



Local 9415

Live Wire

Issue #3

America's #1 Export: Jobs

SBC Ships 7,000 Jobs to India, Other Countries

In the past three years alone, corporate America has shipped more than 3 million jobs overseas to nations such as India and China, places where the workers have no union and get paid literally a few dollars a day. Hundreds of thousands of those jobs came from the San Francisco and San Jose areas, leaving confusion and unemployment in their wake.

SBC has jumped on this corporate bandwagon, recently admitting to shipping 7,000 ASI jobs to non-union workplaces in such countries as India, the Philippines, Costa Rica and Mexico. More on page 2 "SBC 7,000 Jobs Exported to India..."

One in 10 U.S. technology jobs will move overseas by the end of 2004, according to the technology industry consulting firm Gartner Inc. of Stamford, Conn. "Tech companies made tremendous profits with these workers, and now they're throwing them away."

The same can be said of SBC, AT&T, and the other telecommunications firms that are exporting our jobs. "We've got to pay attention to the fact that when these jobs go overseas, they're not coming back," said Christina Huggins, a Communications Technician who is an Executive Vice President in CWA Local 9415. Christina has worked in the Bay area for AT&T Corp. and Pacific Bell for a combined 31 years.

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**"When these jobs go overseas, they're not coming back."
- Christina Huggins
Exec. VP CWA 9415**



In This Issue

- Bargaining Updates
- Job Security
- Strike Process
- Mr Ed Hits JackPot

Negotiations Sharpen as SBC Contract Expires

As our Union Contract with SBC expires, negotiations continue on a national as well as regional level. Negotiations on the most critical and costly issues have opened up in Washington D. C. with regional issues for SBC workers in Nevada, California & Hawaii continuing in Pleasanton.

Significant progress has not been registered as we go to press and SBC has become "very, very negative at the table" according to a recent internal communiqué.

Our labor continues to produce SBC profit levels measured yearly in the billions of dollars. Management has 'responded' by rewarding SBC big-wig Ed Whitacre with a whopping \$10 million dollar 'Bonus' package while the Reward offered to the worker is Reduced compensation to boost profits!!!

(Further coverage on page 2)

Unity @ SBC

Our Jobs. Our Future. Worth Fighting For!

For daily E-mail Updates on National bargaining, we've set-up Unity at SBC. From our union local to CWA nationally, we're taking full advantage of the electronic media to help keep our membership on top of what's going on.

By signing up, you'll receive daily updates. There are separate email updates from the National & the Regional CWA Bargaining Teams, so you'll need to sign up for each separately in order to receive both. District 9 represents our region.

To get hooked up, simply go to our Local's website at www.CWA9415.org. The site is maintained by Gabriel Castillo, a Service Technician @ SBC & a Contractual Vice President in Local 9415.

From the front page of our site, simply click on the Unity @ SBC icon. From that page, you will be able to point & click to sign-up for each of the email updates.

Here is What SBC is Telling CWA...

On Health Care:

Employees must pay between 15-20% of their health care premiums (Retirees will also be required to pay a portion of their premiums)

On Pensions:

Pensions are fine the way they are. Lump sums are costing us and may need to go.

On Employment Security:

NO, to bringing back contracted out work.
NO, to giving us back our work currently done by management.
NO, to making the jobs of the future union jobs.

Here is What CWA Told SBC...

If you can more than double Ed Whitacre's compensation you can find the money to treat your union employees fairly.

According to Anne Vincent, SBC spokesperson, CEO Ed Whitacre DESERVED to have his pay more than doubled because he met financial goals set by the board of directors.

...AND WHAT DOES SBC THINK ITS UNION EMPLOYEES DESERVE!!!!

- *No increases in pensions
- *No more lump sum pension payments
- *No access to the jobs of the future.
- *To pay 15-20% for their health care premiums (retirees will also be required to pay a portion of the premiums)



What is the Process of going on Strike ?

by Valerie Reyna, Local 9415 President

Some of our members are asking that question. First of all, no strike will be called without a strike vote of the entire membership in the SBC bargaining units. A strike vote is a strategic part of bargaining, and while our International President, Morton Bahr actually sets the strike date, he relies on the fact that all of us, the Members, the Local Officers, the International Vice Presidents and the Bargaining Committees have done everything humanly possible to achieve a fair contract.

After a strike vote is taken and the members have voted to authorize a strike, a date may be set. As long as we are making progress at the Bargaining table, more than likely a date will not be set.

When it becomes apparent that a strike is required to achieve justice for our members, a strike date would then be set. Once a strike date is set, the Local will put out a picket assignment at every work location outlining each striker's assignment. You will be responsible for the date and time assigned to you. This assignment will be posted on Union bulletin boards as well as handed out through mobilization coordinators. In the previous *LiveWire* I explained about the Member Relief Fund and Community Services Support.

It used to be that CWA would automatically take a strike vote prior to our contract expiring. At the midnight hour, when our contract was up, we would go on strike if we did not have an agreement. CWA has learned over the years that it's sometimes better to explore our options or use strategies available at contract expiration. This would include, but not be limited to, extending the contract, stopping the clock, working without a contract or striking. These options would be used strategically so SBC cannot predict CWA's action and plan for it.

Mr Ed Rewarded \$10 Million Bonus!!

SBC big-wig Ed Whitacre, or Mr Ed as he's fondly referred to, recently cashed in last year. Mr Ed was granted about \$10 Million Dollars in salary and compensation in addition to a 'Bonus' that matched it bringing the grand total to something like \$19.2 Million Dollars!!!

It's sometimes difficult to understand what these numbers mean so *LiveWire* staff did a little math. It turns out that if you're lucky enough to land a job making 50,000 dollars per year and you work it for 30 years, that you'll only earn 1.5 Million in your entire life.

This means that Ed's Salary & Compensation in one year alone equaled what 13 of us might earn working our entire lives and receiving 50K per year.



SBC "7,000 Jobs Exported to India, Elsewhere" - Is Your Job Next??

by Sally Venable, Local 9415 Executive Vice President

At a recent Union-Management meeting, SBC admitted that Advanced Solutions Inc. (*ASI-SBC's Internet Division*) currently employs 7,000 customer service representatives in non-union call centers throughout the world. The locations are in the Philippines, India, Costa Rica and Mexico. The company was also bold enough to inform us that the reason that they are doing this is that it is a way to grow the business with cheaper labor costs overseas!

This issue is a clear example of what we mean when we talk about job security for future jobs in SBC. This is why our negotiating team is fighting hard at the bargaining table to keep good hometown jobs; why we are demanding that our members have the opportunity to perform work in all SBC businesses, including new and future technologies; why we, the current SBC employees along with our families and communities, are getting ready to shut down the company, go on strike if necessary, to ensure that current and future SBC jobs are good, union jobs.

SBC Negotiators Seek Hundreds of Millions In HealthCare from SBC Workers

"SBC seems to want to hold many key issues hostage - like lump sum pension benefits, for example - in a bargaining ploy to force through its agenda to shift hundreds of millions of dollars in health care costs to workers and retirees. Under SBC's plan, family coverage would cost operators, service reps and techs at least \$2,400 or more in yearly premiums, plus higher co-pays and deductibles. CWA bargainers have made it clear: We will not accept this massive health care cost shifting to active workers and retirees. CWA has been equally forceful in reminding SBC that it must address workers' other major concerns, including access to job growth areas in the company, and other issues. So far, SBC has been unwilling to do so." - from Unity @ SBC

The Disappearance of America's Jobs

excerpts from Congressional Representative Bernie Sanders of Vermont

...every major editorial board, as well as Presidents George H.W. Bush, Bill Clinton, George W. Bush and Ronald Reagan, has told us for decades how many new jobs free trade would create here at home. Now the evidence is in and guess what — they were dead wrong. The exact opposite is true.

Largely because of our trade policies, manufacturing is in a state of collapse. In the past three years, we have lost 2.7 million manufacturing jobs, 16 percent of the total. At 14.7 million, we are at the lowest number of factory jobs since 1958...

The demise of well-paid manufacturing jobs is best illustrated by the following: 20 years ago, the largest private employer in the United States was General Motors, where workers earned — and still earn — a good income. Today, our largest employer is Wal-Mart, where workers earn below-poverty wages.

...Manufacturing jobs are not the only casualty of free trade.

Estimates are that 560,000 high-tech jobs have been lost in this country in the last two years and that many have ended up in India. More ominous, according to Forrester Research, "over the next 15 years, 3.3 million U.S. service industry jobs and \$136 billion in wages will move offshore. The Information Technology industry will lead the initial overseas exodus."



According to the Booz Allen Hamilton consulting firm, companies can lower costs by 80 percent by shifting tasks such as computer programming, accounting and procurement to China. Among many companies moving high-tech jobs abroad is Microsoft, which is spending \$750 million over the next three years on research and development and outsourcing in China...

If we continue to force American workers to "compete" against desperate people throughout the world, American workers will continue to lose.

The United States is the most lucrative market in the world. We need to leverage its value to achieve trade agreements that result in the export of American products, not jobs.

America's #1 Export - Jobs from Front Page

It wasn't so long ago that United States corporations did their best to hide outsourcing plans, or suggested that only the low-end jobs were being sent overseas. Now corporations such as SBC are shipping all levels of high-tech jobs overseas without so much as blushing. In fact, there are many companies now who's only reason for existence is to help companies ship jobs overseas.

Profitability is the reason they claim. Yet the biggest outsourcers are all are listed in the Fortune 500, with SBC among them making billions every year so the logic behind that thinking is flawed.

"The movement of American factory jobs and white-collar work to other countries is part of a positive transformation that will enrich the U.S. economy over time..." the Bush Administration report said in February 2004.

"Outsourcing is just a new way of doing international trade," said N. Gregory Mankiw, Chairman of Bush's Council of Economic Advisors, which prepared the report. "More things are tradable than were tradable in the past. And that's a good thing."

However, if you asked any one of the millions of unemployed workers in this country, you would probably find a different response. The effects of outsourcing go well beyond money problems for the laid off worker who now has to not only find a new job, but most likely a new occupation since those areas that are being outsourced are the hardest to find work in.

Ronil Hira is the chair of the Research & Development Committee for the Institute of Electrical and Electronics Engineers. Hira testified before the Committee on Small Businesses in the U.S. House of Representatives in October: "The companies outsourcing jobs overseas are profitable and mostly gaining market share. There's no gun to their head this time, no real motivation to address the issue... it is the workers who are suffering and not the companies."

Stop Exporting Our Jobs
End Corporate Greed

SBC Profit Levels Soar

Adjusted upward by \$1.1 Billion dollars, SBC profit figures for 2003 were recently updated by CWA nationally in Unity @ SBC. The new profit total for 2003 is \$8.5 Billion dollars.

This \$8.5 Billion dollars is the extra money that our labor generated in one year alone. It's an amount equal to the potential lifetime earnings of 5,666 SBC workers.

(5,666 workers X \$50,000 per year X 30 years = \$8.5 Billion.)

Rather than reward us, SBC is using it to 'invest' in disappearing our jobs & to reward the Fat Cats, while trying to take HealthCare from us and our families.

It's now been directly communicated to us that a serious 'investment' has been made to permanently eliminate our jobs, by exporting them to other countries where possible.

It's also been directly communicated to us that Ed Whitacre was rewarded with a Pot of Gold worth \$19.2 Million dollars for one year in 2003. Perhaps the title should be changed from CEO to Emperor!

So we must ask ourselves, Why do we work so hard to make this company "successful" when the extra we create is used against us, rewarding the big-shots who work so hard to eliminate our jobs, literally financing a War Against Ourselves??

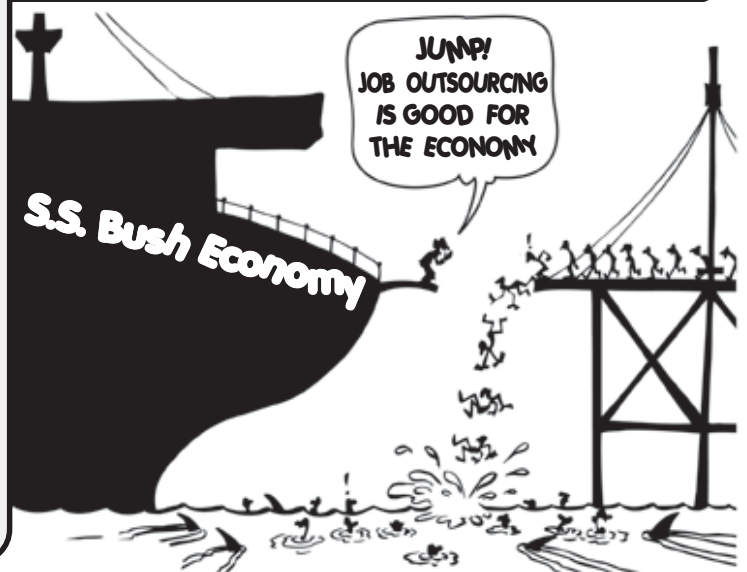
What has gone so wrong in this country that even representatives of the Federal Government now praise the disappearance of our jobs?

With Lucent receiving a \$75 Million Defense contract to rebuild & upgrade the telecommunications infrastructure in Iraq amid billions of tax dollars being spent, one co-worker (also an Oaktown resident) half-joked, 'Perhaps we could get them to bomb Oakland. At least then we might see some rebuilding & upgrading money!'

Jobs Disappear

Fat Cats Rewarded

Workers Prepare Strike



Q & A

This column is dedicated to answering your questions. Send your questions in to *LiveWire* and we'll publish an answer in the next edition.

Q - I have heard that other Local's have put out their strike assignment or picket duty assignments. When will our Local put ours out?

A - A strike vote has not been taken therefore putting out assignments is premature. Once a strike vote has been authorized by the membership, you will be notified of your strike assignment prior to having to fulfill it.

Q - I live in another city, can I fulfill my picket duty in that city?

A - Most of our members live in cities other than Oakland. We need to cover our locations and if everyone picketed in their own city, our locations would not get covered. In addition, picketing your own work location is important so that we know if any of our members have crossed the picket line.



*Are You Ready?
Get Your Gear!*



CWA Local 9415 MEMBERSHIP MEETING

www.cwa9415.org

April 20
6:30 PM
1831 Park Bl.
Oakland

opeiu-29-afl-cio-sc

a 9415 production edited by randy christensen
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send questions, articles, poems, etc to LiveWire9415@yahoo.com

Could It Come To This???

**CWA's
Flying Squadron
Wants
YOU!**

*Picket
the Poles...*



**Be
On the
Move**

*Follow
the
Work*



**Win
the Strike!**

FOR MORE INFORMATION, CALL YOUR LOCAL

Mon	Tue	Wed	Thu	Fri
			1	3
4	5	7	9	10
11	12	13	15	16
18	19	20	22	24
26	27	28	29	30

January

Mon	Tue	Wed	Thu	Fri
1	3	4	5	7
8	9	11	12	14
15	16	17	18	20
22	24	25	26	28

February

Mon	Tue	Wed	Thu	Fri
	2	3	4	6
7	8	10	12	13
14	15	16	18	19
21	23	24	25	27
29	30	31		

March