

Working Without a Contract

What we are fighting for:

- Improving our employment security contract provisions and job guarantees.
- Making sure that every member is better off at the end of the contract than the beginning, when wages, benefits, etc. are all added up.
- Improving rights and conditions for all employees, but especially those who are covered by appendices of the contract with lesser rights.
- Fighting for a secure retirement. This means both pension improvements and secure health care for current workers and retirees.
- Reducing subcontracting, outsourcing and off-shoring of union jobs.
- Improving our union's ability to deal with unfair attendance and performance policies.

What should members do during this time?

Because of the contract fight, tensions are high. Take no chances—you don't want to be disciplined by stressed-out management. It's important that each of us remember to:

- Take no shortcuts.
- Follow all company policies and rules.
- Never go by memory, check your reference material.
- Be wary of using your own judgment - ask
- Obey all safety rules.

As of midnight on Saturday, April 14th, we're working without a contract.

Because we didn't reach agreement with the company by the time the contract expired, we are now working without a contract.

However, the current contract provisions are still in effect. There will be no changes to your wages, benefits, or working conditions.

What happens now?

Negotiations will continue. As long as we are on the job:

- You will still earn a paycheck.
- All benefits, including health care and pension, will remain in effect.
- All terms and conditions of employment continue until there is a new agreement or the parties have reached "impasse."
- You have the right to participate in "protected concerted activity," including Mobilization activities.

Our strength in bargaining comes from a highly visible mobilization.

If our efforts to get a fair agreement that provides for jobs today and for the future are not successful at the bargaining table, we will do whatever is necessary to protect our livelihoods.

We urge everyone to maintain a state of readiness and continue to mobilize until an agreement is reached. Your power is what drives progress at the table. The union bargainers and the company feel your presence. We have come a long way together. We have more to do and we will do it!

"Protecting our Past & Fighting for our Future"

Communications Workers of America —

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