



# Cingular Unity



August 2006

## Cingular Workers to be Honored

Every fall, [Washington State Jobs with Justice](#) honors individuals and groups in the community who are committed to their goals of social and economic justice for all workers.

This October, Washington State Jobs With Justice is honoring Cingular Wireless workers and their union, the Communications Workers of America, with a dinner for showing that there is a model for labor relations that maintain workers' rights and dignity. More details will be provided about the dinner as they become available.

As part of a national campaign that has made Cingular Wireless the only unionized wireless phone service in the US, over 1000 workers at the Cingular customer service call centers and retail outlets in Western Washington won representation and a contract through card-check neutrality.

Congratulations to all of you for taking a stand and exercising your right to form a union in your workplace. The entire labor community in Washington State stands with you!

## Cingular Shop Stewards (BOLDED) And CAT's (non-bolded)

**Bothell 1**  
**Tony Patterson (EVHD)**  
**Jim Burdick (ETEAM)**  
Donna DePuy (ETEAM)  
Kale Nostrand (ETEAM)

**Bothell 2**  
**Rich Atherton (Care)**  
**Tina Davis (RSD)**  
**Les French (Care)**  
**Kevin King (TSD)**  
**Paul Taylor (Care)**  
**Brian Tillotson (OST)**  
Doug Mount (Care)  
Jake Larsen (Care)  
Jeanette Elizabeth (Care)  
Jim McHale (Care)  
Scott Ellestad (ANS)

**Bothell 5**  
**Ben Schlechty (ANS)**  
**Bill Montgomery (ANS)**  
**Jolene Thomas (NBS)**  
**Nancy Wright (ANS)**  
**Steve Mulligan (ANS)**  
Gary McGahey (ANS)  
James Ho (ANS)

**(See these folks on your front line at Cingular as the first step to getting any questions answered in regards to your union or if you need representation.)**

## Your WashTech Staff Contacts

Craig Gamble, Staff Representative  
Ph.: 206-726-8580 e-mail: [craigg@washtech.org](mailto:craigg@washtech.org)

Dan Gillespie, Chair Membership Committee  
E-mail: [dang@washtech.org](mailto:dang@washtech.org)

***"I asked a man in prison once how he happened to be there and he said he stole a pair of shoes. I told him if he had stolen a railroad he would be a United States Senator."*** –Mary "Mother" Jones

## Join the CAT Team!!!!

The union has the objective to have 1 CAT member or shop steward for EVERY team in the Bothell call center. We have this objective, because we feel it is very important to have our members advocate for the proper enforcement of the contract in your workplace.

CAT's and shop steward's are your eyes and ears for the union in the call center. Remember, Cingular Wireless works because you do! We need your help to ensure the contract is properly enforced. If you are interested in becoming a CAT, please see a shop steward or contact Craig Gamble.

### August CAT Training Schedule:

- **Tuesday, August 15** 10 am start
- **Sunday, August 20** 12 pm start
- **Saturday, August 26** 11 am start

## Family Illnesses

Many of you have expressed concern about receiving attendance points for family illnesses. The union's position and interpretation of the WA Family Care Act is that our members are entitled to use sick time, as stated in the contract, to cover for family illnesses under this law.

The company's position is that the law only applies if you have some form of paid-time-off (PTO), such as vacation days and EWP days.

For those who do not qualify to use sick time, as per the contract, we feel that this is a correct interpretation.

However, for those who do qualify to use sick leave, as per the contract, we feel that the WA Family Care Act does apply these employees for using sick leave time to cover their absences to care for family members.

Unfortunately, this is not a grievable issue, as we are dealing with state law. Many of your co-workers have already filed complaints with the WA Department of Labor and Industries (L&I) to get an appropriate determination.

Any employee who feels they were unjustly disciplined for absences related to family illness should file a complaint with the state. You may contact a shop steward or Craig Gamble if you need assistance with this process.

We need as many affected employees to file complaints as possible, so that we can get the proper interpretation of the law for your benefit!