



# How the Employee Free Choice Act Would Help Workers at Verizon Business

“We believe that the interests of our employees, our customers, and company are best served in an environment of direct contact between employees and management without the involvement of a third party.” Bob Toohey, Senior VP, Human Resources, Verizon

Top management at Verizon Communications has adopted a hostile posture towards its workers and their attempts to organize and bargain collectively. Verizon is abandoning its historic commitment to collective bargaining and is out of step with the rest of the communications industry in the U.S. and worldwide.

## **1. Verizon is abandoning its historic commitment to collective bargaining.**

Verizon is one of the largest union employers in the United States. Management wants to end that. Today over 97,000 CWA and IBEW members work under collective bargaining agreements at Verizon which have been negotiated for 40 years. Verizon once respected this process, but is now abandoning its commitment. Unlike telecom industry competitors AT&T and Qwest (as well as most other global competitors), Verizon now uses first and second line supervisors in its non-union Wireless and Business (large customer accounts) divisions to keep workers from forming unions. Verizon has shut down offices where workers have tried to unionize and has even fired union supporters. Verizon’s behavior means that as communication technology changes and Verizon grows, it has erected an internal wall to segregate workers in the newer divisions from the nearly 100,000 workers who are already united in CWA and IBEW.

## **2. Verizon Management Now Opposes Extending Collective Bargaining**

Verizon was party to one of the first card check union recognition agreements. Verizon has renounced this. Recently for the first time, at a represented company where the management had pledged to remain neutral, top management flew in to the California workplace to go desk-to-desk for days before the scheduled election, pressuring workers with its anti-union message. Where CWA and IBEW have gone to the NLRB with appropriate units, Verizon opposes. If the union argues broad units, Verizon argues narrow units. If the union proposes narrow units, Verizon argues for broad units. These legal maneuvers take years to play out, while management beats their anti-union drum continuously on the shop floor discouraging and wearing down union supporters. Verizon management’s goal is clear: use the NLRB process to prevent members from joining our movement.

## **3. Passing the Employee Free Choice Act Makes a Difference**

Top management at Verizon knows that passage of the Employee Free Choice Act would change the rules of the game. That’s why it has joined with the nation’s most extreme anti-union elements to defeat the Employee Free Choice Act. In e-mails to all employees, it claims the measure would violate workers’ right to a secret ballot in a traditional NLRB-sponsored union election. In reality, Verizon opposes the legislation because it would enable workers to organize before an employer could effectively crush union support through fear and intimidation. That is why many political figures have spoken out in support of Verizon workers and their desire to bargain.

*More information about the need for a free choice at Verizon is on the web at:*  
[www.freechoiceatverizon.com](http://www.freechoiceatverizon.com)