

First Rate Company,



Second Rate Pay & Benefits.

When you think of telephone, wireless, television, and more, people know **AT&T is a leader in the integrated communications world**. They are a leader on all fronts thanks in large part to the members of the Communications Workers of America who perform the work and provide top notch service to our customers in our communities.

In April of this year at the annual shareholder's meeting, after **AT&T CEO Randall Stephenson boasted that in the 1st Quarter of 2016, "We achieved a 24% increase in revenue..."** AT&T's leadership was extremely generous in giving themselves a **wage increase**, and created a new management incentive plan worth up to \$90 million in stock for the top 7,000 managers in the company based on performance. While AT&T continues to enjoy billions in profit each quarter, and is doing a terrific job awarding those at the top, **AT&T is falling short in the department of fairness at the bargaining table to properly compensate their workers.**

AT&T West workers in California and Nevada have been working past contract expiration since April 9, 2016. The company has proposals which not only fail to properly award those who are the face of the company to our customers, **they've been bargaining as if they were a company struggling to stay afloat... which is clearly not the case!** Also, AT&T Mobility workers nationwide are also seeing firsthand while they are in negotiations for the healthcare benefits, how unreasonably stingy the company has decided to be with their proposals as well.

If you believe AT&T should stop nickel and diming their employee's, please contact Melba Muscarolas, Vice President AT&T Labor Relations here in California at (925) 823-5522 and/or via email: melba.muscarolas@att.com and please share with her that you believe the AT&T West workers deserve a fair contract, **NOW!**