



**Local 4603 December 2018**

## CWA Midwest Bargaining @ AT&T

This is the latest information regarding the CWA Midwest bargaining with AT&T when the December Wiretap went to press. The following is a reprint of a letter distributed to CWA District 4 Presidents regarding the contract negotiations dated November 5, 2018.  
Dear Sister and Brothers:



Recently, the leadership of CWA met with the leaders of AT&T for a discussion about the status of the Midwest and Legacy T bargaining. The purpose of the meeting, requested by CWA, was to go through an overview of our outstanding issues in hopes to find a path towards a tentative agreement.

The bargaining teams from both the Midwest and Legacy T had, prior to the meeting, worked to put together an outline of these outstanding issues and the rationale behind the proposals presented during negotiations when the parties previously met at their respective tables. While many of these issues were discussed, the primary topic(s) of the conversation were related to jobs and the secured employment of our members.

Your leadership, once again, reiterated the need for meaningful efforts, on behalf of the Company, to ensure that every opportunity to provide work, both currently available as well as work related to future technologies, is made available to our members. We are not naïve to the fact that technology is an enormous factor with regards to the workforce, and what it will look like in the future. Yet, we are not willing to watch our units decrease in size due to an apparent unwillingness of the Company to commit to our membership's participation in this evolution. We also believe that leveraging contractual language concessions with a potential commitment to supporting a healthy, stable workforce is certainly not justified.

At the close of this meeting, the parties would take back to their counterparts the information shared and commit to further discussions.

Late last week, the leadership of AT&T Midwest held a meeting with District 4 leadership in Cleveland. We continued with that dialogue and further reviewed the demands of the Midwest bargaining team, as well as concerns of the Company. The parties will continue to communicate to try and find common ground on our outstanding issues. Furthermore, conversations with CWA's leadership and AT&T will continue. Hopefully, these will help expedite a

means to an end in these negotiations.

All of the efforts and energy our membership has displayed are recognized and truly appreciated! These are trying and difficult times for working families and our Union, but we will get through this together. We will continue to work towards a fair agreement for our members and will keep you apprised of any developments as they emerge.

In Solidarity,  
Linda L. Hinton  
Vice President

Communications  
Workers of America  
AFL-CIO/CLC  
district.cwa-union.org

20525 Center Ridge Rd. #700  
Cleveland, Ohio 44116-3453  
440/333-6363  
440/333-1491 FAX

Linda L. Hinton  
Vice President – District 4  
Illinois, Indiana, Michigan, Ohio and Wisconsin  
lhinton@cwa-union.org



November 5, 2018

TO: CWA District 4 Local Presidents – AT&T Midwest Bargaining Unit

Dear Sisters and Brothers:

Recently, the leadership of CWA met with the leaders of AT&T for a discussion about the status of the Midwest and Legacy T bargaining. The purpose of the meeting, requested by the CWA, was to go through an overview of our outstanding issues in hopes to find a path towards a tentative agreement.

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In Solidarity,  
  
Linda L. Hinton  
Vice President

LLH:bj

0000071

***CWA District 4 Bargaining Report #86 was the latest report posted on the CWA District 4 website when the December Wiretap went to press and was dated September 21, 2018***

At the District 4 meeting all leaders committed to continued mobilization to hold AT&T accountable in the public realm by continuing to gather political and community support in our fight for a just contract.

***Please reach out to your local mobilization coordinator to see how you can continue to be a part of these efforts.***

***Spread the message that AT&T's offshoring and outsourcing hurts workers, damages communities and puts customer service and information at risk!***

**#OffshoreNoMore**

**#NoJobsNoDeal**

## 2018 CWA/AT&T Midwest Negotiations Recap

The Communications Workers of America Midwest bargaining team has been in contract negotiations with AT&T since March. **Jobs and job security** were the member's top concerns. This contract covers nearly 9000 members in the Midwest, with close to 1400 in the state of Wisconsin. Since

*(Continued on page 2)*

bargaining began with AT&T, CWA's mission has been to get AT&T to commit to bring jobs back into the Midwest bargaining unit to strengthen future employment security for its members and to improve the quality of service the company provides to their customers.

CWA represented jobs at AT&T in the 5 state Midwest region has declined by about 2,000 to 3,000 jobs from each of the union's successive contracts over the past 18 years. The region's CWA employment headcount is a fraction of what it was back in 2000. The work those union workers had been doing did not disappear, the work was moved to other areas in the U.S. or was sent overseas.

Since bargaining began, AT&T has been unwilling to commit to bringing jobs back into the Midwest collective bargaining unit. CWA concluded that further negotiations were pointless until AT&T becomes willing to address the issues regarding "Job Security" and "Off Shoring" of jobs. The negotiations between CWA and AT&T were initially halted on July 2, 2018 and then again after a brief meeting on August 27<sup>th</sup>. No further meetings between CWA and AT&T have taken place since that last meeting due to the company's refusal to address those two issues. The previous contract with AT&T Midwest expired on April 14, 2018.

AT&T CEO Randall Stephenson made a promise to invest in his workforce and create at least 7,000 jobs if the tax bill passed last year. Instead, AT&T has laid-off over a thousand workers across the country in the past few months and keeps sending work to low-wage and overseas contractors, devastating families and communities across America.

AT&T is clearly aware of CWA's position on offshoring and outsourcing of work that the union's members could perform. For decades, CWA members have provided the quality labor it took to build AT&T into the high-quality communications service provider it has become, but those standards have greatly suffered with the company's offshoring, outsourcing and layoff strategy. AT&T should do the right thing for all of their employees and customers; bring back this work to the high quality, loyal employees that are here today.

Within a contract extension agreed to between CWA and Verizon back in 2016, some benefit and wage adjustments were reached. The agreement returned previously outsourced call center and technician work to CWA members covered by the extension.

The benefit changes and job security provisions that AT&T is proposing in the latest offer in the Midwest are not in line with what was agreed to in all the other agreements reached with AT&T wireline operating companies around the country.

CWA has committed to continue a campaign of political and public pressure highlighting the bad decisions that AT&T is making with their downhill spiral of outsourcing, offshoring, and the subsequent layoffs. CWA plans to continue their ongoing member mobilization that has been occurring across the Midwest.

## **CWA-Backed Candidates Win Big on Election Day**

***Union's Commitment To Member Engagement and Pro-Worker Progressive Candidates Pays Off***  
**Wednesday, November 7, 2018**

**Washington, D.C.--** The Communications Workers of America's intense multi-pronged political program, combined with a year-long effort to highlight the failed promises of the Tax Cut and Jobs Act, made the difference in some of the most competitive races of the 2018 midterm election. Tuesday's results are a defining moment for pro-worker progressives who will change the face of Congress, state houses and hundreds of local and municipal offices from coast-to-coast.

"This election represents a beginning, not an end," said Chris Shelton, President of the Communications Workers of America. "CWA members are ready to make sure that a progressive pro-worker agenda that puts the needs of working families ahead of corporate CEOs and Wall Street bankers is at the center of the discussion in Congress, in state capitals and in communities across the country."

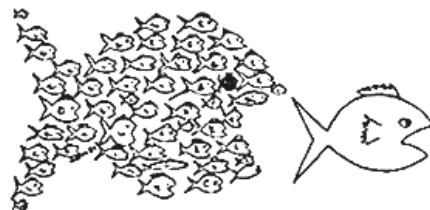
Informed by deep experience organizing in some of the toughest right-to-work states, CWA's program went beyond traditional party politics. CWA members and retirees engaged in issues-based electoral work to build the power that is necessary to change our economy and strengthen our democracy.

"Working families needed a victory in the midterms and CWA helped deliver it. We now have a check on the whims of a president who prefers attacking people on Twitter to addressing the real problems that our communities face and a Congress that focused on tax cuts to corporations and the one percent at the expense of programs that help everyone else. And in the states we have powerful new voices that will advocate for the advancement of the priorities of working families," said Shelton.

CWA's 2018 election work began in 2017 with the launch of a year-round leadership development program that helped rank and file members become highly-skilled political organizers for the working class. Members and retirees across the country from all parts of the union -- including members that normally answer customer service calls, install and maintain our country's communications network, work in wireless stores, serve as Flight Attendants and work in manufacturing -- led sophisticated electoral programs across the country in target states. They set up canvasses, managed phone banks and utilized new peer-to-peer texting platforms to reach out to CWA members, retirees and the general public during this election cycle.

Last November, CWA launched a high-profile campaign to expose the failed promises of the Tax Cut and Jobs Act by

*(Continued on page 3)*



### **Building Strength In Numbers**

A three year contract would align CWA District 4's contract expiration with CWA District 6 which would force AT&T to bargain with 10 states in the next round of bargaining in April 2021. "Solidarity" (3 year contract) or "Divide and Conquer" (4 year contract) are the two choices on that issue. AT&T knows what they want. Are you willing to make a stand and build your bargaining strength for the future?

**Visited your CWA 4603 web page lately?**

**<https://www.cwa4603.org/>**

**Plenty of important CWA Member  
information on issues, events and much  
more available there!!!**

**\*\* TEXT "follow @milwcwa4603" TO 40404  
FOR AT&T MOBILIZATION UPDATES\*\***

calling on corporations to guarantee wage increases and the return of offshored jobs, turning a legislative win that Republicans were hoping to make the centerpiece of the midterm elections into a liability. The union followed up on that effort with radio and digital advertising and door-to-door canvassing on the issue in key districts.

#### CWA activity in key races included:

In **Ohio**, where Sherrod Brown won re-election to the Senate, nearly 500 CWA volunteers worked 2,800 phone bank and canvass shifts and ran an extensive peer-to-peer text messaging program for candidates at the local, state and federal levels.

In **Wisconsin**, CWA-endorsed Democrat Tony Evers ousted Scott Walker from the governorship, while Tammy Baldwin will return to the Senate with CWA's support.

In **Michigan**, CWA volunteers campaigned for Gretchen Whitmer in her successful bid to become Governor and for Debbie Stabenow who will return to the U.S. Senate. CWA's support helped elect Elissa Slotkin (MI-08) to the U.S. House of Representatives, picking up a seat for Democrats.

In **Illinois**, J.B. Pritzker defeated Bruce Rauner, with the help of CWA volunteers. Rauner led the national effort to weaken unions by barring the collection of fair share fees by public service unions which led to the *Janus* case. CWA also endorsed Sean Casten (IL-06) in a critical race that helped change the balance of power in the U.S. House of Representatives.

In **Minnesota**, CWA endorsed Tim Walz in his successful bid for Governor, with over 100 volunteers turning out to go door-to-door, phone bank and text bank for candidates for federal, state and local office. CWA also endorsed newly-elected Congresswoman Angie Craig who defeated incumbent Jason Lewis.

## We Get What We Vote For

On December 11<sup>th</sup>, 2012 Michigan Governor Rick Snyder signed into law right-to-work legislation that allows workers covered by a union contract to decide whether they want to support the union by paying union dues even though they would still be covered under that contract.

On March 9, 2015, Governor Walker signed the new Right-To-Work legislation passed the week before by the Wisconsin State Legislature. Wisconsin became the 25th state with a Right-To-Work law limiting union security agreements. The law became effective on the 2<sup>nd</sup> day after the Governor's signing.

By law, the union must continue to represent those employees who've chosen to become "Free Riders" in negotiations and contract administration as long as it is the bargaining representative of the bargaining unit. The intent of the law is to reduce union membership and deplete the union's collective bargaining resources and strength to improve wages and benefits.

Reducing the number of workers access to future jobs within the bargaining unit also accomplishes the same results.

CWA represented jobs at AT&T in the 5 state Midwest region has declined by about 2,000 to 3,000 jobs from each of the union's successive contracts over the past 18 years. The region's CWA employment headcount is a fraction of what it was back in 2000. The work those union workers had been doing did not disappear, the work was moved to other areas in the U.S. or was sent overseas.

Why do you think AT&T is unwilling to agree improve job security with union jobs in the current contract talks?

**Anomaly or Strategy? - Your Call**

***"We must, indeed, all hang together or, most assuredly, we shall all hang separately." — Ben Franklin***

## Wisconsin Gerrymander

The Wisconsin Mid-Term elections are finally over, with an unsurprisingly mixed bag of results. Worker friendly candidates swept the state wide elections, however you can see for yourself how the elections for the Wisconsin State Assembly turned out. This is the current state of our so called "**representative democracy**". Aren't our elected representatives supposed to be based on what a "Majority" of the voters have chosen? The current system allows the representatives to draw districts where they choose who their voters are.

We've long been proponents of "**Know the Rules, Use the Rules**".

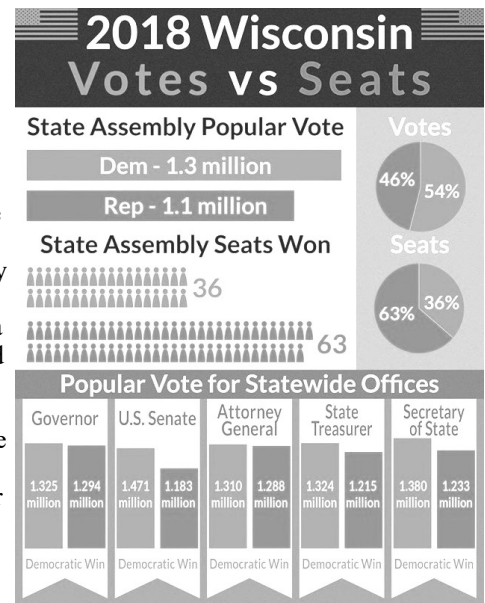
The redistricting for our state wide election districts for U.S. Congress, State Senate and

Wisconsin Assembly districts is based off the U.S. Census data that will be collected in 2020. Using the U.S. Census data, these districts will be drawn by the majority party in our Wisconsin State legislature in 2021 based on the results of the November 2020 election.

Yes, we've heard the argument about both parties being guilty of "Gerrymandering" these districts for many years, however this last round of redistricting in 2011 with the aide of computers and data crunching has taken "Gerrymandering" to a whole new level. The results of the 2011 Republican packing and stacking of the Democratic voters into a few districts has created an undemocratically elected Republican majority in the state assembly. The intent and results of this "Gerrymandering" has unfairly disadvantaged the majority of Wisconsin voters in their choices for legislative representation.

For the record, Wisconsin has 8 U.S. Congressional seats that were also redrawn in 2011. If vote totals across the state favored Democratic candidates by a 200,000 vote majority, wouldn't it be a reasonable assumption that the Wisconsin Congressional delegation would be evenly split with 4 Democrats and 4 Republicans? Instead we have 3 Democrats and 5 Republican delegates because of extreme gerrymandering.

Perhaps it's time we move to an independent non-partisan panel to redraw our election districts every 10 years, to restore our "**representative democracy**" and get on with the task of representing the wishes of the majority of Wisconsin's "We the People" voters?



**WE CAN  
SAVE  
CALL CENTER  
JOBS**



## UNION CALENDAR

### December

- 11 Executive Board Mtg.**  
**6:30 pm**  
**Union Office**
- 19 Membership Meeting**  
**7:00 pm**  
**Midway Hotel,**  
**1005 S. Moorland Road,**  
**Brookfield, WI**

### January

- 8 Executive Board Mtg.**  
**6:30 pm**  
**Union Office**
- 16 Membership Meeting**  
**7:00 pm**  
**Midway Hotel,**  
**1005 S. Moorland Road,**  
**Brookfield, WI**
- 16 MLK DAY**  
**(Martin Luther King Day)**

For information and updates,  
please visit the CWA 4603 web  
page at:

**cwa4603.org**

## 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 (2019-2020).
6. Applications must be received by April 1, 2019.
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:

**Holly Sherard**  
**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 ..... GEORGE WALLS**  
**EXEC. VICE PRESIDENT ..... GREG TENNYSON**  
**VICE PRESIDENT ..... KIM WARD**  
**SECRETARY/TREASURER ..... HOLLY SHERARD**

### Wiretap Staff

**Gary Kierzek, RMO**  
**Richie Hinderholtz, Editor**

## CWA 4603

### Meeting Attendance Award

At the completion of each monthly meeting, members in attendance receive one raffle ticket. At the next membership meeting a drawing is held to select the winner of the \$50.00 award.

### **YOU MUST BE PRESENT AT THE DRAWING TO WIN!**

Congratulations to the CWA 4603 Membership Meeting Attendance drawing winner Greg Manske

You can't win if you're not at the CWA 4603 meetings and present during the drawing.

**Are You In It To Win It?**

**The drawing at the December Meeting will be worth \$50.00**

## 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



## CWA Joe Beirne Foundation Scholarship

### About the Scholarship

Sixteen partial college scholarships of \$4,000 each are being offered for the 2019-2020 school year. Winners, selected in a lottery drawing, also will receive second-year scholarships of the same amount contingent upon satisfactory academic accomplishment. Part-time students, less than 12 credits, will receive half of the scholarship monies.

Eligible for the awards are CWA members and their spouses, children and grandchildren, including those of retired or deceased members.

### Origin

The CWA Joe Beirne Foundation was established in October 1974 by the Communications Workers of America Executive Board to honor the name and memory of the founding President of CWA, who served for more than 30 years. In his capacity as the first CWA President, Joe Beirne took great pride in the roles he played in the fields of education and learning and other areas of social concern. On April 26, 1999, the CWA Executive Board voted to combine the Joseph Anthony Beirne Memorial Foundation and the Ray Hackney Scholarship Fund, thereby creating the CWA Joe Beirne Foundation.

### 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. Undergraduate and graduate students returning to schooling may also apply. Prior winners may not reapply.

**Applications are accepted** starting Mid-November through April. **Final deadline for the 2019-2020 school year is April 30, 2019.**

### Selections

Winners are chosen by lottery drawing and only winners will be notified.

### Study Requirements

No specific studies are required. Scholarship winners may pursue whatever courses they wish.

### Funding

The CWA Joe Beirne Foundation has been built up by voluntary contributions and is self-perpetuating. Contributions and pledges are received from CWA Locals, members and officers.

### Applications

Applications should only be submitted through the **online application form**. You can find this form online at:

**CWA4603.org**  
or

<https://www.cwa-union.org/pages/beirne>

## December U.S. History

The 13th amendment abolishing slavery in the United States was ratified on **December 6, 1865**, was declared in effect on **December 18<sup>th</sup>, 1865**.

**Make sure you're signed up to receive news and updates via text message by texting the word Midwest to 69866.**

**Join our Facebook group:  
CWA Bargaining @ ATT Midwest**

## CASH PRIZES!

## 2018-2019 ESSAY CONTEST ON LABOR HISTORY

The Wisconsin Labor History Society announces its Essay Contest for the 2018-2019 School Year for Wisconsin high school students (grades 9-12). Win cash prizes up to \$500. Write essays of about 750 words on the topic:

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

Students are urged 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.**

### WHAT TO WRITE ABOUT....

Here's what winners in recent contests chose to write about....

- ♦ An Oregon HS senior's essay traced his family's union background and provided insight on how forces are seeking to weaken labor.
- ♦ A Milwaukee Dominican HS senior wrote about how the passage of Act 10 inspired his family to become active unionists.
- ♦ A Neenah HS senior discussed how his father's union has become involved in improving their community.
- ♦ A Menomonee Falls HS senior told his family's experiences and the union's value in overcoming racial discrimination.

All Wisconsin high school students have ready access to labor history. Check with parents, grandparents, uncles and aunts. Also, neighbors and family friends. Ask to interview them and then write your essay. Only 750 words. Also you may do independent research on topics of labor history. Check the WLHS website: [www.wisconsinlaborhistory.org](http://www.wisconsinlaborhistory.org) for resources and other ideas.

### Easy To Enter! 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 typed, double-spaced, on white paper. Two copies must be submitted (One may be a photocopy.) Please be sure to provide the following information on the cover sheet: 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 (920-465-2355 or [kayeh@uwgb.edu](mailto:kayeh@uwgb.edu)).

**Submissions must be postmarked  
Feb. 15, 2019 or before.**

Send completed essays to:

**Prof. Harvey J. Kaye  
Center for History and Social Change  
University of Wisconsin-Green Bay  
Green Bay, WI 54311**

**Sponsored By:**

**Wisconsin Labor History Society  
(Affiliated with the Wisconsin Historical Society)  
6333 W. Bluemound Rd., Milwaukee WI 53213  
414-771-0700 (ext. 20)  
Email: [info@wisconsinlaborhistory.org](mailto:info@wisconsinlaborhistory.org)  
<http://wisconsinlaborhistory.org>**

# CWA's Children's 2018 Annual Christmas Party

## Saturday, December 8, 2018

Marcus Ridge Cinema  
5200 S . Moorland Rd, New Berlin, WI 53151  
Doors Open @ 8:00 a.m. - Movies start @ 8:30 a.m.  
Movie Choices TO BE ANNOUNCED



### CWA Local 4603's 2018 Adult Christmas Party Saturday, January 5, 2019 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 a canned good or cash donation  
in support of the Hunger Task Force\*\*\***

### CWA 4603 Community Services

#### December

This year Community Services will work with the Ronald McDonald House. We will prepare & serve brunch on Sunday, December 16<sup>th</sup> starting at 9:15. We're accepting volunteers to assist with preparation, cooking, serving, and clean up.

**Please contact Community Service Chair, Mira Radulovic!**

Members will serve the Christmas Eve Day meal and spend time with those less fortunate. We will be rewarded with a play that will be performed by the children patrons of the mission. Thank you for those that expressed volunteer interest. Better luck next year!

*Fun is always had by all of us at these events!*

**Community Services Committee meetings are held on the first Monday of each month at 5:45pm at the CWA 4603 Office. If you would like to join us or have an event that you would like us to work, please contact Mira Radulovic, CWA 4603 Community Services Chair.**

**Community Services Committee report: Lindy Rasberry**

### Software Company Learns a Tough Lesson about Union-Busting

A small boutique software company got a tough lesson about union-busting last month when it agreed to shell out \$775,000 to 15 programmers the company fired after its developers announced plans to form a union with NewsGuild-CWA. The 15 former employees of Lanetix comprised the firm's entire non-management programming staff.

To fight the firings, CWA filed an injunction in court and filed a complaint with the National Labor Relations Board (NLRB). Most of the fired employees were quickly hired by other tech companies, but the workers kept up their fight for justice.

"The CWA stood with us while the NLRB spent the better part of the last year investigating the case," said former Lanetix developer Sahil Talwar. "This is a landmark win for tech workers. We have shown what can be accomplished by standing together and standing strong."

The \$775,000 settlement restores the pay the workers lost and compensates them for their unjust treatment, illegal firing, and financial hardship. The settlement also requires the company to remove the workers' firing from its records, and post a statement at every Lanetix location detailing workers' right to organize a union and outlining the terms of the agreement.

**Subscribe and get the latest CWA News:**

**[https://cwa-union.org/pages/sign\\_up\\_for\\_email](https://cwa-union.org/pages/sign_up_for_email)**

**<https://cwa-union.org/news/e-newsletter/2018-11-15>**

### Just How Did Christmas Get Started?

The first recorded date of **Christmas** being celebrated on December 25<sup>th</sup> was in A.D. 336, during the time of the Roman Emperor Constantine (he was the first Christian Roman Emperor). A few years later in A.D. 350, Pope Julius I officially declared that the birth of Jesus would be celebrated on the 25<sup>th</sup> December.

Might we suggest that you visit the link below to further read how our modern Christmas tradition came to be? It's quite an interesting evolution you may find enlightening. Christmas as a celebration was outlawed in early America by the Puritans and was finally became a national holiday in 1870.

**<https://www.history.com/topics/christmas/history-of-christmas>**



## 4603 Retired Members Organization

### President

Greg Burns  
262-896-0451

### Vice President

Gary Kierzek  
414-861-2683

### Treasurer

Christine Wunder  
262-547-3775

### Secretary

Carol Hassel  
262-783-4181

## December 2018 RMO Report

### From Treasurer Chris Wunder:

The last luncheon of the year has been held. **Dates for next year's meeting and lunch will be March 20, May 15, September 18 and November 20.**

And as winter closes in, continue to save the can tabs, unused hotel toiletries as you travel this winter, old cell phones, and any hats, mittens or scarves that you may knit or crochet for various charities.

The officers have just begun a new 2 year term. This will be my last term. Give some thought to becoming the treasurer. If you have any questions, please contact me.

Whatever holiday you celebrate, may you have a happy, healthy holiday season. See you next year.

### From Vice President Gary Kierzek:

I don't know about you, but I'm glad the elections are over. Both sides claimed a huge victory, but in my view the winner in Wisconsin was the party that supported the interest of working families, and retired people from working families like us. One of our out of state RMO members contacted me after our Governor lost the election and stated that he was now glad that when he picked up our state highway map, he wouldn't have to look at Scott's mug any longer. Another good thing about the elections ending is that we no longer have to suffer through all the political television attack ads. The months prior to the election reminded me of the old television series called "The Outer Limits". At the beginning of the show they proclaimed that for the next sixty minutes on your television that, "We will control the sound", "We will control the horizontal", "We will control the vertical", "Do not attempt to adjust your television." So now we finally have control of our televisions again and we can go back to watching the commercials we love, like Doritos, Chevy Trucks, Papa Murphy Pizza, and Budweiser.

This is also the time of the year that many people are starting to think about traveling down south to experience the warmer weather. I think it's a great idea to go down to Florida, Arizona, or Southern California for the weather, but I don't see myself ever moving down there permanently. Wisconsin is a much safer place to live. No hurricanes or wild fires, no leprosy carrying migrants crossing the Canadian border to kill everyone. Sorry Fox News, the last item mentioned here is "Fake News". Just thought I'd throw it in for laughs. Besides if I moved out of Wisconsin where would I go to buy bratwurst and fresh polish sausage? Another benefit of living in Wisconsin during the cold weather is that you can keep your beer in the garage and it stays cold. No electric utility bill to pay for the refrigerator. And one last thing, I would like to wish all of you a Merry Christmas and a Happy New Year! And thanks for your support of the RMO.

## Curious Christmas History

Modern Santa Claus is based on Bishop Saint Nicholas of Smyrna (Izmir in modern-day Turkey), who lived during the fourth century and became famous because of his generosity.

St. Nick is also the so-called originator for filling Christmas stockings. The story goes that he crept into the home of a nobleman who had three daughters. The family was quite poor and could not afford a marriage dowry for the girls. They were therefore, considered undesirable. They were spared this misfortune when Saint Nicholas provided them with each with gold coins. Children began to observe the day of his death (Dec. 6<sup>th</sup>) by putting out their shoes for him to fill with candy. Modern Santa Claus evolved from the Dutch nickname for St. Nicholas, Sinter Klauss, and draws from an amalgam of various countries' rendering of the story. Santa Claus became iconic through the work of Professor Clement Clark Moore ("Twas the Night Before Christmas"), Washington Irving (*Knickerbocker's History of New York*), and Thomas Nast who illustrated Santa as the large, jovial, white-bearded figure dressed in a red suit with white fur trimmings we recognize today. And now the development and addition of the Grinch.

## Join the CWA Local 4603



**Ronald McDonald House Charities'  
Eastern Wisconsin**

**Community Services Committee and  
For the 2018 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**

Holly Sherard - Local 4603 Office 258-4010

**Alcatel-Lucent**

Andy Wambach -800-296-3993

**a.wambach@nokia.com**

**[Legacy] AT&T**

Kim Wilburn - 614-868-2215

**kwilburn@ems.att.com**

**RMO Dues:** \$75 for 10 years; \$100 for Lifetime. Checks payable to: CWA Local 4603 RMO.  
Mail to CWA Local 4603 RMO, 6511 West Blue Mound Rd., Milwaukee, WI 53213

## ***Merry Christmas To All!***

### ***A Flash Back Moment***

*World War I began in late July 1914 and ended at 11am on the eleventh day of the eleventh month, in 1918, leaving 17 million dead and 20 million wounded. U.S. Soldier fatalities were 116,516 and approximately 320,000 sick and wounded of the 4.7 million that served.*

*Germany signed an armistice (an agreement for peace and no more fighting) that had been prepared by Britain and France. At the start of 1918, Germany was in a strong position and expected to win the war.*

*Union organizing was not very strong in the early days of the telephone industry in the late 1800's and early 1900's, what seems to have happened was that electrical workers, IBEW members, began to get jobs as linemen and cable splicers in the telephone industry. There were literally thousands of phone companies across the nation.*

*The image on this page is from an original copy of the Bell Telephone News from December of 1918. President Wilson came into office in 1913 on a wave of social reform. The U.S. entered the war in Europe in April of 1917. Due to the war effort, widespread labor conflicts and issues within the telephone industry, Wilson put the telephone and telegraph system under the direction of the postmaster general in July of 1918. It was a turbulent and challenging time for workers in the telephone industry.*

*Although today, each of us has been favored with our employment at the telephone company, the good paying jobs, quality benefits and bargaining rights we enjoy today are the direct result of workers joining together to bargain collectively. This was not always the case!*

*As we all enjoy the year end holidays, please take the time to reflect on not only your own personal accomplishments, but the accomplishments of those from our past who struggled to improve our lives. We are all in this journey of life together!*

*Nearly everyone today has a communications device in their pocket. Bell won the first U.S. patent for his device in 1876.*

*These links are worth a read on the history and predictions of Bells device:*

*<http://www.elon.edu/e-web/predictions/150/1870.shtml>*

*[https://en.wikipedia.org/wiki/Timeline\\_of\\_the\\_telephone](https://en.wikipedia.org/wiki/Timeline_of_the_telephone)*

*[http://www.slate.com/blogs/the\\_vault/2015/03/16/history\\_of\\_the\\_american\\_telephone\\_system\\_map\\_of\\_bell\\_coverage\\_in\\_1910.html](http://www.slate.com/blogs/the_vault/2015/03/16/history_of_the_american_telephone_system_map_of_bell_coverage_in_1910.html)*

