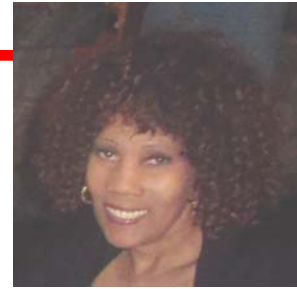


Straight Talk



October 22, 2011

Dear 4309 Sisters and Brothers,

I would like to take this opportunity to thank each of you for your support. Whether for convention delegate, mobilization, or insight on how to make our workplace better, it has been invaluable. We have seen rapid change in the jobs we do and with that change we have seen a drastic reduction in the rights that we have become accustomed to. With this in mind, I have decided to run for the position of **President of CWA Local 4309**.

The only way to truly represent members is by being where your members need you—the workplace, the community, and the political arena. This is where decisions are made that impact our livelihoods. I have been a presence in all three.

Workplaces with no quotas institute them, workplaces with quotas escalate them, and our reward for meeting and exceeding them is reductions or office closures.

Zero tolerance attendance policies are code words for **downsizing by discipline** with legitimate FMLA users being especially targeted and no consideration given.

Our contracts are being reinterpreted by the Companies we work for and the provisions negotiated to protect are now being ignored.

So how do we stop these unfair tactics?

By electing proven Union leadership who can actually do the job! Our current Union leadership has spent more money and provided less representation than any other Executive Board in the history of Local 4309. By utilizing my past experience as an Executive Board Member, Bargainer, and Convention Delegate, I will fight to stop the mounting abuses we are suffering.

We all have a role in what happens next. I look forward to working together on future successes. We can achieve them with an experienced Executive Board, an aggressive Stewards organization, and most importantly, you the members.

I commit myself to this task and humbly ask for your support!

In Solidarity,

Terez E. Woods

Elect Terez E. Woods, President, CWA Local 4309
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