



Local 4603

January 2023

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Wisconsin Labor History Society**

WLHS Conference Recap

Will the year 2022 go down in history as a year in which the labor movement regained momentum?

It's clear we've seen a revitalization of solidarity among workers. A recent Gallup poll found a record 71 percent of Americans now approve of labor unions, up seven points since before the pandemic. And a Pew Research study found 61 percent believe the decline in unions is bad for American workers.

In Wisconsin, nurses at the University of Wisconsin health clinics in Madison threatened to strike in order to win a promise of a resumption of collective bargaining. In Racine, 800 members of UAW Local 180 continue a strike at CNH Industrial now into its eighth month. Railway workers have stuck together in hopes of winning a fair contract in the face of a Federal government determined to force an unsatisfactory settlement on them. President Biden has signed a bill imposing a settlement in spite of union opposition. Nonetheless, their militancy gave them record increases.

Meanwhile, the nation's corporations are hell-bent on stifling any strengthening of labor unions, as was discussed at the WLHS 41st Annual Conference recently held in Madison. The conference was entitled, "Fighting the Union-Busters," where historic union-busting tactics and how labor has responded were presented and discussed.

The labor movement has endured years of back-sliding, but times are changing, opening up opportunities for unions to grow in both strength and size.

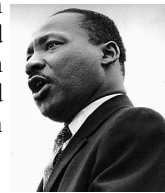
Lane Windham, keynote speaker and Associate Director of the Kalmanovitz Institute at Georgetown University, told those attending the conference that in the last 40 years "we have never witnessed a moment like this. It's a time of opportunity."

Since the 1970s there has been a major shift in cultural attitudes, particularly among younger workers. The Gen Z generation [1995-2009] has become the most pro-union.

(Continued on page 2)

Martin Luther King Day Monday - January 16, 2023

On April 4th, 1968 following the assassination of Martin Luther King Jr., U.S. Senator Edward Brooke and U.S. House Representatives John Conyers and Charles Samuel Joelson introduced bills to create a federal holiday to honor King on either January 15th or April 4th.



None of their bills even made it to a vote.

Proposals to recognize Martin Luther King Jr. with a holiday immediately began to grow with the strong support of organized labor in municipalities, counties, and states across the country. Initial efforts had little success but persistent efforts continued to spread and organize more support.

As municipal and county legislation recognizing a holiday for Martin Luther King Jr. spread, more state legislatures joined by passing statewide holidays to honor the civil rights leader.

Eleven years later in October 1979, the first federal bill finally made it to a vote in the U.S. House of Representatives. The proposal fell five votes short for passage in the House.

Opposition arguments in every debate claimed a paid holiday would be too expensive and honoring a private citizen with a federal holiday would set a dangerous precedent to longstanding tradition, as King had never held any public office.

The King Center sought to build further support from both the corporate community and the general public. The success of this strategy was cemented when musician Stevie Wonder released the single 'Happy Birthday' in 1980 which became the rallying cry for the campaign. Wonder and Coretta King went on to present a second petition to Congress, containing 6 million signatures of support.

On July 29, 1983, Representative Katie Hall introduced a bill to recognize the third Monday in January as a federal holiday in honor of King. On August 2, 1983 the House voted 338 to 90 in favor of the bill and the legislation was passed on to the Senate.

During the Senate deliberations on the bill, Senator Jesse Helms, the leading conservative politician of the time, attempted to add amendments to kill the bill. Helms distributed a 400-page FBI report on King describing him as a communist and subversive. Senator Ted Kennedy accused Helms of making false and inaccurate statements and Helms attempted to have Kennedy punished for a violation of senate rules that prohibit senators from questioning each other's honor.

Following the high drama on October 18, 1983, the Senate rejected Helms' attempt to kill the bill by a vote of 76 to 12 and on October 19, the bill was approved by a vote of 78 to 22.

President Reagan originally opposed to the holiday, citing cost concerns signed the bill into law on November 2, 1983, and on January 20, 1986, Martin Luther King Jr. Day was celebrated for the first time as a federal holiday.

The holiday is observed on the third Monday of January rather than Martin Luther King, Jr.'s birthday because it follows the guidelines of the Uniform Monday Holiday Act.

**UNIONS
DON'T
ORGANIZE
WORKERS**



**WORKERS
ORGANIZE
UNIONS**

Wisconsin Elections 2023

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

Thomas Jefferson

There are important choices to be made in 2023! Follow the plan our founders scripted where “We the People” have an opportunity to choose our public/civic problem solvers and judicial administrators.



As American citizens, it is our civic duty to participate to research and understand the policies and current issues the representatives we've elected should be addressing.

The spring elections include candidates seeking local, municipal, county or statewide offices. Their decision making responsibilities once in office will absolutely impact our path forward as citizens and our nation.

It is your choice! You can choose to ignore these 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 wide 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 one opportunity to be heard!

These 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!

Primary Election

Tuesday February 21, 2023

**On The February Ballot
State Supreme Court, Municipal
and County Primary Elections**

Depending upon where you live, there may be Primary 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. Primary elections rules for county and municipal offices differ depending upon where you are registered to vote.

Spring General Election

Tuesday April 4, 2023

**On The Ballot
State office to be elected:
Wisconsin State Supreme Court**

(Continued from page 1 - WLHS Conference)

The decline of unions began in the 1970s when the roots of the growing economic divide began to develop. The causes can be blamed on several factors:

- Some major employers that traditionally accepted unionization began to join in union-busting efforts.
- Many employers were willing to break the law, as shown by the documented increase in unfair labor practice complaints.
- Employers also began to rely more and more on union-busting professionals, as was shown by onetime union-buster Martin J. Levitt in his book, “Confessions of a Union-buster.”
- Employers used the “gig economy” to break unions, using every opportunity to claim employees/workers as self-employed contractors.
- The move of jobs from industrial states to Mexico or overseas, creating plant-closings and thereby destroying the heavily unionized workplaces.

Union organizing during the 1980s dropped to one-fifth of the level of activity from previous decades.

Our nation is currently at a pivot point in worker organizing. The workplace, always has been one of the least democratic institutions but now has become a cauldron for change, as the principle of at-will employment is being strongly challenged.

It's time to look for new ways to empower workers as many have been successful in many recent National Labor Relations Board cases. Many in our society have recognized a new social contract in which workers should be treated democratically and union membership is all about democracy in the workplace.

Joanne Ricca, retired legislative representative of the Wisconsin State AFL-CIO, explained the roots of anti-unionism to the growth of the extreme right movement, beginning with the John Birch Society formed after World War II. One of the founders of the Birch Society was Fred Koch, founder of Koch Industries, who was “virulently anti-union.” Wealthy extreme conservatives like Richard Scaife heir to the Mellon fortune and Richard Coors of the brewing family began providing funding to build an active Far Right movement into the 1970s.

The U. S. Chamber of Commerce joined the movement and urged the business community to take action and become more involved influencing public policy, part of which meant destroying the labor movement. They spread a message of concerns over societal change brought by the anti-war movement of the 1960s, civil rights efforts and the growing demand for women's rights was endangering capitalism.

Wealthy corporate interests funded and built a coalition of willing allies. Developing the messaging of “Limited Government” and “Us vs. Them” that included spreading messaging on divisive hot button issues like guns and abortion that are still used to manipulate public opinion today.

Ken Germanson, former WLHS president, called attention to rightwing efforts in Wisconsin by well funded think tanks and organizations that include the Wisconsin Institute for Law and Liberty (WILL), the MacIver Institute and the Wisconsin Manufacturers and Commerce for their long-term efforts in the attack on workers' rights.

Jon Shelton, who moderated the session, noted that WILL had checked the syllabus he uses in teaching at the University of Wisconsin – Green Bay. He said that WILL did a study to show how professors may be indoctrinating their students in various progressive causes. He commented: “The bosses are organized. This isn't a spontaneous thing that happened. The only way we beat them is by organizing ourselves.”

**Visit this website for
answers to your
voting questions:**

<https://myvote.wi.gov>



This website provides answers and resources for you 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.

It's your civic duty to Vote!

"We must guard against being fooled by false slogans, such as **'right to work.'** It is a law to rob us of our civil rights and job rights. Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone....Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights. We do not intend to let them do this to us. We demand this fraud be stopped. Our weapon is our vote."

Martin Luther King, Jr.

How Wisconsin Supreme Court Races Became So Partisan

**Commentary from Matt Rothschild
Wisconsin Examiner.com**

Judicial races in Wisconsin are supposed to be nonpartisan. Technically, they still are. And ideally, that's the way they should be.

Our judges and justices should be above partisanship. They should be impartial arbiters of the law, not beholden to one party or another — or one ideology or another.

But over the last 15 years, this ideal has fallen by the wayside, as our judicial elections, especially for the Wisconsin Supreme Court, have become increasingly partisan.

This stems largely from a decision by Wisconsin Manufacturers & Commerce to start throwing huge amounts of money into the races for Wisconsin Supreme Court, and then for liberal groups to respond in kind.

The push by Wisconsin Manufacturers & Commerce was part of a coordinated move by big business groups around the country to throw themselves into state court races. It also reflected the decades-long strategy by the Koch brothers and other rightwing forces to take over every lever of political power.

"State Supreme Court elections attracted record sums from business interests," noted a 2007 report from the Brennan Institute and two other groups.

Former U.S. Supreme Court Justice Sandra Day O'Connor put it bluntly that year:

"In too many states, judicial elections are becoming political prizefights where partisans and special interests seek to install judges who will answer to them instead of the law and the constitution."

It wasn't always this way in Wisconsin. For many years, the Wisconsin Supreme Court had a tremendous national reputation, and outside money played little, if any, role in who got on the court.

For instance, in 2003, in the race between Pat Roggensack and Ed Brunner, outside groups spent all of \$27,200 on independent expenditures.

But look what happened in 2007, when Linda Clifford

challenged Annette Ziegler. In this one, outside groups spent \$3.1 million — more than 100 times what they spent in 2003. Wisconsin Manufacturers & Commerce itself shelled out \$2.2 million for Ziegler, and the rightwing Club for Growth spent \$400,000 for her. The liberal Greater Wisconsin Committee spent \$400,000 for Clifford.

Then in 2008, outside groups spent \$4.8 million when a guy named Michael Gableman challenged Louis Butler, the first African American ever to serve on the Wisconsin Supreme Court. The Gableman campaign ran hideously racist ads against Butler and was aided by \$1.8 million in expenditures by Wisconsin Manufacturers & Commerce. The Greater Wisconsin Committee countered with \$1.5 million, and Club for Growth poured in \$500,000.

The 2009 race between Shirley Abrahamson and Randy Koschnick was an anomaly, with outside groups spending only \$577,000. (Abrahamson had raised a lot of money on her own and seemed unbeatable, so the outside groups stayed away, by and large.)

In 2011, in the throes of the anti-Walker protests, the outside groups jumped back in, spending \$4.5 million in the race between David Prosser and challenger JoAnne Kloppenburg. Here, the Greater Wisconsin Committee spent \$1.7 million for Kloppenburg, with Wisconsin Manufacturers & Commerce spending \$1.1 million for Prosser.

In 2013, things calmed down a bit, with outside groups spending \$1.2 million in the race between Pat Roggensack and Ed Fallone. Wisconsin Manufacturers & Commerce spent \$500,000 in this one for Roggensack. Club for Growth spent \$350,000 for her. And the Wisconsin Realtors Association spent \$207,000 for her.

The 2015 race between Ann Walsh Bradley and James Daley was another anomaly, with only \$171,000 in outside spending, with all but \$2,000 of that was from the Greater Wisconsin Committee in favor of Ann Walsh Bradley. (Like Abrahamson in 2009, Bradley had raised a lot of money on her own and most outside groups held their fire.)

In 2016, JoAnne Kloppenburg challenged Rebecca Bradley, and outside groups spent \$3.43 million. Here, the leading rightwing spender was the Wisconsin Alliance for Reform, which spent \$2.6 million on behalf of Rebecca Bradley. The Greater Wisconsin Committee spent \$710,000 for Kloppenburg.

In 2018, outside groups spent \$2.8 million in the race between Rebecca Dallet and challenger Michael Sreenock. Wisconsin Manufacturers & Commerce spent \$1.2 million on behalf of Sreenock. The Greater Wisconsin Committee spent \$940,000 on behalf of Dallet.

In 2019, outside groups spent \$4.5 million in the race between Brian Hagedorn and challenger Lisa Neubauer. In this one, the Greater Wisconsin Committee spent \$2.3 million, with the Republican State Leadership Committee spending \$1.25 million.

Then in 2020, outside spending reached a record high of \$5 million in the race between Jill Karofsky and incumbent Dan Kelly. The liberal group A Better Wisconsin Together spent \$1.9 million. Wisconsin Manufacturers & Commerce spent \$1.1 million. The Republican State Leadership Committee spent \$897,000. And the Koch Brothers' group, Americans for Prosperity, spent \$479,000.

We can expect the April 2023 race to once again break a record, as Pat Roggensack is retiring, leaving three liberals on the court and three conservatives. So whoever replaces her in that race will determine the ideological balance on the court.

That noise you hear is the avalanche of outside money that is about to pour down on Wisconsin.



UNION CALENDAR

January

- 10 Executive Board Mtg.
6:30 pm
Union Office
- 16 Martin Luther King Day
- 18 Membership Mtg.
7:00 pm
Pallas Restaurant
1657 S. 108th St.
West Allis, WI 53214

February

- 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

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

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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

CWA 4603 Kids 2022 Christmas Party Was a Success!

The party was Saturday, December 3rd at Bowlero in Wauwatosa from noon to 2pm. Thirty kids from CWA member families enjoyed all you can eat pizza, chicken tenders, fries and of course bowling and arcade games as part of the party package. The kids were treated like royalty as the Bowlero's personal service was simply amazing! Staff tended to the lanes while providing never ending sodas, punch and water.

The kids were thrilled with bowling and the arcade games. Everyone received a gift pass for future free bowling. There were smiling faces everywhere including the CWA members and retirees at the party.

It was great getting back into the swing of things after our normal routines have been disturbed over the past 2+ years. The kids Christmas bowling party completely blew everyone there away!



**Hoping 2023 moves us back to our lost normal.
Onward to the New Year!**



CWA Local 4603's 2022 Adult Christmas Party Saturday, January 7, 2023

The Radisson
2303 N Mayfair Rd.
Milwaukee, WI 53226
Doors Open: 7:00 p.m.

****Registration to 8:30 p.m.****

**Complimentary: Beer, Wine, Soda & Light Snacks
(Not Dinner)**

**Union Card Required
Must be an active Member or RMO**

**Please bring slightly used/new coats or a Cash
donation in support of those in need!**

Wreath Laying Ceremony

CWA 4603 Community Services participated in the Wreath Laying Ceremony @ Southern Wisconsin Veterans Memorial Cemetery on Saturday, December 17, 2022.

Every branch of military was honored. Several hundred people attended the event and braved the 13° windchill temperatures. Huge truck loads of wreaths were delivered as they often have run out. Every service members' name was read aloud and they were individually thanked for their service.

In attendance - Mira Radulovic, Debi Banks (retiree), Wendy Fonseca, Billy Ann & Meadow.



UAW 180 Strike Continues

One of the largest and longest strikes in the country

A Solidarity School rally began at 2pm at UAW 180 Labor Hall in Racine on Saturday December 17th. The wind was blowing and the temperature was in the 20's. More than 100 supporters gathered in the cold from Wisconsin, Illinois, Indiana, Iowa, Minnesota, Michigan and Ohio to show their support.

UAW 180 workers began their strike against Case New Holland Industrial in

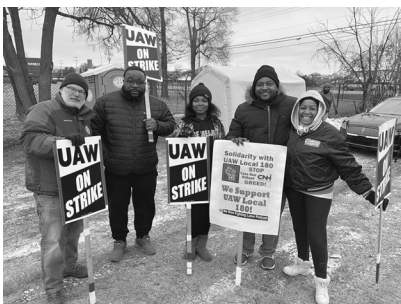
May when the weather was just starting to warm up. Seven months later, winter is setting in and the company still refuses to move towards a fair settlement.



The rally was also held to support the UAW 180 strikes by collecting donations of gifts for children, non-perishable food items, gift cards, and hand and foot warmers for the strikers.

At the conclusion of the rally, it became a Solidarity Strike Caravan as the supporters drove west spreading the message of worker Solidarity on the way to join those on the picket line at the CNH plant.

"We're losing people as it gets colder out," said strike shift captain Joe Barranco. "It's harder to stand out here, but it's a multi-billion dollar company, I think they can do better."



Watching the River Flow

"We are not all in the same boat. We are in the same storm. Some of us are on superyachts. Some of us have just the one oar." — Quote by Damian Barr

Worker solidarity is strongest when we work in unison for to gain fair treatment from wealthy corporate interests.

An injury to one is an injury to all

CNH Industrial is the goliath that UAW 180 is facing in their struggle to secure a fair contract.

These union workers are fighting for nothing more than reasonable wages, benefits and safe working conditions not only for themselves, but to also establish standards that will be applied to all industrial workers whether they are union or not.

Attn: Wisconsin High School Students

The Wisconsin Labor History Society announces its Kenneth A. Germanson Essay Contest for the 2022-2023 School Year for Wisconsin high school students (grades 9-12).

"Unions have been important to my family and my community because . . ."

Ask to interview family members, neighbors, friends or others for their stories about work and unions. Teachers are urged to assist students in their efforts.

Students could win cash prizes:

First Place, \$500; Second Place \$300; Third Place \$200; Honorable Mention (Up to 5 awarded) \$100.

Contest Rules

Essays should be approximately 750 words in length. They will be judged on understanding, evidence of original research, writing style and significance. Essays must be submitted by email in Microsoft Word or as PDF file. Submissions must include a cover sheet with the following information: Your name, address, home telephone number, your email address, your grade in school, name and address of your school, and, if you were encouraged or assisted by a teacher, the teacher's name. (Also, list your family's union membership, if applicable.)

If you have any questions, contact: Harvey J. Kaye at kayeh@uwgb.edu.

Deadline for submissions is Feb. 15, 2023

Send your essays to the following email address: info@wisconsinlaborhistory.org. Put "essay contest" in subject line.

Sponsored By:

**Wisconsin Labor History Society
(Affiliated with the Wisconsin Historical Society;
endorsed by Wisconsin State AFL-CIO)
6333 W. Bluemound Rd., Milwaukee WI 53213
Email: info@wisconsinlaborhistory.org
Website: www.wisconsinlaborhistory.org**

The Kierzek Chronicles

Just the other day I took a ride over to George Webb's to have breakfast. Walked in the door and sat down at the counter and ordered the All-American, two eggs over easy, bacon, hash browns, and toast, along with a cup of coffee, just like I did forty years ago, after my first job of course. Because back in the day that was the rule if you were an outside tech, you could not stop for your break until you completed your first job. As I spread the grape jelly on my toast that morning I thought to myself, this is pretty boring compared to my working days.

(Continued on page 7)



4603 Retired Members Organization

President

George Walls
262-377-7744

Vice President

Jim Courchane
262-893-3068

Secretary/Treasurer

Rich Hinderholtz
262-886-9408

January 2023 RMO Report

From RMO Secretary/Treasurer Rich Hinderholtz:

RMO Luncheon Schedule for 2023

March 15 May 17 September 20 November 15

Please stay safe, healthy and enjoy the New Year!

Organizations are created for a purpose. By definition, organizations require a description for the association's purpose, its administrative structure and who are the members. The RMO exists to inform CWA retirees about issues and change. Everything is constantly changing and adjusting to change is never easy or pleasant but adjust we must or be left with bigger concerns down the road. Understanding how, why, when and where the changes occurred is the first step.

We received a letter from RMO member Kathy Hall who wanted all of us to know; AT&T has the right to change retiree health benefits, and that they've already made that decision with this company provided information. Since 2013, AT&T has provided CWA retirees with access to a variety of subsidized plans and an option with a health reimbursement arrangement (HRA) to cover your annual healthcare costs. According to the company, Medicare Advantage plans have become popular and AT&T has decided to offer only one plan for all retirees and eliminate all the other options including the \$2,700.00 per year health reimbursement arrangement.

Like so many of us, Kathy loved the HRA option where retirees could get reimbursed for their qualified medical expenses.

Retiree benefits are not contractually negotiated by CWA. Unions were very instrumental in motivating employers to provide retirement benefits, but the availability of these benefits are entirely up to the discretion of the employer. With the decline in union jobs and union membership, a decline in retirement benefits has followed. All of the news and opinions expressed in the Wiretap attempts to explain the how, why, when and where of the change we all experience. In our capitalist democracy, "We the People" have the ability to influence change when a majority of us join together in solidarity to make our collective voices heard.

(Continued from page 6 - The Kierzek Chronicles)

Back then you may have been sitting there with your cup of coffee, and one or two more telephone trucks would pull into the parking lot to join you, and this is where it would get more exciting because now you were breaking a Company rule that they categorized as congregating, which could get you a day or two off without pay if you got busted. This reminds me of a day that I had when I was a PBX Installer in what was called West District. That morning my boss stated that as a result of a story published in the Milwaukee Journal which involved the City Of Milwaukee Public Works employees congregating at various restaurants for an extended period of time, the third level manager issued a statement to be read to us. It simply said that if you leave the garage in the morning and go directly to a coffee shop, you will be sent home for three days without pay. So now I walk out of the boss's office, and on my way to my truck, my good buddy Al Gorski says to me, "Did they read that letter to you from our third level?", I replied "Yes they did." He said, "You know what this means." I said, "We're going for coffee right now aren't we." Not being that smart at the time we both left the garage and went directly to the coffee shop, then directly home for three days without pay. We contacted our Union Steward, Greg Burns. He filed a grievance for both of us because he had to, it was his job to represent us, Greg was so lucky to be our Union Representative. The grievance finally made it to the third level manager. Greg made the argument that we should get all of our pay back, and have the incident removed from our record. At that point the manager was going crazy and told Greg to get out, because your two grievants already made up for their lost pay by working an excessive amount of overtime, and more than doubled what they have lost. Yes, those were exciting times at George Webbs, that I do miss.

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

2023 - Ready or Not, Here We Come! A few suggestions to consider for the year ahead.

- 1. Success is often preceded by failure.** You will never experience success until you learn to embrace failure. Your mistakes pave the way for success by revealing when you're on the wrong path. Success takes patience and the ability to maintain a good attitude.
- 2. Being busy does not equal being productive.** Success comes from focus when your time is used efficiently and productively. Use your time wisely. Dedicate your efforts to tasks that get results.
- 3. You're only as good as those you associate with.** Strive to surround yourself with people who inspire you, people who make you want to be better.
- 4. You're living the life you've created. *You are not a victim of circumstance!*** The circumstances you're living in today are your own—you created them. Likewise, your future is entirely up to you. If you're feeling stuck, it's probably because you're afraid to take the risks necessary to achieve your goals and live your dreams.
- 5. Fear is the #1 source of regret.** When it's all said and done, you will lament the chances you didn't take far more than you will your failures. Don't be afraid to take risks.
- 6. You don't have to wait for an apology to forgive.** Life goes a lot smoother once you let go of grudges and forgive even those who never said they were sorry. Grudges let negative events from your past ruin today's happiness. Hate and anger are emotional parasites that destroy your joy in life. When you forgive someone, it doesn't condone their actions; it simply sets you free.
- 7. Live in the moment.** Learn to live your life in the present. No amount of guilt can change the past, and no amount of anxiety can change the future. It's impossible to be happy if you're constantly somewhere else, unable to fully embrace the reality (good or bad) of this very moment. To help yourself live in the moment, you must do two things: 1) Accept your past. If you don't make peace with your past, it will never leave you and, in doing so, it will create your future. 2) Accept the uncertainty of the future. As Mark Twain once said, "Worrying is like paying a debt you don't owe."
- 8. Your self-worth must come from within.** When your sense of pleasure and satisfaction are derived from comparing yourself to others, you are no longer the master of your own destiny. When you feel good about something that you've done, don't allow anyone's opinions take that away from you. Regardless of what people think of you, one thing is certain—you're never as good or bad as they say you are.
- 9. Life is short.** None of us are guaranteed a tomorrow. Remind yourself each and every morning that each day is a gift and work to make the most of the blessing you've been given. Every great day begins with a great mindset.
- 10. Change is inevitable—embrace it.** You need to have an open mind if you're going to recognize, and capitalize on the opportunities that change creates. When things are going well, appreciate and enjoy them, as they are bound to change. If you are always searching for something more or better that you think is going to make you happy, you'll never be present enough to enjoy the great moments before they're gone.