



Women's History Month

History of Women's History Month

In the United States, Women's History Month traces its beginnings back to the first International Women's Day held in 1911.

In 1979, a fifteen-day conference on women's history was held at Sarah Lawrence College, chaired by historian Gerda Lerner. The conference was co-sponsored by Sarah Lawrence College, the Women's Action Alliance, and the Smithsonian Institution. From there, similar celebrations grew within the attendees home organizations, communities, and school districts. Their Women's Action Alliance also agreed to support an effort to secure a National Women's History Week.

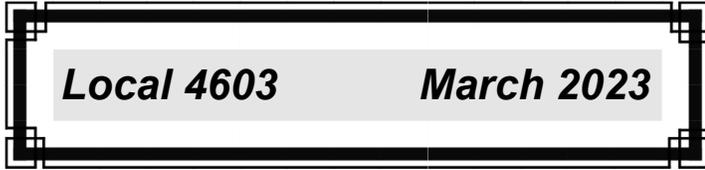
In February 1980, President Jimmy Carter issued a presidential proclamation declaring the week of March 8, 1980, as National Women's History Week. The proclamation stated, "From the first settlers who came to our shores, from the first American Indian families who befriended them, men and women have worked together to build this nation. Too often the women were unsung and sometimes their contributions went unnoticed. But the achievements, leadership, courage, strength and love of the women who built America was as vital as that of the men whose names we know so well. As Dr. Gerda Lerner has noted, 'Women's History is Women's Right.' It is an essential and indispensable heritage from which we can draw pride, comfort, courage, and long-range vision. I ask my fellow Americans to recognize this heritage with appropriate activities during National Women's History Week, March 2-8, 1980. I urge libraries, schools, and community organizations to focus their observances on the leaders who struggled for equality - Susan B. Anthony, Sojourner Truth, Lucy Stone, Lucretia Mott, Elizabeth Cady Stanton, Harriet Tubman, and Alice Paul. Understanding the true history of our country will help us to comprehend the need for full equality under the law for all our people. This goal can be achieved by ratifying the 27th Amendment to the United States Constitution, which states that 'Equality of Rights under the Law shall not be denied or abridged by the United States or by any state on account of sex.'" Carter was referring to the Equal Rights Amendment, which has never been officially ratified, not to the amendment which did become the 27th Amendment to the United States Constitution after his presidency.

In 1981, responding to the growing popularity of Women's History Week, Sen. Orrin Hatch (R-Utah) and Rep Barbara Mikulski (D-Maryland) co-sponsored the first Joint Congressional Resolution proclaiming a Women's History Week. Congress passed their resolution as Pub. L. 97-28, which authorized and requested the President to proclaim the week beginning March 7, 1982 as "Women's History Week." Throughout the next several years, Congress continued to pass joint resolutions designating a week in March as Women's History Week. Schools across the country also began to have their own local celebrations of Women's History Week and even Women's History Month. By 1986, fourteen states had declared March as Women's History Month.

Women's History Month

In 1987, after being petitioned by the National Women's
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**Spring General Election
Tuesday April 4, 2023**



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CWA D4 ORGANIZING

Justin Hawkins, D4 organizer, reports:

Noble Knight Games United

Workers won Voluntary Recognition on December 1, 2022 at Noble Knight Games United. The unit has approximately 60 members. They initially requested but were denied recognition when they filed an NLRB petition with over 70% support last October. The company hired two separate anti-union law firms that forced them into captive audience meetings daily in both groups and one-on-one. The workers fought back at every single meeting and even left the anti-union lawyers speechless.

They received enormous support from the gaming community and from Labor across the country. The company faced incredible backlash from customers, vendors, and political allies. The workers publicly supported each other every day and had an extraordinary social media presence and media outreach.

Noble Knight Games is the largest brick-and-mortar board game retailer and the largest online retailer in the country. They are located in Fitchburg, Wisconsin, a suburb of Madison, and will join fellow members at GWA-CWA (Raven Software) with their victory.

The company responded to and signed a second offer for Voluntary Recognition and finally did the right thing this past November when over 74% of workers showed their unity and solidarity without wavering. Their election was scheduled for December 8, 2022, but was canceled with the signed agreement. They would like to thank everyone for their support and look forward to bargaining a great first contract.

Union Membership Grows by More than 200,000 in 2022

**The Real Story On Labor Unions:
Why We're in a Surge of Organizing**

AFL-CIO.org

A January Bureau of Labor Statistics data report showed union membership in the United States grew by more than 273,000 in 2022, despite fierce and often illegal corporate union-busting.

The union membership rate, the percent of wage and salary
(Continued on page 2)

Wisconsin Elections 2023

“We do not have government by the majority. We have government by the majority who participate.”

Thomas Jefferson



It is your choice! You can choose to ignore important public concerns, but we all know what the eventual results will be if we just keep kicking the can down the road.

Voting is your single opportunity to be heard on these decisions! Thoroughly research and identify your concerns and the candidates. Choose the candidates whose judgement most resembles your thoughts in addressing these concerns.

We've all made important decisions this past year with a variety of outcomes. Good judgement is an important skill to possess. There is knowledge and wisdom to be learned from our past failed choices.

The future marches on and choosing to neglect your duty as a citizen is a waste of your only opportunity to be heard!

Decision Makers get elected whether you vote or not! Decisions are made and legislation becomes law. Legislative and judicial representatives make decisions that affect us all. Don't be deceived by fast well funded messaging. Take your responsibility seriously and exercise diligence in thoroughly investigating to find the facts and the truth!

You can complain about things and be angry, but if you don't vote, you are just blowing hot air!

DO NOTHING, AND NOTHING GETS DONE!

Spring General Election

Tuesday April 4, 2023

On The Ballot

**State office to be elected:
Wisconsin State Supreme Court**

Depending upon where you live, there may be elections in your area for County and Municipal Offices: County Executive, County Supervisor, County Comptroller Municipal Offices: Mayor, Alderperson, Town and Village Board Member, Municipal Clerk, Treasurer, Municipal Judge, School District and Multi-Jurisdictional Municipal Judges.

(Continued from page 1 - Union Membership Grows)

workers who were members of unions was 10.1 percent in 2022, down from 10.3 percent in 2021, according to the report. The total number of all wage and salary workers grew by 5.3 million (mostly among nonunion workers). This disproportionately large increase in the total number of wage and salary employment compared with the increase in the number of union members led to a decrease in the percentage of the union membership rate. The 2022 unionization rate (10.1 percent) is the lowest on record since 1983, the first year comparable union data began. The 1983 union membership rate was 20.1 percent and there were 17.7 million union workers in the U.S in that first report.

While this current data shows a slight dip in nationwide union density, the real story is that hundreds of thousands of workers overcame the odds to join a union last year in a system that's rigged against them. Corporate giants such as Amazon and Starbucks are spending millions of dollars to thwart collective action in the workplace, harassing, intimidating and even illegally firing workers trying to form unions to improve their

lives. Still, many workers found a way to have a voice on the job.

Despite broken labor laws and rampant union-busting, working people are undeterred in their pursuit of a union. 2022 saw a reinvigorated labor movement, one led by young workers and workers of color, who organized at a clip not seen in years. The total number of wage and salary workers belonging to unions in 2022 in the U.S. was 14.3 million.

In 2022, 16 million workers in became union members—an increase of 273,000 from 2021!

So why did overall density decline?

More jobs became unionized, but nonunion jobs were added at a faster rate.

AFL-CIO

Last year there was a 53% rise in union elections, including groundbreaking wins at corporations that were once viewed as impossible to organize.

Unions are more popular with the public now than at any point in the past five decades because working people are fed up with low pay, unsafe working conditions and shoddy treatment on the job. This momentum won't wane; in fact, workers are doubling down on standing together.

“In 2022, we saw working people rising up despite often illegal opposition from companies that would rather pay union-busting firms millions than give workers a seat at the table,” said AFL-CIO President Liz Shuler. “The momentum of the moment we are in is clear. Organizing victories are happening in every industry, public and private, and every sector of our economy all across the country. The wave of organizing will continue to gather steam in 2023 and beyond despite broken labor laws that rig the system against workers.”

This year, the labor movement is going all in on an organizing agenda that will ensure every worker who wants a union has the chance to join or form one. Now's the time for elected leaders to fix what's broken by reforming our outdated labor laws that for far too long have stacked the deck against working people.

WE SAW WINS AT:

Amazon. Apple stores. Universities. Medieval Times dinner theaters. Fire stations. Hospitals. Video game studios. Airlines. Theaters. Starbucks stores. Newspapers. & **So much more.**

AFL-CIO

In 2022, unions also became more diverse. Of all major racial ethnic groups, Black workers continue to have the highest unionization rates!

Rhetoric in support of working people isn't enough. We need leaders who will fight to pass laws like the PRO Act and Public Sector Freedom to Negotiate Act that level the playing field and give workers a real chance to better our lives, strengthen our communities and create a more equitable economy.

A majority of Americans would join a union right now if they could

But corporations like Starbucks & Amazon continue to break the law & spend hundreds of millions of \$\$\$ to union-bust.

AFL-CIO

If last year taught us anything, it's that you should never bet against the American worker. Despite the odds, we'll organize until we win.

**Link for the BLS report:
Union Members Summary -
2022 A01 Results (bls.gov)**

(Continued from page 1 - History of Women's History Month)

History Project, Congress passed Pub. L. 100-9 which designated the month of March 1987 as Women's History Month. Between 1988 and 1994, Congress passed additional resolutions requesting and authorizing the President to proclaim March of each year as Women's History Month. Since 1988, U.S. presidents have issued annual proclamations designating the month of March as Women's History Month on occasion.

State departments of education also began to encourage celebrations of Women's History Month as a way to promote equality among the sexes in the classroom.

Maryland, Pennsylvania, Alaska, New York, Oregon, and other states developed and distributed curriculum materials in all of their public schools, which prompted educational events such as essay contests. Within a few years, thousands of schools and communities began to celebrate of Women's History Month. They planned engaging and stimulating programs about women's roles in history and society, with support and encouragement from governors, city councils, school boards, and the U.S. Congress.

In March 2011, the Obama administration released a report, *Women in America: Indicators of Social and Economic Well-Being*, showing women's status in the U.S. in 2011 and how it had changed over time. This report was the first comprehensive federal report on women since the report produced by the Commission on the Status of Women in 1963.

A President's Commission on the Celebration of Women in History in America recently sponsored hearings in many parts of the country. The Women's Progress Commission will soon conduct hearings to promote interest in preserving areas that are relevant in American women's history. Some of the groups promoting this interest are state historical societies, women's organizations, and groups such as the Girl Scouts of the USA.

CWA 4603 Endorses Sara Geenen for Milwaukee County Court of Appeals District 1

The CWA 4603 executive board and membership has endorsed Sara Geenen in her bid to serve a six year term on the Wisconsin Court of Appeals District 1 which encompasses Milwaukee County.

Born and raised in Kaukauna, Sara earned her BA from UW-Madison and her Juris Doctor (JD) from the University of Wisconsin Law School. She has been practicing law for over 15 years, representing workers, local and international labor organizations in wage and hour and discrimination matters, collective bargaining, labor and contract disputes, rights enforcement, arbitration, and as creditors in bankruptcy or receivership cases. Sara has also presented lectures on employment discrimination, workplace harassment, and other areas of labor and employment law.

Sara is often a featured guest for presentations on labor and employment law topics throughout the country.

"Much of the judiciary has lost sight of what it means to uphold the Constitution and the laws to bring about 'liberty and justice for all,'" said Geenen. "I want to serve the people as a judge because we cannot abandon the premise of a fair and neutral judiciary."

"The proper role of a judge is to ensure a fair, thoughtful process that honors and protects parties' rights, while upholding the Constitution and the law," said Geenen. "This process is how we restore our values to the court and maintain the judiciary's integrity." geenenformke.com

CWA 4603 has Endorsed Missy Zambor for MPS School Board Citywide



Missy is a member of CWA 4603 and has expressed a deep commitment to public education and to the students in the Milwaukee Public Schools. That is why she is running for the citywide Milwaukee Board of School Directors seat.

Missy is a Milwaukee Public School parent, and has pledged to fight to ensure that every student — regardless of the school they attend — has class sizes small enough for one-on-one attention, amazing educators who are supported and respected, access to an anti-racist education that celebrates diversity, and reliable transportation that families can depend on.

Missy currently serves as the marketing director for Rethinking Schools' a nonprofit publisher and advocacy organization dedicated to sustaining and strengthening public education through social justice teaching and education activism.

She formerly, served as the communications director for the Milwaukee Teachers' Education Association, the largest educators local in the state of Wisconsin. There she helped fight back a Republican-backed state takeover of Milwaukee Public Schools. Missy also supported resolutions for more nutritious food, longer recess, and smaller class sizes for students in early grades.

Missy wants to ensure that every MPS student from K4-12 grade has the opportunity to attend a school filled with joy. Schools with outdoor spaces for kids to run and laugh. Schools where students receive individual attention in a comfortable and safe classroom. Schools that promote a curriculum that gives students the knowledge and power to question the world in a way that helps uproot the causes of racism, the climate crisis, and economic inequality.

Missy comes from a family of immigrants who made Milwaukee their home because of the opportunities and community they found here.

Because of her sense of love, commitment, and dedication to Milwaukee, she is taking on this next step in her fight for Milwaukee Public School families to ensure that every young person has the opportunities they need to excel.

For more information, to get a yard sign, to volunteer to assist in her campaign or to donate to her campaign you can visit:

<https://www.missyformilwaukee.com>

"Missy for Milwaukee"
2761 N. 67th St.
Milwaukee, WI 53210

**Visit this website
provides answers to
your voting questions:
<https://myvote.wi.gov>**



A resource for answers and to find your Voter info, identify your Polling Place, What's on your Ballot, Update your Name or Address, Register to Vote, submit a request to Vote Absentee by Mail, Track your Ballot, or do search for In-Person Absentee voting options.

Qualification for self-government is Vote!



UNION CALENDAR

March

- 14 **Executive Board Mtg.**
6:30 pm
Union Office
- 15 **Membership Mtg.**
7:00 pm
Pallas Restaurant
1657 S. 108th St.
West Allis, WI 53214

April

- 11 **Executive Board Mtg.**
6:30 pm
Union Office
- 19 **Membership Mtg.**
7:00 pm
Pallas Restaurant
1657 S. 108th St.
West Allis, WI 53214

**Please be safe!
For information
and
updates,
please visit the
CWA 4603
web page at:**

cwa4603.org

**To learn more about
the Communications
Workers of America,
we recommend that
you visit this link:
[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!**

CWA Local 4603 LAS SCHOLARSHIP CRITERIA

1. \$1,000.00 scholarship will be awarded one time only to an individual.
2. Must be a child, stepchild or grandchild of a member (active or RMO members only).
3. The member must be in good standing with CWA 4603 for a minimum of one year.
4. Acceptance into an accredited college, university, community college or technical or trade school at the time of the award. (First 4 years of college only—graduate students are not eligible.)
5. Awards must be for the following fall school year tuition (2023-2024).
6. Applications must be received by April 1, 2023.
7. All requirements must be met and information on the application must be completed to be considered.
8. Applications can be hand written; the essay must be typed.
9. *A letter of reference from a teacher on school letterhead must be included as well as an essay of a maximum of 500 words entitled "What impact has the union had on my life?"*

You can request an application by contacting your CWA union steward, the CWA 4603 union office at 414-258-4010 or print a form by visiting:

CWA4603.org

Applications should be mailed to:

**Wendy Fonseca
CWA 4603
6511 W. Blue Mound Rd.
Milwaukee, WI 53213**

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 KIM WARD
SECRETARY/TREASURER WENDY FONSECA**

**Wiretap Staff
Rich Hinderholtz, Editor
Gary Kierzek**

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: wiretap@cwa4603.com

To contact the RMO Report

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

Women's/Equity Committee

March is National Women's History & National Reading Month

First, let us honor all women, from all walks of life. We all know, all of the contributions made by Women deserves far more than just one month of recognition, however, there is no better time than the present to reflect, celebrate and appreciate the Women of our past, present and future. With that, please take the time to get to know a few women who've made their mark on this world. Such as: Malala Yousafzai, Jane Austen, Sojourner Truth, Jennifer King, Anne Frank, JoAnne S. Bass, Maya Angelou, Ava DuVernay and those in our communities who have worked in expanding the greater good for all.

Honoring Women's History can be observed by simply writing a letter to a woman you admire, going out to dinner with the ladies in your life or reading up on women's history.

Let's continue to grow our power as women together in building a better future for all. By recognizing and joining those who've come before us, and to those currently working in a positive direction.

Now on to acknowledging National Reading month. The quote "Knowledge is Power" has been around for a long time and we all know reading is an essential part of our lives. Reading is informative, fun and inspires our imaginations with newfound insight that allows us become story tellers in sharing our life's experiences and lessons.

A few things you can do to support reading would be to get a library card and use it. Shopping at local bookstores, installing a leave a book/take a book in your neighborhood, order your local newspaper or get an on-line subscription would be another way to show support. Get involved by reading aloud to a child or an elderly person, donate used books for those in need. You could choose a monthly reading theme for your family to explore. Join a book club or become a positive example to encourage more reading by children. Developing good reading skills and habits over time can yield great benefits and besides you may expand your knowledge on Woman's history by reading this month's Wiretap.

Women's/Equity Committee Chair – Wendy Fonseca

Quote's to Ponder

"It's not what you don't know that kills you, it's what you know for sure that ain't true."

Mark Twain

"Corporations know the price of judges, legislators, and public officials as certainly as an American knows the price of pork and mutton."

Eugene Debs

AT&T Benefits Lesson

A recent call with a question has led us to some head spinning research of benefits for AT&T employees and retirees. The evolution of benefits that are now administered "Buffet Style" pushes employees to become Human Resource experts in choosing the plan that best fits their needs. Good luck!

Here's an interesting subject we discovered. Please begin by logging into the AT&T benefits website and choosing the center menu option "Life Changes & Legal Notices". You then move to a new page with a menu offering three sub-headings, from left to right; "Life Changes", "Health & Welfare Summaries", and

"SPD-401(k)/Savings and Pension".

Choosing the "Health & Welfare Summaries", (center menu option) is where you can access an entire list of PDF files of summary plan descriptions (SPD's). It's an entire list SPD's of benefits for programs based on your current eligibility.

We are certain you're head will begin spinning if you choose to delve into reading any of this material in this on-line adventure. Remember you are your own HR benefits expert.

We've chosen to reprint an interesting section from the AT&T "No Surprises Act Notice" Your Rights and Protections Against Surprise Medical Bills located at the bottom of the on-line list.

What is "balance billing" (sometimes called "surprise billing")?

When you see a doctor or other health care provider, you may owe certain out-of-pocket costs, such as a copayment, coinsurance, and/or a deductible. You may have other costs or have to pay the entire bill if you see a provider or visit a health care facility that isn't in your health plan's network. "Out-of-network" describes providers and facilities that haven't signed a contract with your health plan.

Out-of-network providers may be permitted to bill you for the difference between what your plan agreed to pay and the full amount charged for a service. This is called "balance billing." This amount is likely more than in-network costs for the same service and might not count toward your annual out-of-pocket limit.

"Surprise billing" is an unexpected balance bill. This can happen when you can't control who is involved in your care—like when you have an emergency or when you schedule a visit at an in-network facility but are unexpectedly treated by an out-of-network provider.

You are protected from balance billing for: Emergency services

If you have an emergency medical condition and get emergency services from an out-of-network provider or facility, the most the provider or facility may bill you is your plan's in-network cost-sharing amount (such as copayments and coinsurance). You **can't** be balance billed for these emergency services. This includes services you may get after you're in stable condition, unless you give written consent and give up your protections not to be balanced billed for these post-stabilization services.

Certain services at an in-network hospital or ambulatory surgical center

When you get services from an in-network hospital or ambulatory surgical center, certain providers there may be out-of-network. In these cases, the most those providers may bill you is your plan's in-network cost-sharing amount. This applies to emergency medicine, anesthesia, pathology, radiology, laboratory, neonatology, assistant surgeon, hospitalist, or intensivist services. These providers can't balance bill you and may not ask you to give up your protections not to be balance billed.

If you get other services at these in-network facilities, out-of-network providers can't balance bill you, unless you give written consent and give up your protections.

Congratulations and welcome to the Conclusion!

Hopefully, by now your head has stopped spinning and you may know a little more than when you began reading this story. Don't panic. If understanding benefits were easy, any idiot would be able to do it. Please be consoled in knowing that the torture never ends.

Planning for Your Future

The future is coming and with it comes guaranteed change and uncertainty whether you're ready or not. Being properly prepared for everything is impossible. Benjamin Franklin said, "By failing to prepare, you are preparing to fail". Obviously, some plan and action is always better than doing nothing. Remember that "nothing" is just that, it's "nothing".

Rule #1; If you don't know what you are doing, you probably shouldn't be doing it. Seek assistance from reliable and knowledgeable resources. It may be challenging but it's out there.

Rule # 2; Begin contributing to your retirement savings as early

as possible. Compound interest over a longer period of time is your biggest asset.

This link is a great aid!

Compound Interest Calculator | Investor.gov

When was the last time you reviewed your 401(k) plan account contributions and investment choices? Regularly reviewing your account to make updates and adjustments are important. 73% of 401(k) plan participants spend less than five hours researching their 401(k) contributions and investment choices each year.

Benjamin Franklin also said, "Money makes money. And the money that makes money makes more money"

Advance Planning

None of us are here forever. Being prepared for change is always a challenge and the uncertainty created by the loss of a spouse or loved one is always stressful and difficult. Identifying and preparing for the resulting changes with the loss of a loved one in advance may relieve some of the stress while you are still grieving and trying to find your way.

Here is a list of tasks to review and complete:

Review Your Personalized Summary,

All of the AT&T benefits are listed on Your Personalized Summary. Review this summary to identify what changes you can expect particularly if you are the spouse of the retiree. Changes to these benefits may vary greatly depending on retirement choices that were made and whether you are the former employee or the spouse of the former employee. Contact your union benefits representative for advice and assistance.

Report a Death

Report the death of the benefits eligible family member to the Fidelity Benefits Center:

Domestic: 800-416-2363 Hearing-Impaired 888-343-0860

International: Dial your country's toll-free AT&T Direct Access number, then enter 800-416-2363

Monday through Friday from 7:30 a.m. to 11 p.m. Central Time. The automated voice response system is available 24 hours a day.

Beneficiary

Review and make appropriate changes at Fidelity to your beneficiary designations on AT&T plans (Retirement Savings, Pension Death Benefit, life insurance, final unpaid compensation, etc.) Click the above Beneficiary link for more information.

Call the AT&T Benefit Center at 877-722-0020 M-F 7 am to 7 pm central time, if you need to update your Health and Wellness benefits, make changes to your life insurance, or update your profile.

Review your Summary Plan Description

Review your Summary Plan Description to learn about the eligibility rules for your dependents and the benefit changes you can make.

Contact and Notify Family Members' Employer

If your family member had benefits through another company, contact his or her employer about possible benefits.

Social Security

Update the Social Security Administration. To report the death of a dependent, call Social Security at 800-772-1213.

Death Certificates

Order copies of death certificates to provide as legal notification.

Legal Documents

Locate and review any important legal documents such as wills, trusts, and related documents.

Deeds and Titles

Locate and review deeds and titles to real property such as houses, cars and boats.

Financial Management

Identify financial assets and liabilities, including checking, savings and brokerage accounts, pensions, retirement programs and life insurance. Obligations include mortgages, auto and personal loans and unpaid credit card balances.

Insurance Policies

Identify and review insurance policies (e.g. life, home, auto, and personal property) and notify the respective companies of the death.

Notify Credit Card Company

Notify credit card companies of the death and cancel any cards, as needed.

Name On Utilities

Decide if name on utilities should be changed.

DSL - Phone Service Discount for AT&T retirees:

Spouse's of AT&T retirees can expect the discount to continue for 1-2 billing cycles following the date of the retiree's death. After that time, the discount will be removed, and the account(s) will be billed at the regular consumer rate(s). The continuation of landline/DSL discounts may vary from one to six billing cycles depending on legacy company affiliation. Please contact the AT&T Employee Sales and Service Center (877.377.9010) for information on the extended discount period.



**4603 Retired Members
Organization**

President

George Walls
262-377-7744

Vice President

Jim Courchane
262-893-3068

Secretary/Treasurer

Rich Hinderholtz
262-886-9408

March 2023 RMO Report

From RMO Secretary/Treasurer Rich Hinderholtz:

**Our next RMO luncheon will be held on May 17, 2023 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 \$10.00 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 May 3, 2023 so they are received by
the May 10, 2023 deadline!**

The Kierzek Chronicles (Anderson Minutes) - by Paul Anderson

Sometime in the mid '60's, I was a station installer at the Brady St. garage (sure it became history). I was confronted by my supervisor who informed me I should decide how long I should be suspended as he observed me the day before getting a haircut in the pm during working hours.

Now this supervisor will/would never be confused with being the brightest bulb in the string, in fact one of my co workers at the time referred to him as "the dumbest son of a bitch that has walked the face of the earth!" Now I won't go that far. I am not mentioning his name as he may still be alive and know he had offspring which I do not want to offend.

I was the union steward on the crew at the time so he was somewhat concerned if I would file

a grievance even if per his schooling, he decided to let me determine my punishment. He said he would give me until the next day to decide, but he wanted to get the issue behind him as we had a high workload at that time. I said ok, come out and visit me on one of my job sites tomorrow and I will give you my decision.

He did show up and asked me what I had decided. I said give me a week off for my dastardly deed, but also lets now schedule a grievance meeting for when I return regarding this suspension. He seemed surprised I wanted a week's suspension and I told him I would treat it as a vacation as I would win the grievance and get paid anyway, plus my father in law's house needed painting.

He stormed away; I did not know his Nash Rambler had the power to burn rubber!! So, on the next job that day the second level showed up alone. He tried to defuse the situation by saying the supervisor had recently completed junior college and his curriculum had included a labor/management course which he was trying feedback from the employee when melding out discipline. I thought for a moment and asked the second level if either he or the supervisor checked my timesheet for the day in question when I got my haircut prior to deciding to discipline me.

He said he tried to find it but evidently I must have been in cahoots with dispatch as they could not find my timesheets or completed orders for that day. I then asked the second level if he or the supervisor expected me in the future to file a timesheet when I was on an AN day? (I was the lowest seniority qualified installer on the crew and usually ended up working straight time on a Saturday with a day off during the week called an AN day at that time. I had used the day off the week in question to get a haircut at my barber on Farwell Ave.

I could see the thought process similar to a deer in the headlights in the second levels eyes as he assessed how his supervisor had really screwed up and had tangled with the union steward on the crew! He stomped off, never said another word, hopped in his Ford Falcon company car and took off. I was not aware a Ford Falcon could lay rubber taking off either!!

So on returning to the garage that day, my supervisor came over to me and said "no hard feelings on my part, let me take you across the street and buy you a beer" I responded with his name and the following "you can stick my beer where the sun don't shine and the moon don't glow you dumb son of a bitch!!"

Join the CWA Local 4603



**Ronald McDonald House Charities'
Eastern Wisconsin**

**Community Services Committee and
For the 2023 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**

Labor History Timeline

Throughout our history, the labor movement has made some progress. If you get weekends off or overtime pay, thank the organized union workers who fought for those rights and benefits. None of our movement's achievements would have happened without the organization and advocacy efforts of our early brothers and sisters. Injustice against workers still continues to this day. We must look to the past not only for inspiration, but for the tools we need to continue the fight for progress. The roots of the problems we face today can be found in our past along with the solutions we need to improve our future. This labor history timeline highlights some of the key events and people who helped bring about positive changes in our workplaces and society.

“Power concedes nothing without demands.”

Frederick Douglass

The Labor Movement and Gender Equality

Some of the earliest organizing efforts in the United States were by young women working in textile mills. From that point forward, the labor movement has played a central role in the advancement of women's rights.

- 1834** Due to increased competition in textile manufacturing, the Lowell mill cut their workers' wages. The women responded by forming the "Factory Girls Association", an early form of labor union to protest the wage cuts. Their early efforts in worker collective action initially did not have much success, however they continued to organize and fight.
- 1843** Lowell Female Labor Reform Association begins public petitioning for the 10-hour work day
- 1871** After her dress shop is destroyed in the Great Chicago Fire, Mary Harris "Mother" Jones begins working as a labor organizer
- 1903** Women's Trade Union League formed at the AFL convention
- 1909** "Uprising of the 20,000" female shirtwaist makers in New York strike against sweatshop conditions
- 1911** Triangle Shirtwaist factory fire in New York kills nearly 150 workers
- 1912** Bread and Roses strike begun by immigrant women in Lawrence, Massachusetts, ended with 23,000 men, women and children on strike and with as many as 20,000 on the picket line
- 1933** Frances Perkins becomes the U.S. secretary of labor, the first woman to be appointed to the U.S. Cabinet
- 1963** Equal Pay Act bans wage discrimination based on gender
- 1974** Coalition of Labor Union Women founded
- 2009** President Barack Obama signs the Lilly Ledbetter Fair Pay Act, which restored the rights of working women to sue over pay discrimination