



COMMUNICATIONS WORKERS OF AMERICA
LOCAL 1168, AFL-CIO



DATE: June 21, 2011
TO: ALL KALEIDA CWA MEMBERS
FROM: BARGAINING COMMITTEE
RE: NEGOTIATIONS

The Local Union Offices and Representatives are getting swamped with phone calls and questions. Many Members are inquiring about specifics of the proposals and about the progression of negotiations.

The Committee continues to bargain daily, long hours, including weekends for a FAIR contract. Union Representatives continue to try and give the Members the most up-to-date information, but the status of negotiations are continually changing as the contract deadline and VOTE approach. The playing field changes hour by hour.

The Bargaining Committee and Union Representatives understand your frustration and will continue to answer your questions and keep you informed as things continue to change to the best of their abilities. Remember: this is negotiations and proposals continually change until tentatively agreed upon. A number of economic proposals remain open at this time; negotiations will continue until Monday, June 27, 2011.

On Tuesday, June 28th the Bargaining Committee will present the DETAILS and explain all open issues currently on the table. Presentations will begin every hour starting at 6am and finishing with the close of polls at 9 pm. Bargaining Committee Members will be available to answer ALL QUESTIONS before you vote.

Supervisors, managers and even coworkers are spreading inaccurate information. The employer does this to instill FEAR so Members refrain from voting or vote NO.

DO NOT be intimidated by their actions. If you hear inaccurate information, get clarification and then correct your coworker and manager. **YOU HAVE A VOICE!**

The truth will neutralize the fear and build solidarity.

Come to the meeting before the "Authorization Vote," and get accurate information. Then, **LET YOUR VOTE COUNT** and **YOUR VOICE BE HEARD!**

The Bottom Line is... **YOUR** financial future and future working conditions are at stake and these changes are life altering **FOR ALL OF US!**

TOGETHER WE BARGAIN, DIVIDE WE BEG!

