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**CWA News**

Communications Workers of America member Autumn Mitchell, a Quality Assurance tester from Microsoft's Zenimax studio, participated in a White House roundtable last month hosted by Vice President Kamala Harris and Labor Secretary Marty Walsh.

The roundtable highlighted forward-looking companies that are respecting their workers' right to form unions. Union members and executives from each company briefed Harris and Walsh on their experiences. Also participating were the United Auto Workers with Ford, the Baltimore Building and Construction Trades Council with Orsted, and the International Brotherhood of Electrical Workers with Siemens.

"It was an honor to be invited to the White House to share our experience forming a union at Zenimax with Vice President Harris and Secretary Walsh," said Mitchell. "When Quality Assurance workers at Activision announced they were joining CWA, they were threatened, intimidated, and illegally denied raises. Nothing like that happened when we decided to organize at Zenimax. I have a lot of respect for Microsoft's leadership for taking a different approach and continuously working with us in good faith. I'm sure there's a lot of pressure on them to act just like all of the other tech and video game companies. But they made a commitment to trust us to make the decision that was best for us and they stood by that commitment."

While tech and video game companies like Amazon, Apple, and Activision have launched aggressive and often illegal anti-union campaigns to attack their employees who want to join unions, Microsoft has taken a different approach.

Last year, the company established its Principles on Employee Organizing and Engagement with Labor Organizations, outlining an "open and constructive approach" to promoting "dialogue, collaboration, and trust between business and labor." This was followed by the announcement of a ground-breaking, legally-binding labor neutrality agreement between CWA and Microsoft. The agreement, which would apply to the Activision Blizzard workforce once Microsoft's proposed acquisition of the company is approved, committed Microsoft to

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**"We hold these truths to be self-evident,  
that all men are created equal."**

Thomas Jefferson was a wise man when he wrote the Declaration of Independence. Jefferson's forbearers were from modest beginnings when they immigrated to Virginia in the 1600's seeking better opportunities.

Within a few generations, the Jefferson family had prospered from middling planters to become part of the country's elite at the top of colonial society.

Thomas was born in 1743 and from an early age, was an avid reader with a thirst for knowledge. Mentored by older siblings and access to a large collection of books covering a wide variety of subjects was instrumental in his development.

Jefferson's growing intellectual knowledge allowed him to become most creative with his ability in merging thoughts and ideas from other wealthy intellects' of the day.

The king's tax policies imposed on all colonists was an issue, but a bigger burden for elites. Something needed to be done to secure their situation. Since the king refused any compromise, a plan was needed that held wide appeal with a majority of the colonists to secede from the crown.

They needed an arrangement to form a government where the people held the promise of opportunity to determine their path in life. The elites were willing to risk their fortunes for the power to control their own destiny seceding still allowed them an advantage.

Jefferson knew he could not predict what the future would hold, he only knew what he had himself experienced and he needed to share his insights and experiences with others and listen to theirs in order to form his final proposal which begins with "We the People in Order to form a more perfect union."

*The people's opportunity granted in the proposal for self rule would require that "We the People" have an opportunity to become well educated, reverent and truthful to insure that the proposition could endure future challenges.*

It was critical that the plan maintain the power of the wealthy elite while attracting enough support from smaller landowners who would be allowed to vote while many were excluded.

The system devised and finally agreed too carried a complexity that would serve the interests of the wealthy elite while also doing just enough for those less wealthy and in the middle in order to build a broader base of support. The slightly prosperous people who make up this base of support serve as their buffer against some of the minorities and the very poor.

*(Continued on page 2)*

**CWAers Mobilize to Secure a Pro-Worker  
Seat on the Wisconsin Supreme Court**

**CWA members are continuing to mobilize to build support for Judge Janet Protasiewicz, a CWA-endorsed candidate for the open Wisconsin Supreme Court seat.** This is a critical election that will determine how the court will rule on issues like worker protections, voting rights, and even how legislative district maps are drawn. Every vote counts to fight back against the anti-labor groups who are spending millions of dollars on this race.

**Spring General Election  
Tuesday April 4, 2023**



*(Continued from page 1 - We hold these truths to be)*

As education began to spread amongst our growing working class population, improvements have been made in expanding rights and moving to a more just system of opportunity in building family property and assets, but only for some.

Our system of democracy still affords the ultra wealthy an unfair advantage in maintaining their control. Their power continues to be supported by their coercion through lax campaign finance laws, lobbying, deceptive political messaging and gerrymandering made palatable usually in the cloak of patriotism, liberty, lower taxes and limited government.

The plan that was established held a compromise through reasoned discussion by the men serving in the continental congress. Their collection of economic self interests in that group were concerned about losing their advantage. Navigating a path to a finished draft was not easy or without much controversy, but an agreement was finalized. The U.S. Constitution's Article I would describe that "We the People" elect representatives through balloting to serve in two branches, the House of Representatives and the Senate, but initially only white land owners would be allowed to vote.

"Each house may determine the Rules of its Proceedings, punish its Members for disorderly Behavior, and with the Concurrence of two thirds, expel a Member." (excerpted from the U.S. Constitution's Article I)

Our nation has seen extreme divisions on issues regarding public policies and administrative responsibilities throughout our history. When self interest becomes the leading purpose, reasoned discussion breaks down and our very democracy descends into its' roughest times. When **reasoned** debate no longer holds the floor and self interest obstructs the path to any sensible compromise or solution, methods of self rule are in danger.

It's probably safe to conclude that Jefferson or any of the other elite founders could have envisioned the technologies of today. In the mid 18th century, printed news was just beginning and communications between colonies usually consisted of hand-written dispatches delivered by private carriers.

Today news travels nearly instantaneously around the world. In 2018, scholars at the MIT Media Lab, analyzed a data set of 126,000 rumors spread on Twitter between 2006 and 2017, generating tweets from more than 3 million different accounts. Specifically, they looked at claims that were subsequently evaluated by major fact-checking organizations and found to be either true, false, or some combination of the two. They found that false rumors traveled "farther, faster, deeper, and more broadly than the truth in all categories of information," but especially politics.

On average, it took true claims about six times as long as false claims to reach 1,500 people, with false political claims traveling even faster than false claims about other topics, such as science, business, and natural disasters.

A reasoned discussion with those who've staked a position on self interest rather than sincere problem solving is useless. Only reasoned deliberation on a subject can return a solution to a problem or a rational compromise.

Every one of us as a kid has heard, "just because I said so," somewhere along the way in life. Is that how a system as important as governing a leading world nation should be run?

There are critical public issues ahead regarding our security and rights, public safety, education, the economy, access to affordable healthcare as well as access to a secure retirement for our elderly. United we stand, divided we fall. Your call.

**Please vote April 4<sup>th</sup> for  
Missy Zambor  
for MPS School Board Citywide  
and  
Sara Geenen  
for Milwaukee County Court of Appeals District 1**

## **Workers Memorial Day**

**April 28, 2023**

**The labor movement observes Workers Memorial Day to remember workers killed, injured, or made ill on the job and to renew the fight for strong safety and health protections.**

More than 50 years ago on April 28, Workers Memorial Day, the Occupational Safety and Health Act went into effect, promising every worker the right to a safe job—a fundamental right. The law was won because of the tireless efforts of the labor movement, which organized for safer working conditions and demanded action from the government. Since then, unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer and saved lives. But our work is not done. Each year, thousands of workers are killed and millions more suffer injury and illness because of dangerous working conditions that are preventable.

The COVID-19 pandemic devastated working families and highlighted the fundamental right to and importance of a safe job for every worker. Immediately and throughout this crisis, unions and our allies have stepped into action to demand and win protections on the job from this highly contagious virus. We organized for safe jobs and the right to speak out against unsafe working conditions. We won emergency safety protections for health care workers against COVID-19, and are continuing the fight for all. Without federal action to require prevention measures in all workplaces, unions demanded access to the ventilation, personal protective equipment and other measures that protect workers from inhaling the virus at work. The central involvement of organized labor and our allies was the key factor that improved working conditions to save lives.

But our work organizing for safe jobs has not ended. The pandemic exposed our weak laws that have prevented workers from organizing in their workplaces to demand safer working conditions. It also exposed weak job safety laws and a lack of resources that would ensure the Occupational Safety and Health Administration (OSHA) and the Mine Safety and Health Administration (MSHA) can protect workers. Many employers and workers never see OSHA in their workplace. Penalties are still too low to be a deterrent. Workers are not adequately protected to speak out against unsafe working conditions and to freely join a union without retaliation. As we look to the next 50 years of worker protections under OSHA and MSHA, we must demand Congress strengthen the agencies' authorities and provide them the resources necessary to ensure working people have safe jobs now. There must be action on critical safety and health protections against preventable hazards: infectious diseases, heat illness, workplace violence and silica in mining, and exposure to toxic chemicals that kills tens of thousands of workers each year.

Together, we are raising our collective voices to win stronger safety and health protections in our workplaces and stronger job safety and health laws. We are standing strong to hold



workplace safety agencies accountable to create and enforce laws that protect workers, and to hold employers accountable to keep workers safe. We are organizing to raise the baseline level of safety protections for everyone, including those disproportionately impacted by dangerous working conditions.

On April 28, the unions of the AFL-CIO will observe Workers Memorial Day to remember those who have suffered and died on the job, and to organize the fight for safe jobs. We will come together this year to call for action on hazards that cause unnecessary injury, illness and death. We will stand united to strengthen workers' rights and protections, and demand resources and actions needed for job safety enforcement. We will fight for the fundamental right of every worker to a safe job until that promise is fulfilled.

## **Workers Memorial Day | AFL-CIO ([aflcio.org](http://aflcio.org))**

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a neutral approach when employees express interest in joining a union.

This past December, workers at Microsoft's ZeniMax studio announced that they were organizing with CWA. Microsoft agreed to a process that would enable the workers to freely and fairly decide if they wanted to form a union, in accordance with the company's stated principles. Managers were trained to remain neutral and refer any questions about the union to the organizing committee. Employees indicated their preference for the union either by signing a representation card or voting via a secure, online portal. In early February, a neutral arbitrator reviewed the results and certified that the ZeniMax workers had voted to be represented by CWA.

"Today's White House Task Force on Worker Organizing and Empowerment roundtable showed Vice President Harris and the Biden Administration's continued commitment to encouraging union organizing and collective bargaining," said CWA Secretary-Treasurer Sara Steffens. "Microsoft's approach to worker organizing – letting the workers decide for themselves whether or not to join a union – is a model that other companies should emulate. By following the European Commission's approach on approval of the Microsoft acquisition of Activision Blizzard with consumer protection conditions, the Federal Trade Commission could bring this constructive approach to almost 10,000 video game industry workers in an industry that perpetuates some of the most toxic working conditions."

## **CWA Applauds President Biden's Nomination for Labor Secretary**

Julie Su is a tremendous choice to succeed Marty Walsh as Secretary of Labor. As Deputy Secretary of Labor, she has been by his side, creating a Department of Labor that truly supports working people and promotes union membership and collective bargaining so that workers can improve their lives and strengthen their communities.

Julie Su is a fierce advocate for working people. She began her career fighting for Thai garment workers who were literally held captive in a Los Angeles sweatshop. As a California Labor Commissioner and later as California's Labor Secretary, she stepped up enforcement against wage theft violators and made it easier for workers who witness wrongdoing to report those concerns confidentially.

CWA members have firsthand experience working with Su. She responded to AT&T's layoffs of hundreds of CWA members in California by holding a town hall with those workers immediately to inform them about the resources available to them from the state to help with their financial

situations and finding new jobs.

When NewsGuild-CWA members at the L.A. Times were having trouble getting payments from the State of California as part of their workshare program, they reached out to Su and she stepped in right away to help resolve the issue.

And when CWA members at an AT&T call center in San Diego faced a COVID outbreak, she was instrumental in getting OSHA to investigate the situation to make sure the workers were safe.

Julie Su will continue Secretary Walsh's work to make sure that the Department of Labor fulfills its mission and fights for America's workers. The Senate should confirm her without delay.

## **Withdrawal of Sohn's FCC Nomination a Major Loss for Workers and Consumers**

Gigi Sohn's withdrawal of her nomination to the Federal Communications Commission is a major loss for workers, consumers, and anyone who cares about holding big corporations accountable and preserving our democracy by protecting local journalism.

Sohn's nomination fell victim to a dark money campaign run by corporations and industry lobbyists who want to evade their responsibility to act in the public interest. They were aided by law enforcement groups that spread misinformation and disingenuous lies about her record.

We strongly urge President Biden to nominate someone like Gigi Sohn, who has a proven track record of standing up for workers' rights, fighting for good jobs in the telecom and media industries, and encouraging a vibrant, independent media sector. We also urge Senate Majority Leader Chuck Schumer and Senate Democrats to resist the dishonest attacks by industry lobbyists and move quickly to confirm that nominee and break the current deadlock at the FCC. Further delay only serves the corporate interests that want to avoid oversight of their actions.

## **Judgement and Integrity**

The phrase "you don't know what you don't know" is a simple, and intentionally-redundant phrase that points to the fact that we can only work with the information that we have, and therefore, the information we don't have, we don't know about.

Often times we find ourselves in situations making important decisions based off of what we know or think we know. Down the road, we find ourselves forced to deal with consequences we didn't expect because we didn't really know enough or all of the details we based our earlier decision on. "I didn't know that was going to happen", is usually what's going through your mind at that point. Some of us are just prone to making more mistakes than others and some of us for whatever reason just experience more misfortune than others.

Face it, life is complicated and the future is unpredictable. The only reasonable conclusion is to prepare as best you can. Thorough investigation and information gathering is a terrific start, but once again, "you don't know what you don't know."

You may not even know what questions to ask when gathering more information to expand your knowledge. Well then, what you may ask? Your only option is to try and secure information from a reliable person with a high level of knowledge or skill in whatever subject you are researching.

## **Is Your Word Good?**

Everyone's word has value. If you secure a loan to purchase something. You are giving your word that you will honor the

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# UNION CALENDAR

## April

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

## May

- 9 Executive Board Mtg.  
6:30 pm  
Union Office
- 17 Membership Mtg.  
7:00 pm  
Pallas Restaurant  
1657 S. 108<sup>th</sup> St.  
West Allis, WI 53214

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

**[cwa4603.org](https://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](https://cwa4603.org) webpage!

*When workers died in the march for the 8-hour day*  
**37<sup>th</sup> Annual Commemoration of the  
Bay View Tragedy**  
**3 p.m. Sunday, May 7, 2023**  
State Historical Marker Grounds  
*S. Superior St. and E. Russell Ave.*  
**Dramatic Re-enactment Of  
The Historic May 1886 Event**

**Producer: Barbara Leigh—Director John Schneider**  
**Musical accompaniment: Jahmes Finlayson**

The program features a dramatic re-enactment of the historic May 5, 1886 event. The re-enactment is performed by the Milwaukee Public Theatre with the Milwaukee Puppet and Mask Theatre.

Reading of the names, Honored Dead, and music by Folksinger Craig Siemsen. Laying of the Memorial Wreath. Reading of Names, Honored Dead.

**LEST WE FORGET . . .** *On the Fifth of May, 1886, thousands of Milwaukee workers marched peacefully on the huge Bay View Rolling Mills as part of a nationwide effort to bring about the 8-hour day. When the marchers were 200 yards away, the State Militia fired, killing seven. This was the bloodiest labor disturbance in Wisconsin's history, and began a new struggle for a more humane workplace and a more just society. Join us now, 137 years later, as a diverse group of Milwaukeeans commemorates this historic event.*

**The program is free and open to the public!**  
Event is sponsored by the Wisconsin Labor History Society

**Following the Event:**  
Provided by the Bay View Historical Society  
Refreshments and music at the Beulah Brinton House  
2590 S. Superior St.

## 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](mailto: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

### April is National Arab American History Heritage & National Stress Awareness Month

April is a time to celebrate Arab American History Heritage and its culture, as well as honoring their contributions to the community. Americans of Middle Eastern heritage have a long history in the United States. It started when people of Middle Eastern descent first began to enter America in large numbers in the 1800s. Historians noted these immigrants were the first wave of Middle Eastern people to migrate to the U.S. circa 1875. According to the U.S. government, the second wave of immigrants arrived in the 1940s followed by approximately 15,000 Middle Eastern immigrants came to the country annually from Egypt, Jordan, Palestine and Iraq in the 1960s during the time of the Lebanese civil war.

Today, it's reported that over four million Arab Americans live in the United States with many holding positions in the military, entertainment, politics and every other aspect of social life. A few notable mentions are Rashida Tlaib, Gigi Hadid, Dr. Farouk el-Baz, Maysoon Zayid, Hoda Kotb, Salma Hayek (Lebanese/Mexican descent) Candy Lightner, Linda Sarsour and U.S. Air Force Colonel James Jabara.

Arab America's mission in celebrating National American Heritage Month starting Saturday, April 1st is to keep Arab Americans in touch with their roots through the dissemination of accurate information about countries in the middle east, organizing events, and providing the latest news around cultural events and social services, commerce and music.

April is also National Stress Awareness Month - Stress can be paralyzing and can play into a number of health issues. While stress is a normal part of our day-to-day it is important to know the warning signs, triggers and what steps we can take in coping with life's curve balls.

1. **PRACTICE MEDITATION** – or download an app - we could all use a few minutes a day learning how to turn our brains off.
2. **IDENTIFY STRESSORS** – Keep a journal of your daily activities and identify those that cause you the most stress.
3. **EXERCISE** – exercise added to any daily routine can battle stress head on. So get out that bike, walk the dog longer than usual or just be sure to take in some fresh air.
4. **DEEP BREATHING** – Focusing on your breath reduces stress and can help you stay calm. It's a great way to start the day.
5. **PRACTICING MINDFULNESS** – Take time to notice what you are feeling and how your body is responding to it. This is a great way to stay grounded.
6. **SETTING BOUNDARIES** – Don't be afraid to set limits. It's a great way to stay mentally healthy and productive.
7. **VISIT YOUR DOCTOR** - Listen to your mind and body and don't be afraid to make an appointment. You can't address what you're not willing to acknowledge.
8. **MAKE TIME FOR YOURSELF** – Learn to relax and recharge! Doing this can help reduce stress and provide the mental clarity needed to remain focused.

Thank you!

Wendy Fonseca  
Secretary Treasurer/D4 Women's State Coordinator

*(Continued from page 3 - Is Your Word Good?)*

agreement and repay what you borrowed. If you are unable to fulfill your commitment, there are often consequences.

What if you were elected to serve as a public official or you accepted an appointment to a public position that had a specified term? Shouldn't you also be held to honor your commitment?

The governor in Wisconsin is the state's chief executive. Voters elect the governor and lieutenant governor on a joint ballot to a four-year term every four years. Most of the individuals, commissions, and boards that head the major executive branch agencies are appointed by, and serve at the pleasure of, the governor, although many of these appointments require senate confirmation.

Governor Evers appointed a replacement to serve on the DNR board in the spring of 2021 prior to the expiration of the term for Fredrick Prehn, however the Republican majority in the Wisconsin State Senate refused to take action to confirm the Governor's nominee and Prehn refused to step down.

The unprecedented stand off was decided in June of 2021, by the right-leaning 4 -3 majority of the Wisconsin Supreme Court. The court ruled that the Walker-appointed member of the state's Department of Natural Resources board, Fred Prehn, who had refused to vacate his position despite his term expiring, could not be removed by Democratic Gov. Tony Evers without cause.

The court's ruling denied the majority of Wisconsin's voters their elected choice to fulfill his duties to appoint individuals to fill the vacancies on the state's commissions and boards.

Finally after Governor Evers was re-elected last November, Prehn, informed Gov. Tony Evers in December of his intent to resign in a letter. Prehn said that his resignation would take effect December 30, 2022.

Prehn, a Wausau dentist, was appointed by then Gov. Scott Walker in 2015. When Prehn refused to step down after his term ended, he was denying Evers' appointee Sandra Naas a seat on the DNR.

"It is time for the state legislators to act on Governor Evers nomination as soon as practical and it is now time for me to move on," Prehn had wrote in his December resignation letter.

"It's kind of a sad commentary on the way that politics is going these days," said Joseph Heim, a UW-La Crosse political science professor emeritus. "It seems to me it's a groundbreaking tactic that just adds to the overall turmoil in the government in Wisconsin."

Ed Miller, a political science professor emeritus at the UW-Stevens Point, wrote in an email that "my view is a term is a term. Once the term is over, the position is vacant."

Allowing the past appointee to go beyond the term is unconstitutional by violating the Constitution's allocation of powers and a violation of the statute that created the term, he wrote.

## Something to Contemplate

**"How can you talk if you haven't got a brain?  
I don't know, but some people without brains do an awful lot of talking."**

— Noel Langley, *The Wizard of Oz*

It's fascinating observing the creativity involved in engineering the American public's attention. There's certainly no shortage of opinions and comments expressed from electronic media sources. It's quite easy to be taken in by stories that aren't even true or have been edited to support a specific allegation or position. Beware of the deception.

**"Pay no attention to the man behind the curtain!"**

## Babies & Mothers' Support Drive

CWA Local 4603's Women's/Equity Committee sponsored a Babies & Mothers' Support drive this past February to assist Capuchin Community Services' in their annual drive. The House of Peace also participates in two community projects designed to improve outcomes for young mothers and their children.

The United Way of Greater Milwaukee and Waukesha funds the "Blankets of Love." This program provides their staff with training to do outreach with eligible guests. The City of Milwaukee Health Department sponsors the "Strong Baby Sanctuary." The House of Peace collects baby items to give to their guests who are either pregnant or raising an infant. Mothers can

contact the Capuchin Community Service center for help with the costs of caring for their babies, which can come at quite a cost as they need to buy what they don't receive in donations.



CWA Local 4603's Women's/Equity Committee, along with help from District 4 Staff raised enough money to purchase over 700 diapers, 70 wash cloths and 40 towels along with other essentials needed in providing quality care for an infant. Blankets, shampoo, lotion, wipes, bibs, and spoons. We also collected 1 baby swing, 1 tub, 2 strollers, diapers, 1 high-chair, 2 activity sets and 5 large bags of clothes.

Thank you for your support and generous donations!

In Unity,

Wendy Fonseca

Secretary Treasurer/D4 Women's State Coordinator

## Most Expensive Campaign Ever

The race for a swing seat on Wisconsin's Supreme Court is attracting millions of dollars from outside groups and candidate campaigns alike in what is expected to be the most expensive campaign for a single judicial state race.

The election has been dubbed the most high-stakes race of 2023 and could determine the future of abortion rights, gerrymandered legislative maps and voting rights issues in a pivotal state heading into the 2024 presidential elections.

Conservatives currently hold a 4-3 majority on the Wisconsin Supreme Court.

## CWA Political Action Fund/COPE

CWA Political Action Fund is the political action committee for the men and women of CWA, their families and retirees.

Funded by the voluntary contributions of CWA members, their family members and retirees, CWA Political Action Fund provides financial contributions to worker-friendly candidates. CWA can only use voluntary dollars to contribute to an endorsed candidate for federal office. No union dues money of any kind can be given to a political candidate for federal office or national political party.

If you are interested in making a donation to the CWA COPE fund, please contact your steward or the CWA 4603 union office. Donations can be made as a payroll deduction or as a one time voluntary payment. Retirees are also welcome to contribute to the CWA COPE Political Action Fund.

## The Kierzek Chronicles

In January I decided to attend the Local 4603 membership meeting and noticed that there were many more members in attendance than usual. As it turned out, many were there because they had just retired from at&t in December. To my surprise when President Greg Tennyson read the list of names it was close to 100 Local members. So congratulations to all, and hope to see you at upcoming RMO meetings and lunches.

While watching TV the other night a commercial came on about a brokerage firm called Olde. They kept on repeating that your never too old to get old. That made me think that as time passes we are all getting old whether we like it or not. When I was young I could never envision myself as old, but now I am starting to realize that I am. Just the other night my son Kyle who is 38, picked me up to shoot some pool. It was already dark outside. When we got to our destination I was struggling to get my seat belt off. I kept on reaching to my right side and started to yell at my son that his truck had a defective seat belt. He then turned the dome light on in the truck and said to me, "the seat belt release is on the left side, pretty soon I'll have to place you in a nursing home." Your not supposed to hit your kids, but I thought maybe some time down the road when I'm really old, I can make him change my Depends diapers. After all, he owes me, since I changed his at one time.

In case you have not determined if you are old, I compiled the following list of questions to help you determine if you are, in fact, old. These questions are designed mostly for outside technicians so if you don't know any of these your lucky. You can tell everyone your young.

If you know what a tip station is---your old

If you know what an 877 is---your old

If you know what UDW is---your old

If you know what a Make Change is---your old

If you hung a No Access card so you could get to a bar sooner---your old

If your Company truck was avocado green---your old

If your butt set had a rotary dial---your old

If your butt set was black with a rotary dial and made of rubber---your really old

If your Company truck consisted of a wagon pulled by a horse---your probably dead

## CWA Joe Beirne Foundation Scholarship

**About the Scholarship:** Sixteen partial college scholarships of \$4,000 each are being offered for the 2021-2022 school year.

**Eligibility:** CWA members, their spouses, children and grandchildren (including dependents of laid-off, retired or deceased CWA members) may apply. Applicants must be high school graduates or at least high school students who will graduate during the year in which they apply.

Applications are accepted starting Mid-November through April. **The final deadline for the 2021-2022 school year is April 30, 2021.** Applications should only be submitted through the **online application form**. You can find more details and application form online at:

**CWA4603.org or**

**[https://cwa-union.org/pages/beirne\\_scholarship\\_application](https://cwa-union.org/pages/beirne_scholarship_application)**



**4603 Retired Members  
Organization**

**President**

George Walls  
262-377-7744

**Vice President**

Jim Courchane  
262-893-3068

**Secretary/Treasurer**

Rich Hinderholtz  
262-886-9408

**April 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 OR SOONER!**

**They need to be received by the May 10, 2023 deadline!**

We had nearly 50 retirees attend the March RMO Meeting and Luncheon. Congratulations to all the new 2022 year end retirees from AT&T. There were 87 people who retired from AT&T in the last few months of 2022, mostly due to changes in the pension benefits calculation rates.

**As a new retiree, if you are planning on attending the next RMO quarterly meeting and luncheon and you will be using a coupon, we need a heads up by the May 10th deadline that you are coming and you need to present us with the coupon at the luncheon.** We have to supply the restaurant with a head count the week before the lunch meeting for meal planning. Notification can be sent with a note via US Mail to the local office listed above, or you could phone the local or Rich Hinderholtz and leave a message with your name and that you plan to attend. Thanks - Hope to see you at the meetings.

**The March RMO meeting guest speaker was Tom Stone from the Stars & Strips Honor Flight program.** Tom is a graduate from West Point where he also taught. He's also a Vietnam combat veteran having served there in the late 60's. Anyone who has served active duty, honorably, in ANY BRANCH, ANYWHERE, and in ANY CAPACITY **between 1941 and 1975** is eligible to apply. Stars and Stripes Honor Flight program honors veterans with a life-changing one day trip to Washington, D.C. to visit the memorials and experience a day of honor and thanks. The trip returns to a homecoming celebration at General Mitchell Airport. The homecoming celebration at Mitchell Field is truly an emotional moment to witness. The Homecoming is open to the public. Even if you don't know any of the returning vets that were on the flight, you will be swept up in the excitement of the homecoming greeting when they return to Mitchell Field. It's sight to behold and thank them for their service.

**For retirees that have are eligible for the AT&T Health Reimbursement Arrangement and do not have on-line access you can call: ATT Medicare-Eligible Health Reimbursement Account Program - Weekdays, 7 a.m. – 7 p.m. CT - 1-800-928-8027**

They will mail you forms to submit your eligible medical, dental and prescription receipts for reimbursement.

**Don't wait to get help if you experience any heart attack warning signs.** Some heart attacks are sudden and intense, but others start slowly, with mild pain or discomfort. Pay attention to your body and call 911 if you experience:

- Chest discomfort. Most heart attacks involve discomfort in the center of the chest that lasts more than a few minutes – or it may go away and then return. It can feel like uncomfortable pressure, squeezing, fullness or pain.
- Discomfort in other areas of the upper body. Symptoms can include pain or discomfort in one or both arms, the back, neck, jaw or stomach.
- Shortness of breath. This can occur with or without chest discomfort.
- Other possible signs include breaking out in a cold sweat, nausea or lightheadedness.

**At our age it's difficult to know what we're supposed to feel like. We've never been this old before!**

**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**

**CWA Local 4603**

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Milwaukee, WI 53213

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**cwa4603.org**

**April 2023**

**Volume 54 - 4**

Non-Profit Organization  
**U.S. POSTAGE  
PAID**

Milwaukee, Wisconsin  
Permit No. 1293

## **“The Worth Of Unions”**

Try to name something in the workplace that helps a person be middle class that wasn't brought about by labor unions.

Think hard -- the eight hour work day, contract wages, paid vacations, paid holidays, retirement plans, health and hospitalization insurance, overtime pay, sick leave, night shift differentials, call-in pay, seniority rights, recall rights, safety regulations, grievance and arbitration procedures, whatever, and I can tell you where and when American workers went on bitterly fought strikes to bring those things about.....

Think, too about public schools, free textbooks, one-man-one-vote, direct elections of U.S. senators, child labor laws, state hospitals, workers compensation for killed or injured workers, unemployment insurance, minimum wages, mechanic lien laws, abolition of debtors prisons, anti-blacklisting laws, Social Security, all of which American unions agitated for, in some cases started in the 1880's.

Any person who works for a living owes an unrepayable debt to the men and women who, acting through their unions, brought about by collective bargaining the wages, hours and working conditions that are today so common-place in our mines, factories, stores, and offices, whether unionized or not, that are taken for granted.

They shouldn't be taken for granted, for it's these very wages, benefits, and working conditions that are under assault today. Every time an air traffic controllers union gets busted, Greyhound Bus driver or Eastern Airlines pilots lose a strike, Caterpillar workers return to work without a contract or unions "give back a benefit" a little more of the middle class has been diminished....

### **....AS THE UNIONS GO, SO GOES OUR BIG MIDDLE CLASS....**

**(Material reprinted from a sign at the UAW Local 180 union hall in Racine, WI)** Some of the details are dated although the message is still accurate and relevant. Workers have always endured a long and hard struggle to receive their fair share of the wealth their labor creates in our capitalist economic system.

In the 1950's over one in three American workers (35%) were union members. The union workforce's influenced non-union employers to offer improved wages and benefits. The non-union employers motivation to offer improved wage and benefit packages close to the union contracts was to discourage their workers from pursuing a union shop or to discourage their workers from organizing a union in their business. The decline in union density has allowed the non-union employers to influence and drag down wages and benefits that union workers used to enjoy. **It's your choice. Which side are you on?**