not use your company phone. Depending on your personal cell phone plan, you may be charged by your carrier for text messages).



PLEASE RECYCLE AFTER READING
CWAVZ-2015-0002



THE PHONE COMPANY NEVER GAVE US A THING



WE FOUGHT FOR EVERY ARTICLE IN OUR CONTRACT.

Times are tough. Workers everywhere are under attack. Employers are out to cut, cut, cut. For workers in the telecommunications industry, technological and regulatory changes have made things harder than ever. But this is nothing new.

Nothing in our contract came for free. Every victory was the result of struggle—by this generation and previous generations of CWA members who struck, sacrificed and waged contract campaigns to lift telephone workers' standard of living.

The lesson of the past is, when we stick together—when we fight together—we can win.

The last round of bargaining was one of our toughest. If you look at the company's opening set of demands in 2011—the company's wish list—you have a sense of where they'd go if there was no union:

- \$5000 in out-of-pocket medical expenses
- Freeze the pensions for current employees
- Eliminate the job security letter
- Unlimited contracting out
- Eliminate restrictions on movement of work
- Huge increases in health care payments for retirees.

It took a pre-strike mobilization, a strike, and lengthy mobilizations. And we beat back almost all of their demands, preserved our job security and put money in our pockets.



WHAT IT TAKES

Whether it was on-the-job or in the streets, members fought to win the wages and benefits we have today. Our history shows that unity and mobilization protect CWA members and our families.

In 2015, once again that's what it will take.

A PROUD HISTORY OF FIGHTING & WINNING



1968

What it Took: An 18-day strike and member mobilization.

What We Won: When the company medical plan was instituted in 1964, we paid 75% of the premium. In 1968 we won fully paid medical. Also, until 1968, pensions were reduced by the value of a retiree's Social Security. We eliminated the pension offset that year as well.

1971

What it Took: A 7-month strike.

What We Won: An end to "free-riders," creating a full agency shop.

1989

What it Took: A 17-week strike at NYNEX.

What We Won: A stop to healthcare cost-shifting.

1995

What it Took: A 5½ month mobilization.

What We Won: The elimination of contractors in splicing (Bell Atlantic of PA).

2003

What it Took: Months of mobilization before bargaining and a five-week on-the-job mobilization contract campaign.

What We Won: Saved the jobs of 3400 laid-off members in 2003 through arbitration—and preserved our job security and movement of work language.

2008

What it Took: Months of on-the-job mobilization.

What We Won: Brought 600 former MCI technicians into the union, eliminated some subcontracting, added the right to bargain retiree health care and protected our medical benefits.



1980

What it Took: Member mobilization campaign.

What We Won: Full pension after 30 years regardless of age.



1994-2000

What it Took: Mobilization and regulatory interventions at the PSC.

What We Won: Strengthened job security through adoption of the NYNEX job security letter and added the Force Adjustment Plan.

2011-2012

What it Took: Two-week strike and 16-month contract campaign.

What We Won: Protected the pensions of active employees, prevented huge retiree cost increases, limited givebacks in the area of health care, and most important, protected our job security. Despite premium sharing, every CWA member ended up better off financially with continued job security.