



Local 4603

July 2025

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There's a Union-buster in the White House

[Donald Trump Says Striking Workers Should Be Fired |
Communications Workers of America](#)

What's next?

[CWA Condemns NTIA Changes to BEAD Funding Policies |
Communications Workers of America](#)

CWA Condemns NTIA Changes to BEAD Funding Policies

The Communications Workers of America (CWA) union released the following statement in response to the National Telecommunications and Information Administration (NTIA) policy change to the \$42 billion Broadband Equity, Access, and Deployment (BEAD) program:

On June 6, 2025, the NTIA has put the interests of a few billionaires and satellite companies ahead of millions of Americans in rural communities and thousands of workers. Commerce Secretary Lutnick's attack on approved broadband projects undermines the bipartisan work of the U.S. Congress and the state governments that have invested significant resources in carefully developing programs to bring high-quality broadband and good jobs that meet the needs of their unique communities.

CWA members know that fiber is the best broadband technology of today and tomorrow. A high quality fiber network is the financially responsible choice compared to expensive and unreliable satellite service or fixed wireless. The NTIA's policy change confuses upfront costs with long-term value.

In well-considered plans, state broadband boards have addressed the need to develop the workforce to build and maintain network infrastructure, supported by labor standards and training. The NTIA's elimination of requirements for fair
(Continued on page 2)

**This publication is for your benefit!
An educational and informational resource to
encourage reasoned solutions in problem solving.**

(Continued on page 3)

The Declaration of Independence

Action of the Second Continental Congress, July 4, 1776

*The unanimous Declaration of the thirteen
United States of America*

WHEN in the Course of human Events, it becomes necessary for one People to dissolve the Political Bands which have connected them with another, and to assume among the Powers of the Earth, the separate and equal Station to which the Laws of Nature and of Nature's God entitle them, a decent Respect to the Opinions of Mankind requires that they should declare the causes which impel them to the Separation.

WE hold these truths to be self-evident, that all Men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty, and the Pursuit of Happiness -- That to secure these Rights, Governments are instituted among Men, deriving their just Powers from the Consent of the Governed, that whenever any Form of Government becomes destructive of these Ends, it is the Right of the People to alter or abolish it, and to institute new Government, laying its Foundation on such Principles, and organizing its Powers in such Form, as to them shall seem most likely to effect their Safety and Happiness.

Editor's Note: This is only the beginning of our original "Declaration of Independence".

Further reading of the Declaration is suggested to gain a greater understanding regarding our founder's grievances with the oppressive treatment forced on the colonists by the English government. The principle concern was the people in the thirteen colonies had no voice or authority in determining their own future.

We also suggest reading:

[First Continental Congress - Wikipedia](#)
[List of delegates to the Continental Congress - Wikipedia](#)
[Colonial government in the Thirteen Colonies - Wikipedia](#)

"In domestic matters, the colonies were largely self-governing on many issues; however, the British government did exercise veto power over colonial legislation, and regardless of the type of colonial government, retained control of the law and

(Continued on page 2)

ATTENTION:

Wiretap Is Going On-Line

Due to the large decrease in CWA 4603 membership, the local's income revenues have also declined. CWA 4603 has been forced to evaluate the local's budget.

The expense of printing and mailing the monthly Wiretap has now become a budget concern. Delivery of the local's news on-line is the most cost-effective and convenient way to deliver information to the local's members.

The local plans to continue to print and mail the Wiretap through August of the 2025.

September will be the first month the Wiretap will be exclusively offered only on-line! More details will be available on both the CWA 4603 website and the Wiretap as they develop.

Find the Wiretap On-Line at:

[NEWS | cwa4603](#)

The monthly Wiretap, **including active links**, will be available on line near the 1st of each month on the CWA 4603 webpage.

(Continued from page 1 - CWA News)

labor practices and workforce development plans will hinder states' ability to appropriately manage local workforce needs, or to create the good jobs that would have attracted and retained a well-trained workforce.

The bipartisan infrastructure bill made a commitment to rural communities to close the digital divide with high-quality networks and good jobs. Secretary Lutnick has betrayed this promise, and undermined the work and hopes of so many rural residents, workers, and state governments.

National Labor Relations Board

Needless to say, management of the NLRB under the current federal administration is not what it was just last year.

January 28, 2025 (Reprinted from the NLRB website)

NLRB General Counsel Jennifer Abruzzo issued the following statement on her last day at the National Labor Relations Board: "It's been the greatest honor and privilege to be General Counsel of the National Labor Relations Board and to work alongside such talented and dedicated federal employees. We have accomplished so much through our robust education, protection, and enforcement efforts, including empowering workers to collectively seek improved wages, benefits and working conditions from their employers. There's no putting that genie back in the bottle. So, if the Agency does not fully effectuate its Congressional mandate in the future as we did during my tenure, I expect that workers with assistance from their advocates will take matters into their own hands in order to get well-deserved dignity and respect in the workplace, as well as a fair share of the significant value they add to their employer's operations."

On July 22, 2021, Jennifer A. Abruzzo began serving a four-year term as General Counsel for the National Labor Relations Board. Starting in 1995, Ms. Abruzzo had spent her career at the NLRB in various positions including as Field Attorney, Supervisory Field Attorney, Deputy Regional Attorney, Deputy Assistant General Counsel, Deputy General Counsel, and Acting General Counsel. Immediately prior to her appointment as General Counsel, Ms. Abruzzo served as Special Counsel for Strategic Initiatives for the Communications Workers of America.

February 14, 2025 (Reprinted from the NLRB website)

Today, NLRB Acting General Counsel William B. Cowen issued [a memo](#) to all field offices, rescinding certain memoranda issued by the former General Counsel, and announced his intention to assist the Regions by issuing further guidance on appropriate allocation of the Agency's resources.

In the memo, AGC Cowen stated, "Over the past few years, our dedicated and talented staff have worked diligently to process an ever-increasing workload. Notwithstanding these efforts, we have seen our backlog of cases grow to the point where it is no longer sustainable. The unfortunate truth is that if we attempt to accomplish everything, we risk accomplishing nothing."

Among the rescinded memos are: [GC 21-06](#) and [GC 21-07](#) addressing remedies to be sought, [GC 21-08](#) on the rights of student-athletes under the NLRA; [GC 23-02](#) on electronic monitoring; [GC 23-05](#) on severance agreements and [GC 23-08](#) and [GC 25-01](#) on non-compete agreements. AGC Cowen rescinded and will provide further guidance on [GC 24-01](#) concerning the Board's Decision in *Cemex Construction Materials Pacific, LLC*.

AGC Cowen announced that [GC Memo 21-01](#) on Mail

Ballot Elections, was rescinded as COVID-19 is no longer a Federal Public Health Emergency.

Federal Mediation and Conciliation Service

(Reprinted from the FMCS website)

IMPORTANT NOTICE: We are reviewing recent Executive Orders for immediate implementation. The requirements outlined in these orders may affect some services or information currently provided on this website.

About Us:

The Federal Mediation and Conciliation Service (FMCS) is a small, independent federal agency that plays a crucial role in sustaining the American economy by preventing, minimizing, and resolving work stoppages and labor disputes. These efforts help avoid costly disruptions in production, services, and supply chains, ensuring economic stability and growth. FMCS accomplishes this mission by offering mediation, training, and facilitation services to employers and unions nationwide, fostering collaborative labor-management relationships. Additionally, FMCS enhances government efficiency by providing training, mediation, facilitation, dispute systems design, and other alternative dispute resolution services to federal agencies, allowing them to operate more effectively and serve the public better.

Clinton Rodgers, a former CWA 4603 steward and staff rep. left CWA for a job with the FMCS early in 2024. His federal job was recently eliminated and is now unemployed.

(Continued from page 1 - The Declaration of Independence)

equity courts; judges were selected by the British government and served at the king's pleasure. Diplomatic affairs were handled by the British government, as were trade policies and wars with foreign powers..."

The foremost issue for separation from English rule was to establish a just system of stable government where citizens had greater control with a voice in developing and establishing the rules governing their future.

The mission was to debate and draft a blueprint for a new system of government that would provide "We the People" self determination in governing. **A unique experiment in government by the governed.**

Supporting evidence within our "Declaration" to this end lies in the mission statement that ***"WE hold these truths to be self-evident, that all Men are created equal"*** and ***"organizing its Powers in such Form, as to them shall seem most likely to effect their Safety and Happiness."***

After much debate and discussion by the Continental Congress who spoke and acted collectively for the people of the colonies agreed on the plan outlined in our constitution to establish a "Democratic Republic" where governing leadership was divided into three equal branches to hopefully minimize and avoid a situation where anyone branch or persons could possess overwhelming power and control in process of governing. There was no way to guarantee that their experiment in self rule could or would survive, but they put forth what they believed secured the greatest possibility of success.

John Marshall - Wikipedia

".... a constitution, intended to endure for the ages to come, and consequently, to be adapted to the various crises of human affairs."

The incredible technology that we enjoy today would astound our founder's. It is our solemn responsibility to protect and pass on their legacy and their gift of self-government to our posterity.

(Continued from page 1 - This Publication is for your Benefit)

All change develops slowly over time and often as humans in our day to day lives, we merely move along into acceptance of these changes without much understanding or thought.

The collapse of traditional journalism is an excellent example to study. Thomas Jefferson said; "If a nation expects to be ignorant and free, in a state of civilization, it expects what never was and never will be". [If we are to guard against ignorance... \(Spurious Quotation\) | Monticello](#)

Jefferson also said; "No experiment can be more interesting than that we are now trying, and which we trust will end in establishing the fact that man may be governed by reason and truth. Our first object should therefore be to leave open to him all the avenues to truth. The most effectual hitherto found is the freedom of the press. it is therefore the first shut up by those who fear the investigation of their actions. the firmness with which the people have withstood the late abuses of the press, the discernment they have manifested between truth and falsehood, shew that they may safely be trusted to hear everything true and false, & to form a correct judgment between them. as little is it necessary to impose on their senses, or dazzle their minds by pomp, splendor, or forms. instead of this artificial, how much surer is that real, respect, which results from the use of their reason, and the habit of bringing every thing to the test of common sense." -[Thomas Jefferson, 1804](#)

Here we are today, as a nation consuming plenty of the junk free speech on social media. There is factual quality news available, but you have to know where to look and who to trust in recognizing truth and facts from the false and fiction.

Fact checking is an excellent start. Here's an example;

['Nine errors in 60 seconds': GOP senator subjected to brutal fact check](#)

The on-line junk news spectacle has become so widespread it's created information pollution and a disorder.

The following is reprinted from on-line material from the [Council of Europe - Freedom of Expression](#) as a guideline.

- Mis-information is when false information is shared, but no harm is meant.
- Dis-information is when false information is knowingly shared to cause harm.
- Mal-information is when genuine information is shared to cause harm, often by moving information designed to stay private into the public sphere.

This Is Quite Interesting

[First Draft News - Wikipedia](#)

First Draft News was a project "to fight mis- and disinformation online" founded in 2015 by nine organizations brought together by the [Google News Lab](#). It included [Facebook](#), [Twitter](#), the [Open Society Foundations](#) and several [philanthropic](#) organizations. In June 2022, First Draft announced it would be shutting down, with its mission continuing at the Information Futures Lab.

[Misinformation, Disinformation & Malinformation: A Guide - Princeton Public Library](#)

About this guide: The purpose of this guide is to provide insights and strategies for overcoming confusion around identifying credible information. Over the past decade, our online information landscape has been dramatically transformed. As a result, telling fact from opinion, and identifying credible journalism, has become more difficult. Whether you are a concerned citizen or an educator, this guide is for you.

Misinformation is defined as false, incomplete, inaccurate/ misleading information or content which is generally shared by people who do not realize that it is false or misleading. This term is often used as a catch-all for all types of false or inaccurate information, regardless of whether referring to or sharing it was intentionally misleading.

Disinformation is false or inaccurate information that is intentionally spread to mislead and manipulate people, often to make money, cause trouble or gain influence.

Malinformation refers to information that is based on truth (though it may be exaggerated or presented out of context) but is shared with the intent to attack an idea, individual, organization, group, country or other entity.

You can learn more and explore real-world examples of each of the forms [here](#) or [here](#).

All of the above forms of problematic information are part of what has become known as "[information disorder](#)," a term coined by journalism researchers Claire Wardle (Brown University) and Hossein Derakhshan (London School of Economics and Political Science) who were troubled by the misuse of the vague phrase, "fake news."

Wardle cofounded [First Draft News](#), a collaborative project to "fight misinformation and disinformation online," whose mission continues at [Information Futures Labs](#) at Brown University. Wardle created the "7 Types of Information Disorder," a typology that illustrates and emphasizes the types of information disorder in our media landscape, and this information disorder [glossary](#). This typology was derived from [a report](#) commissioned by the Council of Europe.

Tips for Critically Evaluating Online Information:

Essential questions to ask when analyzing information center on the authority of the source/author and the purpose of the information:

Authority: Who wrote/sponsored it?

Is the author an expert in the field or just someone relaying their personal experience? Is it a company or a person?

Do they have any credentials (a degree, certification, training or extensive experience) that indicate they've studied the topic, worked in the field or have recognized expertise?

Are there sources/citations referenced? Is there a way to contact the author?

Purpose: What do they want me to do with the information?

Is the purpose to sell, persuade, entertain or inform?

Does it seem objective and impartial? Does it acknowledge conflicting information/opposing viewpoints?

Are there words and images present that seem designed to appeal to your emotions?

Is a political, ideological, religious or cultural point being made?

Conspiracy theories and propaganda tap into our deepest fears, emotion, and deeply held beliefs or values. Our tendency toward cognitive biases also helps to make belief in these theories immune to logic. We often wonder how any rational and logical-thinking person could believe in them, but facts don't win arguments. If you find the tone, language or claims of a piece of information inspire visceral fear or anger, it's a good idea to investigate the claims elsewhere by cross-referencing them with a variety of different information sources.

Active links are provided throughout the Wiretap to validate the credibility of the material in this publication. Readers are strongly encouraged to research further for more factual truth in developing opinions and judgements.



UNION CALENDAR

July

- 8 Executive Board Mtg.
6:30 pm
Union Office

NO MEMBERSHIP MEETING

August

- 12 Executive Board Mtg.
6:30 pm
Union Office

NO MEMBERSHIP MEETING

**Please be safe!
For more news,
information and
updates, visit the
CWA 4603**

**web page at:
cwa4603.org**

**To learn more about
the Communications
Workers of America,
visit:**

**[https://cwa-union.org/
about/cwa-history](https://cwa-union.org/about/cwa-history)**

**This link and others
can be found on the
cwa4603.org webpage!**

Secure Your Future

No plan for your future is a definite recipe for failure!

Build your knowledge and a plan.

Manage your personal finances by saving money, living below your means, staying out of debt, and investing early with an eye on retirement.

The right financial steps throughout your career will help ensure future financial security.

Work toward accumulating money in your Roth IRA, Traditional IRA and 401(k). There are different limits for annual contributions to these savings resources. Research on-line to grow your financial knowledge.

Keep your expenses low, stay out of debt. Be sure when the time comes your Social Security and distributions from your retirement accounts can pay for all your expenses.

Build Your Financial Wisdom

Compound Interest is the key to building financial security

Learn on-line at: Investor.gov

There's a simple (plug in the numbers) compound interest calculator for projecting your retirement savings growth.

*Brought to you by the SEC's Office of Investor Education and Advocacy,
Investor.gov is your online resource to help you make sound investment
decisions and avoid fraud.*

Not having a plan is not a good plan!

**"In my view, for most people, the best thing to do is own
the S&P 500 index fund,"**

Warren Buffet

THE CWA WIRETAP

MONTHLY PUBLICATION OF
THE COMMUNICATIONS WORKERS OF AMERICA
LOCAL 4603
6511 WEST BLUE MOUND ROAD
MILWAUKEE, WI 53213

**PRESIDENT Greg Tennyson
EXEC. VICE PRESIDENT Adam Schelske
SECRETARY/TREASURER Kwami Barnes**

Wiretap Staff

**Rich Hinderholtz, Editor
Gary Kierzek, Columnist**

Proud member of the Midwest Labor Press Association

Submissions Always Welcome

If you are interested in submitting an article, cartoon or photograph for the newsletter, please forward it to the CWA 4603 Union Office or e-mail it to: rhinderholtz@yahoo.com

Please include Wiretap in your email subject line!

To contact the RMO Report

Write c/o RMO Report
6511 West Bluemound Rd.
Milwaukee, WI 53213
414-258-4010

NO CUTS TO MEDICAID

Republican leaders in Congress are trying to make the 2017 tax giveaway to billionaires and giant corporations permanent by cutting \$1.5 trillion from vital programs like Medicaid.

On Wednesday, the House Committee on Energy and Commerce passed steep cuts to Medicaid as part of the budget reconciliation process. The impact of these cuts would be disastrous for working families. Frontline health care workers would lose their jobs, millions of workers would lose health care coverage, and state budgets would be thrown into chaos.

Medicaid is the single largest source of health care coverage in the United States and a major source of funding for hospitals, community health centers, and nursing homes. Medicaid covers 20% of hospital spending and more than 60% of people in nursing homes. From prenatal care for babies to long-term services for seniors and people with disabilities, Medicaid touches every stage of life.

The proposed cuts to Medicaid would take health care away from millions of people, including kids, seniors, and our most vulnerable Americans. It would raise health care and insurance costs for everyone else. And massive cuts to Medicaid would cause hospitals, clinics, nursing homes and home-health agencies to close or downsize, resulting in an estimated [477,000 health care jobs to be lost in 2026 alone](#).

It's time to speak up and urge Congress to stand with working families by rejecting any cuts to Medicaid.

[Call your representative at 231-400-0602 to tell them, "no cuts to Medicaid," or click here and fill out the form to be connected.](#)

[Things that state governments can do to protect workers' right to organize:](#)

Allow striking workers to receive unemployment benefits (UI): Strikes are one of the most powerful tools workers have, but they can also be an economic hardship. So far, nine states have passed legislation allowing strikers to receive UI benefits. Bottom line: UI for strikers helps workers stay on the picket line and win against corporate greed.

Pass "worker freedom of conscience" laws: These laws prohibit bosses from forcing their employees to attend meetings where they are subjected to political, religious, or anti-union propaganda on the clock. Studies have shown that workers are less likely to win their union the more they are forced to attend anti-union meetings, which employers conduct in about 90% of union drives. So far, at least 10 states have passed laws prohibiting captive audience meetings

Repeal and resist "right-to-work" laws: "Right to work" sounds nice, but the reality is that right-to-work laws weaken unions by allowing unionized workers to opt out of paying union dues while still benefiting from a union contract. States with RTW laws have lower union density and higher income inequality than states that don't. Twenty-five states currently have RTW laws.

[Defy the Oligarchs - Teach Truth](#)

How are we going to build a society to meet human needs and not just enrich the few? By teaching the truth about history. Wipe away the lies. Equip students with the tools to recognize and challenge oppression.

Jesse Hagopian shared these timely thoughts in a conversation with Rethinking Schools executive director Cierra

Kaler-Jones about his new book, *Teach Truth: The Struggle for Antiracist Education*.

In the audiogram below, Hagopian explains how book bans and attacks on educators are divide-and-conquer tactics used by the right during the McCarthy era to silence movements for justice and suppress the crucial lessons of history.

[Teaching People's History | The Zinn Education Project](#)

Erasing history paves the way for ethnic, racial, and religious nationalism. When you censor the history of social movements, you make citizens feel like they have no agency, and so it's an anti-democratic education. — Jason Stanley

Young people face immense challenges — racism, war, gun violence, climate crisis, voter suppression, and more. However, across the country, legislatures, the president, and corporate power are pushing laws and policies to criminalize teaching honestly about U.S. history and to restrict students' ability to ask questions and engage in critical thinking.

The laws' chilling effects reach classrooms nationwide, on top of textbooks and high-stakes testing that have also long distorted curricula.

To protect young people's right to learn — and by default protect the future of democracy and justice — we need to expose the right's agenda and be visible in our defense of teaching people's history.

We ask EVERYONE to take a public stand in defense of #TeachTruth.

Recommended Extra Credit Reading

[Oligarchy in the open: What happens now as the U.S. is forced to confront its plutocracy problem? | Harvard Kennedy School](#)

[The One, Big, Beautiful Bill – The White House](#)

"Major American companies across industries are lining up in support of The One, Big, Beautiful Bill, recognizing it as a bold step toward revitalizing the U.S. economy. From manufacturing giants and tech leaders to energy and retail powerhouses, these companies see The One, Big, Beautiful Bill as a catalyst for job creation, domestic investment, and long-term growth."

The "Value" of CWA Political Action Fund

What you do, as a member, "buy" when you give money to CWA PAF?

- A voice in passing legislation
- A more powerful union
- People fighting for your rights as a worker in Washington, Madison and in your local government
- More job security/better pay

What does CWA "buy" with the money members contribute to COPE?

- Political Power
- A seat at the table
- Friends in Congress, State Legislatures and Local Government

If you are interested in making a donation to the CWA COPE (*Committee On Political Education*) fund, please contact your steward or the CWA 4603 union office.

Donations can be made as an easy payroll deduction.



Milwaukee Area Labor Organizations

Here's a list of various area labor organizations. We know your time is valuable however actively participating in labor activities is an investment in your future. We never know what the future holds but building connections within these organizations can hold significant potential in building your future opportunities.

It's impossible to predict people you encounter that results into a life long friendship. Active involvement will lead you to sharing experiences with other workers that can expand your knowledge.

The following is only a short list of possibilities to consider:

Young Workers Committee

ywc@milwaukeeclabor.org

The Young Workers Committee is a group for under-40 workers to meet other union activists and leaders, build leadership and organization, and sharpen knowledge and skills to revive unionism for today's working class. We organize trainings, discussions, socials, and support workplace actions such as strikes and pickets in order to help rebuild union culture and build working class power among young workers.

Non-union represented workers who are interested in the benefits of a union or who want to learn how to organize their workplace are welcome to attend!

The Young Workers Committee meets the Third Thursday of the month at 7:00pm. Join us for our next meeting!

Milwaukee Area Labor Council- Yatchak Hall
633 S. Hawley Rd. Milwaukee

[Committees and Constituency Groups | Milwaukee Area](#)

[Labor Council, AFL-CIO](#)

Union Veterans Council

Next Union Veterans Committee Meeting

July 8, 2025 at 6:30pm

For more information, contact the Milwaukee Area Labor Council at 414-771-7070.

[Committee on Political Education \(COPE\) | Milwaukee Area](#)
[Labor Council, AFL-CIO](#)

Political action is a natural part of union activity. Members live in the neighborhoods, worry about the community and understand how teamwork makes life better for themselves and others. There is terrific power in pulling together, despite diverse backgrounds and viewpoints. But there's also terrific responsibility on organized labor not to unleash that force lightly or without deep thought.

Our union, CWA strives to provide information and opportunities for CWA member's in securing their future stability, safety, success and fulfillment.

As a CWA member, your decisions play a key role in building opportunities for your success as well as your coworkers.

CWA seeks to educate members to recognize and utilize the benefits and resources made available through our collective bargaining efforts.

It's your responsibility as the union member to build your knowledge in using these valuable resources.

Know the rules, use the rules!

"Don't it always seem to go

That you don't know what you've got till it's gone"

Joni Mitchell - Big Yellow Taxi - January 7, 1970

Work Smarter or Work Harder - It's your call!

Federalist No. 1 General Introduction

October 27, 1787

Alexander Hamilton

To the People of the State of New York:

"If there be any truth in the remark, the crisis at which we are arrived may with propriety be regarded as the era in which that decision is to be made; and a wrong election of the part we shall act may, in this view, deserve to be considered as the general misfortune of mankind."

[FEDERALIST. No. 1 - Founding Fathers](#)

The Federalist Papers is a collection of 85 articles and essays written by [Alexander Hamilton](#), [James Madison](#), and [John Jay](#) under the collective [pseudonym "Publius"](#) to promote the [ratification](#) of the [Constitution of the United States](#).

The authors of *The Federalist* intended to influence the voters to ratify the Constitution. In [Federalist No. 1](#), they explicitly set that debate in broad political terms:

It has been frequently remarked, that it seems to have been reserved to the people of this country, by their conduct and example, to decide the important question, whether societies of men are really capable or not, of establishing good government from reflection and choice, or whether they are forever destined to depend, for their political constitutions, on accident and force.

Editor's Synopsis of Federalist No.1: If we are not successful in establishing a constitutional governing UNION of self rule by the people that works, a conflict of great misfortune for all of us will be the result.

[The Visionaries Behind the Constitution: How the Founding Fathers Built a Nation](#)

The Kierzek Chronicles

Just the other day I was having lunch at a local restaurant, when I overheard one of the waitresses complain that she would have to work two hours of overtime that particular day. My daughter who owns a store in Burlington told me that in today's world, it can be very challenging to find people willing to work. Her customers tell her that she should be open more hours of the week. However she has had trouble finding people to put in the time. I am hearing that same assessment of people from other business owners in my area. Things seemed much different back in my days of working for Ma Bell. When my job title was a PBX Installer in West District my fellow workers and I were working a cut-over at West Allis Memorial Hospital. There were six of us working there over the weekend, to cut their phone system over to a Dimension PBX. We all had a contest to see who could stay on the job the longest. If you happened to work only twelve hours and decided to leave to go home, you were disqualified from the contest. I think that I came in second or third. I worked with some heavy hitters back then. Most of us wanted to reach the limit of paying into Social Security before the fourth quarter of the year. Later when I went to Official Services I was assigned to installing the phone system at the Pewaukee Data Center, which was just being built. About every six weeks several people would be moving in the new building. Because of the heavy workload I found myself working ten to twelve hours a day for thirty days straight. At the time my boss was a guy named Terry Butterfield. He was a great boss. He showed up at my job on Saturday which was my thirtieth day in a row of work. I asked him what he wanted when he got there. He said to me "Gary, can you do me a favor?" I said sure. He said "Stay home tomorrow." So I did.



4603 Retired Members Organization

President

George Walls
262-377-7744

Vice President

Jim Courchane
262-893-3068

Secretary/Treasurer

Rich Hinderholtz
262-886-9408

July 2025 RMO Report

From RMO Secretary/Treasurer Rich Hinderholtz:

**Our next RMO luncheon will be held on September 17, 2025 at
Meyer's Restaurant and Bar, 4260 S 76th, Greenfield, WI.**

RMO business meeting begins at 11am

Lunch scheduled to be served at 12:15

Lunch is \$15.00 per person. Please send a check payable to CWA 4603 RMO

Mail checks to: CWA 4603 RMO - 6511 W Bluemound, Milwaukee, WI 53213

Please mail payments by September 1, 2025 OR SOONER!

They need to be received by the September 8, 2025 deadline!

Remaining RMO 2025 Membership Meeting & Luncheon Dates

September 17, 2025 November 19, 2025

Meeting with U.S. Rep. Bryan Steil

Members from CWA 4603 and CWA 4611 had a meeting on May 28th with 1st CD Rep. Bryan Steil's representative at St. Francis City Hall. Our delegation spoke with Rep. Steil's assistant who took notes regarding our concerns with the cuts in Medicaid funding in the House version of "The One Big Beautiful Bill". The assistant was not authorized to answer any questions on behalf of Congressman Steil or his position on the bill he voted to approve.

Medicaid and CHIP Cuts in the House-Passed Reconciliation Bill Explained – Center For Children and Families

According to updated Congressional Budget Office (CBO) [cost estimates](#) of the House-passed bill issued on June 4th, the bill's Medicaid and CHIP provisions in the House Energy and Commerce Committee section of **the bill would cut gross Medicaid and CHIP spending by \$863.4 billion over the next ten years** (without accounting for interactions across such provisions and with provisions affecting the Affordable Care Act's marketplaces and marketplace subsidies and without accounting for revenue effects). Separate updated CBO coverage [estimates](#) of the House-passed bill also issued on June 4th find that **the Medicaid and CHIP provisions would increase the number of uninsured individuals by 7.8 million by 2034.**

Still waiting for the U.S. Senate to complete their reconciliation version. (6/20/2025)

Reconciliation in Congress is a special legislative process that allows certain budget-related bills to pass in the Senate with a simple majority, bypassing the usual 60-vote requirement to overcome a filibuster. It is used to expedite the passage of legislation related to taxes, spending, and the federal debt limit, typically following the approval of a budget resolution. The catch is they have to hold their slim majority together to agree and pass their plan. Stay Tuned!



When is "hot" too hot?

Weather forecasters use something called the heat index to measure what the weather actually feels like to you. The index considers both the temperature and humidity. For example, if the temperature is 100 degrees and the relative humidity is 55 percent, it will feel like 124 degrees out.

At 80 degrees to 90 degrees, the National Weather Service advises caution with prolonged exposure. Note that the heat index is calculated with temperatures in the shade but can increase by up to 15 degrees in direct sunlight.

Source: National Weather Service

Join the CWA Local 4603 Community Services Committee and



**Ronald McDonald House Charities'
of Eastern Wisconsin**

**For the 2025 Pop Tab Collection
All pop tabs will be donated to the
Ronald McDonald House**

**They recycle them and use the proceeds to help the Children
undergoing treatment at local hospitals.**

**You can drop your pop tabs off at the Local Office at
6511 W. Bluemound Rd.**

**You can also bring your collected tabs to the Membership
Meetings or just bring them to the Union Steward in your
work area. We will be collecting Pop Tabs year round!**

Retiree Benefit Issues

**Benefit Specialists are unable to help with
Medicare Supplemental Issues.**

All other issues: First call your company's Benefits Office.
If your issue is not resolved, then refer all problems to the
appropriate CWA Benefit Representative:

AT&T Legacy Midwest SBC

Carrie Dercola - Local 4603 Office 258-4010

Alcatel-Lucent-Nokia

Brian Sawyer - 984-389-7610

bsawyer@cwa-union.org

[Legacy] AT&T

Kim Wilburn - 614-868-2215

kwilburn@ems.att.com

RMO Dues: \$100 for Lifetime. Checks payable to: CWA Local 4603 RMO.
Mail to CWA Local 4603 RMO, 6511 West Blue Mound Rd., Milwaukee, WI 53213

CWA Local 4603

6511 West Blue Mound Road
Milwaukee, WI 53213

Office 414-258-4010
Fax 414-258-8542

cwa4603.org

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What Difference

Does a Union Make?

We sometimes take for granted the difference CWA makes in how we're compensated for our work and how we're treated on the job. It's worth reminding ourselves what things would be like without our union.

With a Union

Your wages, benefits and working conditions are protected by a legal contract.

.....
The contract spells out how much every one earns.

.....
The union negotiates raises for everyone. The members vote on the settlement. If they think that it is not a fair settlement, they can vote it down.

.....
If you are disciplined for something you didn't do, the union will defend you.

.....
If you are the most senior qualified worker who bids on a promotion you will get it.

.....
Vacations, shifts, layoffs are based on seniority.

.....
If you don't like something at work you can work through the Union and together with other workers make changes.

Without a Union

Management can change wages, benefits, working conditions whenever they want.

.....
No one knows how much anyone else earns. Management tells you not to tell the other workers what you're paid.

.....
If you want a raise you have to beg for it or kiss up to the boss.

.....
If you are disciplined for something you didn't do, you are on your own.

.....
Promotions can be handed out on any basis by whatever the boss determines friendship, loyalty, etc.

.....
Vacations, shifts, layoffs can be based on the bosses' desires.

.....
If you don't like something at work you can quit.