

Think **KTWICE!**

AUGUST/SEPTEMBER 2004 THE OFFICIAL PUBLICATION OF THE ALLIANCE@IBM/CWA LOCAL 1701

Organizing IBM — Rev it up!

As IBM employees, we are increasingly concerned that changes in benefits and working conditions have not been in our best interests. Job security continues to be threatened by an executive team still intent on sending our jobs offshore. Global Services employees and SSR's have seen an unbearable increase in work time that exposes the PR image of IBM as a "family friendly company" as being hollow. Force-outs and firings due to "performance issues" based on the flawed PBC evaluation program have escalated. Senior employees and those with health issues feel they are being targeted for "resource actions." Workers outsourced to IBM find that promises made become promises broken.

The Alliance has been organizing at IBM for 5 years. Our mission is to gain a voice for employees and ultimately a contract that protects and enhances our working conditions and our lives — a contract that puts in place a process that regulates job cuts, seeks alternatives and protects employees from discrimination; a contract that creates a real grievance system and a fair evaluation program; and a contract that guarantees employees a voice in the workplace without fear.

None of this will happen without you!

■ If you haven't joined the Alliance as a voting member or subscriber, please do so. Each

signup, whether member or subscriber, builds up the Alliance and increases our chances for a vote.

■ Get a co-worker to join.

■ Distribute *Think Twice* in break rooms or non-work areas.

■ Send our e-mail broadcasts to co-workers' home addresses.

■ Help us build up the Alliance *inside* IBM by becoming an Alliance mobilizer.

■ Participate at a level you are

THE EMPLOYEE FREE CHOICE ACT

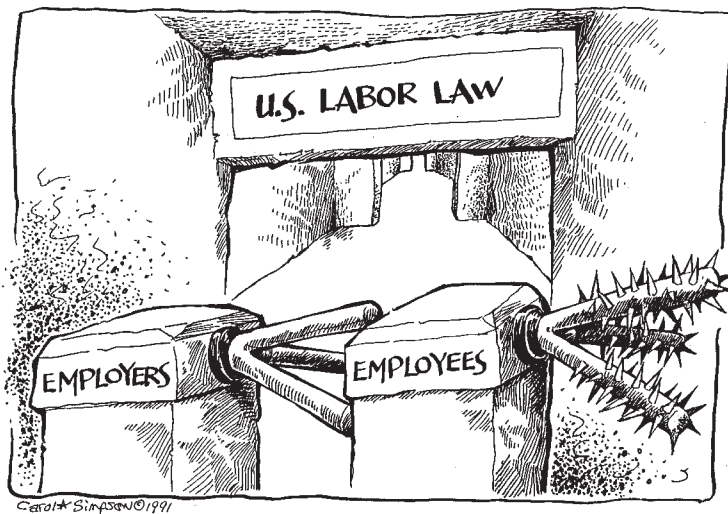
Legislation would enable workers to form unions free from intimidation

Some 42 million U.S. workers say they would join a union if they could. But when workers try to get a voice on the job by forming a union, the employers and corporate executives respond with firings, intimidation, and harassment. Federal labor law is weak and ineffective. Even when workers and unions win a case, the employer will drag out the reme-

dy with appeals and roadblocks.

America's workers are mobilizing to reform our nation's labor laws. Workplace activists have persuaded 202 members of the U.S. House of Representatives and 30 U.S. Senators to co-sponsor the *Employee Free Choice Act*. The legislation — H.R. 3619 and S. 1925 — will give workers who want to join unions a fair chance to do so. The teeth of the legislation is a process called "card-check," which enables workers to more fairly and rapidly indicate

Continued on page 2



comfortable with, from sending us information to working on an organizing committee or joining an action.

If you want to change IBM — be part of the solution.

The Alliance is the machine you can use to challenge IBM, to raise the issues important to employees, to get to a union vote

and a contract.

It won't be easy. The article on the Employee Free Choice Act points that out, but the prize, a union contract and a true voice in the workplace is worth it.

Members are the fuel to power this machine. Rev it up! Help make IBM a great place to work again.

TAKE ACTION!

Help us Strengthen Workers' Right to Form Unions!

The Employee Free Choice Act — S. 1925 in the Senate and H.R. 3619 in the House — would enable Americans to form unions without facing the pressure and threats workers often face when trying to organize a union under the National Labor Relations Act. Under the legislation, workers could organize a union at their company if a majority signed union authorization cards. The measure provides stronger penalties against employers for violating workers' rights, and provides mediation or arbitration if an impasse is reached during employee-employer bargaining over the first union contract.

WRITE YOUR SENATORS AND REPRESENTATIVES

- Ask your Senators to sponsor and support S. 1925. Thirty-two Senators have signed on as co-sponsors of the legislation.
- Ask your House Representative to sponsor and support H.R. 3619. Two hundred and seven members of the House have signed on as co-sponsors.
- **Writing your letters:** Your letters should be addressed as follows for your Senators: The Honorable (Full Name), United States Senate, Washington, DC 20510, and for your House Representative: The Honorable (Full Name), House of Representatives, Washington, D.C. 20515.
- **Sending your letter online:** You can also send letters to your Senators and House Representative online by going to our homepage, www.allianceibm.org, and clicking on the "Alert. Take Action Now!" icon.

New IBM Program to Help Employees Whose Jobs are Offshored

IBM recently announced to employees affected by offshoring a new program called the "Notified Redeployment Process." Employees who have lost or will lose their jobs due to offshoring will have a Placement Coordinator assigned to them, who will help the employee find another position in IBM. The program offers the service for at least 60 days, but there is no indication of what will happen to an employee if they fail to find another job in that period.

While the program states that the primary responsibility for a job hunt is the employee's, the Placement Coordinator will help by understanding the employee's skills, help with their resume, help them access internal job listings, and contact hiring managers to determine if there is a good match between employee skills and the job.

The offshoring of IT jobs has certainly been a hot button issue this year, from national politics to local actions and demonstrations.

Alliance@IBM is pleased to see IBM make steps, however small, to lessen the trauma of employees who face training their replacements and then becoming unemployed. What remains to be seen is whether this new program is truly effective.

We would like to hear from IGS employees on what your experience is with this program.

Please e-mail us at endicottalliance@stny.rr.com

Join the Alliance@IBM/CWA

Join the Alliance@IBM/CWA and join with your co-workers in building the strength and unity that we will need to reverse anti-employee benefit and personnel policies at IBM. If we work together, we can make IBM into a better and more secure place to work. Sign up below and be a part of the movement for positive change at IBM!

Name _____ Job Title _____
Work location/Division _____ Years with IBM _____
Home Address _____
City _____ State _____ Zip _____
Home e-mail _____ Home phone _____

(Check boxes that apply)

_____ **Voting member.** I will pay monthly dues of \$10 and become a voting member of the Alliance@IBM/CWA Local 1701. Send me an application form.

_____ **Subscriber.** I want to receive Alliance publications and be placed on the Alliance e-mail list.

For information go to www.allianceibm.org

The Value of a Union Contract

Recently, the Communications Workers of America members reached a 5-year agreement with SBC Communications that achieves the union's major objectives of strengthening employment security, new access to jobs in growth areas, protecting health care security for both active employees and retirees, and improving wages and pensions. The agreement covers 100,000 CWA members.

Here are some of the key highlights of the settlement:

- No layoffs for the life of the agreement (5 years).
- Rehire several hundred workers previously laid-off.
- Bring back jobs from overseas.
- Across the board, compounded wage increases of 12% plus an additional 1%

lump sum in the first year and cost of living adjustments in 4th and 5th year.

- Pension increases of 13% over the contract term.
- If SBC phone lines are sold, buyer assumes union contract as is.
- Health care benefits will continue to be paid for by the employer, although there are increases in co-pay for certain medical services and prescription drugs.
- To offset increases in co-pay, there will be cash bonuses for active employees of \$1,000 and cash bonuses for retirees of \$2,500.

The above agreement items were negotiated by SBC employees because they had a union contract and are members of CWA.

Contrast this with what has been happening to IBM employees in the U.S.:

- Terms and conditions of employment NOT protected and can be changed unilaterally by IBM.
- Job cuts continue with no rehire policy.
- Pension values have declined.
- Pay increases not given to many employees.
- Drastic increases in medical co-pay for current employees and retirees.
- Jobs being offshored.

These and many more examples we can't list due to the volume of improvements in a union agreement, show the value of a union contract. Now compare how YOUR next 5 years will compare with the next 5 years of a CWA member at SBC, based on the information above. Don't you think you and your family deserve what SBC employees have? Join Alliance@IBM/CWA and support the drive for a contract!

Offshore Contractors Target State Government Work

A new report by the Corporate Research project of Good Jobs First spotlights the growing degree to which state governments are contracting with foreign outsourcing firms for public contracts and are funneling millions of state taxpayer dollars offshore.

The report, entitled "Your Tax Dollars at Work... Offshore," found that nearly every state has engaged foreign vendors to perform state work offshore. The Washington D.C. based research group conducted the study for the Washington Alliance of Technology Workers, a local union of the Communications Workers of America.

The research group found that 18 offshore outsourcing firms are aggressively seeking state government contract work, primarily in information technology — in at least 30 states. The 18 firms have captured about \$75 million in state contracts so far.

As the public controversy over off-shoring private sector jobs continues to grow, many offshore vendors are focusing on public contracts.

Often, state governments are not even aware that they are sending work offshore, the study found. In many cases, state governments award contracts to U.S. firms (like IBM), believing the work would be done in the U.S., only to find that the work will be done in another country.

To find out more about this study go to www.washtech.org

"ONLY A FOOL WOULD TRY TO DEPRIVE WORKING MEN AND WORKING WOMEN OF THEIR RIGHT TO JOIN THE UNION OF THEIR CHOICE."

— DWIGHT EISENHOWER

THE EMPLOYEE FREE CHOICE ACT

Continued from page 1

whether they want a union. It is an alternative to the lengthy Labor Board election process, which employers and companies use to thwart and block workers' free choice to a union.

Some of the highlights of the legislation are:

- **Allows employees to freely choose whether to form unions by signing authorization cards.** Under card-check procedures employers are allowed to recognize a union if a majority of employees has signed a valid form authorizing union representation. Democratic card-check procedures are necessary to avoid the anti-democratic employer coercion through the National

Labor Board election process. Democratic alternative procedures are necessary because the election process is broken.

- **Provides mediation and arbitration for first contract bargaining.** Even when employees surmount the many obstacles to forming a union, management frequently denies them the benefits of collective bargaining.
- **Establishes stronger penalties for violation of employee rights.** Monetary penalties must be strong enough to change employer behavior and not simply be treated as another cost of doing business.
- **Legislation gives workers equal access to injunctive relief.** A

court order putting fired union supporters back to work and stopping management from firing union sympathizers would be a very effective tool to prevent management from using intimidation to smother union organizing efforts.

In its 2000 report on U.S. labor rights, the international watchdog group, Human Rights Watch, found that "freedom of association is a right under severe, often buckle-pressure when workers in the United States try to exercise it," in large part because U.S. labor laws are structured to encourage employer violations of workers' rights.

In fact, during campaigns when workers seek to join unions through National Labor

Board Elections, more than 90 percent of private sector employers force workers to attend mandatory closed door meetings against the union. Companies also use high paid law firms and union busting consultants to break organizing drives and fire workers.

This legislation is all the more important due to a recent National Labor Relations Board action that could result in eroding workers' rights to form unions without employer interference and to have a voice in the workplace. The Board announced they would review the legality of the rules regarding majority (card-check) verification.

Union leaders say the NLRB's move is unwarranted. "Card-check elections are a fair and efficient procedure recognized for decades by the National Labor Relations Board and the courts of the United States," says UAW President Ron Gettelfinger. "Their use should be expanded not curtailed." David Bonier, Chair of the nonprofit workers' advocacy group, American Rights at Work, states, "Workers need more protection, not less."

Alliance @IBM/CWA Local 1701 President Linda Guyer urges all Alliance members and supporter to contact Congress today to preserve and not lose this right.



"You'll receive your paychecks as soon as I remember where we outsourced the Payroll Department."

Think Twice is written by IBM employees who are seeking a voice in their workplace through the Alliance@IBM/Communications Workers of America (CWA) Local 1701. Write us at the Alliance@IBM, 36 Washington Ave., Endicott, NY 13760, call us at 607-658-9285, fax us at 607-658-9283 or contact us by e-mail through our website at www.allianceibm.org.

PICK UP MAILING PANEL