

# Mobilization Phase 2: Strike Standby

## No Business as Usual

We will not simply be working as usual. We will be doing informational picketing, rallying, showing unity at our worksites, seeking community and political support, pressuring company executives and directors. In short, we will do all the things we normally do when we're on strike, except not going to work.

## Mobilization is more important than ever.

Our battle for a good contract is just beginning. Everyone must get involved. Our strength in bargaining comes from a strong and visible mobilization. Make sure the company knows that we stand together behind our bargaining team. Your power is what will move AT&T management at the table.

The leadership of CWA has decided not to go on strike . . . yet.

We remain very far apart at the bargaining table. Critical issues like wages, pensions, health care, employment security, and working conditions are still at stake.

We believe that working without a contract is the best, strongest tactic for us right now. We can still decide to strike at any point.

## Why has the leadership made this decision?

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- By not striking at this time, we'll show the public that the unionized workers of AT&T care about service quality— even if the company doesn't.
- The company expects a strike and has been preparing for one. It has been training managers and recruiting scabs to do our work. Why should we give them what they expect, and maybe even want? If at some point we decide it is the best tactic, we will strike!

## How will it work?

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- You will still earn a paycheck. The company cannot change your wages or working conditions.
- All benefits, including health care and pensions, will remain in effect.
- The grievance procedure continues, but arbitration probably will not. (Discipline can be negotiated at the bargaining table.)
- You have the legal right to participate in "concerted activity" like mobilizing on the job, leafletting, informational picketing, etc.

