

Business

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Page B6

CWA local splits from N.Y.C. parent

By **EVAN SCHUMAN**

Daily Record Business Writer

New Jersey members of one Communication Workers of America local voted 211 to 50 to break away from a New York City local and establish their own charter, the union announced yesterday.

Officials of the 2,000-member Bridgewater-based Local 1058 said the character of its membership differs greatly from the New York-based local.

"We are administrative workers. We are 70 percent women," said Maggie Eberts, a CWA organizer and member of Local 1058. "We have special needs, such as child care, needs which AT&T has

yet to give us."

The Bridgewater-based local was established as an organizing committee by the CWA executive board in 1986 because fewer than 25 percent of all eligible members had joined, said Local 1058 Administrator Hazel Dellavia. Recent membership drives have almost doubled the local's membership so that today's membership is about 50 percent of all eligible membership.

The New York-based unit, Local 1150, opposed the splitoff because it was thought the division could weaken both locals' bargaining positions, said Local 1150 President Laura Unger. "I think they would have been better off with us

for a few more years."

Unger said the local she heads had the administrative/clerical workers from New Jersey along with many of the company's unionized plant workers. "The plant workers, they have a more militant attitude against the company," Unger said. "That kind of militant spirit against the company needs to be merged" with the New Jersey workers to form an effective negotiating coalition.

Nonetheless, she said she would work with the New Jersey local.

AT&T spokesman Burke Stinson said the split "is really none of our business. . . . What future effect it will have is unforeseeable right now."

BUSINESS

51

THE RECORD

THURSDAY, MAY 18, 1989

PROTEST

From Page C-1

bring them down," he said, adding that health-care costs are increasing by about 10 percent a year.

Despite those attempts, he said, AT&T is still viewed as "a good place to work" and offers attractive benefits.

To draw attention to the health-care issue, the CWA organized a "Health-Care Action Day" on Wednesday and carried out a series of protests nationwide.

Outside AT&T's headquarters on Madison Avenue in New York City, about 20 workers feigned injuries, from serious bruises to broken legs and arms. Another 150 or so employees rallied on the Avenue of the Americas outside the AT&T Business Office.

"It took us a long time to get these medical benefits," said Laura Unger of Montclair, a CWA official and a communications technician with AT&T. Now, she said, normal childbirth costs employees about \$55 in out-of-pocket expenses; under the new plan, it will jump to \$820. At present, treatment of a broken leg outside the emergency room is fully covered, with no charge to workers; the out-of-pocket costs to employees would increase to about \$220, Unger said.

"Last year, AT&T made \$2.3 billion," said Patty Sanzari of Yonkers, N.Y., a CWA official who has been an AT&T operator for 21 years. "Why take it out on the people who bring the money in?"

In New Jersey, the actions were limited mostly to workers wearing Band-Aids or carrying crutches to work in a show of solidarity for union negotiators.

AT&T is New Jersey's largest private employer, with more than 50,000 workers. The CWA and IBEW represent 6,000 employees in New Jersey.

Marchers call on AT&T

Use wheelchairs, crutches to stress health-care plight

By Marilee Loboda Braue
Record Business Writer

Hundreds of unionized AT&T employees in New Jersey and across the nation hobbled to work on crutches Wednesday or made their way in wheelchairs.

It was a symbolic protest against the American Telephone & Telegraph Co.'s plans to shift more of its costs for medical coverage to employees.

The issue remains a critical stumbling block in contract negotiations between union officials and AT&T management.

Contract talks opened in early April between New York-based AT&T and 157,000 members of the Communications Workers of America and the International Brotherhood of Electrical Workers.

Both unions are negotiating simultaneously for separate three-year contracts. The pacts expire at 11:59 p.m., May 27.

"We worked a lot of years for less money to enjoy those benefits. They'll only get them over my dead body," said Joseph McLaughlin, president of IBEW Local 827 in Trenton, which represents some 2,000 technical AT&T workers in New Jersey.

"I'm not panicky, but we're ready to strike."

Brian Monahan, a spokesman for AT&T in New York, said that the company's health costs, which run about \$2 million to \$3 million a day, are "too high."

"We want to do something to



THE DAILY OKLAHOMAN

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MONDAY, JUNE 12, 1989

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Unions Approve AT&T Contract

By Bob Vandewater
Staff Writer

Two Oklahoma City units of the union representing nearly 5,000 production and clerical workers for AT&T on Sunday overwhelmingly approved terms of a new three-year labor contract proposed late last month.

Nearly 1,600 members of Locals 2021 and 599 of the International Brotherhood of Electrical Workers

met in closed-door sessions at the Myriad Convention Center to discuss proposed contract terms before casting ballots.

Details of tentative labor agreements, covering members of both the IBEW and a separate union, the Communication Workers of America, were hammered out during May in the first joint contract negotiations ever held with AT&T.

With limited debate,

Oklahoma City AT&T plant workers Sunday voted to accept new contract terms, which, among other things, will provide for profit-sharing, an 8 percent lump sum payment this year and future wage increases.

Members of IBEW Local 2021 voted 1,130 to 209 to ratify the new national contract, while more than 2,800 members of the local failed to vote, officials said. From Local 1599, the vote was 240 to 6 to approve the contract, with more than 300 not casting ballots.

Voting was also occurring Sunday at many other IBEW locals around the country, with the trend pointing toward ratification of the national package. IBEW members include more

than 30,000 AT&T employees nationwide.

Meanwhile, ballots are expected to be sent out this week to about 800 other Oklahoma AT&T workers who belong to the CWA and will vote on terms of their own new three-year contract.

The CWA, representing about 130,000 AT&T workers nationally, is urging ratification of its proposed contract, essentially identical to the IBEW's. Final results from CWA voting on the pact are expected to be known by July 7.

Ralph Jeffrey, president of Oklahoma City CWA Local 6050, said.

"I expect it to be ratified, although there are always some people who will vote no."

Among those urging a "no" vote is Laura Unger, president of New York City CWA Local 1150. She said union leaders should have called for members to go out on strike against AT&T.

CWA and IBEW officials said profit-sharing will substitute somewhat for automatic cost-of-living pay increases. But AT&T said there will be no profit-sharing if profits are not enough to produce at least an 8 percent return for AT&T common shareholders.

Pilot Suffers Only Cuts in Harrah Plane Crash

HARRAH — A pilot escaped serious injury Sunday afternoon when his single-engine plane crashed into a grove of trees near a housing addition, Oklahoma Highway Patrol officials said.

crash, which occurred just after takeoff from a local airstrip. The accident is being investigated by the Federal Aviation Administration.

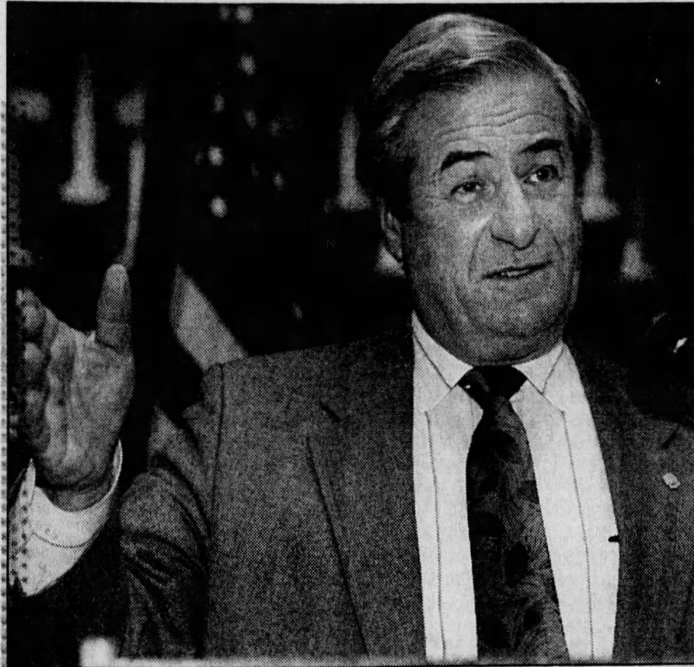
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Phone Workers' Union To Stop Negotiating Work-Force Cuts



Karen Elshout Whiteley/Post-Dispatch

Morton Bahr, president of the Communications Workers of America, addressing the union's women's conference Tuesday.

“Don't talk to us anymore about ways to get rid of our members. We'll talk about ways to retrain people.”

MORTON BAHR, president of Communications Workers of America

By Philip Dine
Of the Post-Dispatch Staff

The Communications Workers of America, whose 550,000 members consist largely of telephone company employees, will no longer negotiate work-force reductions with employers, national CWA President Morton Bahr said Tuesday.

“Don't talk to us anymore about ways to get rid of our members,” Bahr said. Instead, he said, “We'll talk about ways to retrain people.”

Bahr's comments were cheered by 300 delegates at the opening session of the union's National Women's Conference, which is meeting in St. Louis this week.

Bahr said he was “pleased with the gut reaction from this audience. This is the first time we've floated this, which would change a policy of 10 years.”

Over the past decade, Bahr said in a later interview, the union had “negotiated with companies various schemes to make it attractive for older people to leave and protect the jobs of young people.” But companies are abusing that, sometimes shipping jobs overseas, he said.

In his hourlong speech to delegates at the Sheraton Hotel downtown, Bahr noted the importance of female union members, who make up 52 percent of the Communications Workers of America's membership.

“The backbone of the union has been and continues to be women,” he said. “Women, specifically telephone operators, helped found it more than 50 years ago.”

After falling into a background role,

women began to reassert their role in the late 1960s, Bahr said. The union's first National Women's Conference was held in 1978.

The union has more women than does any other U.S. union besides the American Federation of State, County and Municipal Employees, labor observers say. The U.S. labor market soon will consist mostly of women and minorities, groups that especially need the support of unions, Bahr said.

Laura Unger, president of Communications Workers of America Local 1150 in New York, said Bahr's leadership had helped the union “be a growing and vital union at a time when unions all over the country are facing shrinking memberships.”

The union has 10 locals here with 10,000 members, mostly at American Telephone & Telegraph Co., Southwestern Bell and Contel. Communications Workers of America District 6, which is based in St. Louis, covers 56,000 workers in Missouri, Texas, Oklahoma, Arkansas and Kansas. Missouri leads with 26,000.

The union's negotiations last year resulted in breakthroughs in family issues, Bahr said. In 1992, the union will focus on expanding day-care sites and improving leaves for family reasons, he said.

In the next day or two, the union expects to reach an agreement with AT&T on a “pension enhancement” for older workers, Bahr said.

The union recently got unexpected help from the Japanese telephone workers union, which lent the Communications Workers of America \$15 million at low rates to pay off debt on its strike fund. The fund was depleted by strikes last year, Bahr said. That loan will save the union at least \$2.5 million, he said.

The union's annual convention, set for June in Toronto, will consider a plan to cancel the 1991 convention and switch the \$1.1 million in savings to the union's strike fund, Bahr said.

At noon today, the union plans a rally outside City Hall to protest what the union says is mismanagement at AT&T that has led to layoffs.

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WASHINGTON UPDATE

BY ANITA TAFF

CWA groups vote to stop AT&T deregulation.

Two regional groups of the Communications Workers of America (CWA) filed statements last week urging the Federal Communications Commission not to further deregulate AT&T in its proceedings to examine the carrier's market dominance.

Laura Unger, president of CWA Local 1150 in New York, told the FCC that giving AT&T more freedom could lead to deteriorating service quality. Unger claims that AT&T is already cutting back the work force it needs to maintain service quality and that deregulation would only hasten the process.

No group of users would be immune, Unger said. "The move to remove regulatory restraints on Tariff 12 offerings at the same time the Tariff 12 users feel the necessity of forming a user group to collectively deal with common service problems speaks to the need for further investigation," she said.

Paul Diaz, president of CWA Local 7050 in Tucson, Ariz., also opposed the deregulation of AT&T. He claims that AT&T still has substantial market power and, if given more freedom, could easily underbid competing carriers.

AT&T puts Tariff 15 deal on ice. At the request of the Federal Communications Commission, AT&T has deferred the effective date of its Tariff 15 deal for Schwan's Sales Enterprises, Inc. until Oct. 18. The deal for Schwan's, a manufacturer of frozen foods based in Marshall, Minn., was originally scheduled to take effect Sept. 3. The FCC needed more time to examine the offer, which would give Schwan's a 13% discount on Software-Defined Network service, an 8% discount on 800 Term Plan, Megacom 800, Basic 800 and 800 Readyline, and a 7% discount on AT&T World Connect calls. ☐

DAILY NEWS

Business

**"You win some and you lose
some."**

— John Mulheren Jr.

Wednesday, July 11, 1990



MA BELL workers outside New York Stock Exchange protest new round of job cuts. JACK SMITH DAILY NEWS

4,300 more jobs to go

By **SERGE F. KOVALESKI**

Daily News Business Writer

Telecommunications giant AT&T yesterday said it will slash 4,300 nonmanagement jobs, including 241 in the city, from its long-distance business as part of a sweeping plan to wipe out positions made obsolete by improved technology and boost sagging revenues.

New York-based AT&T said the cuts also will include 97 jobs in New Jersey and 45 in White Plains. Communication Workers of America Local 1150 said Ma Bell, which has stated it wants to scrub a total of 13,000 jobs nationwide this year, also indicated recently that at least 6,500 more jobs would be cut in 1991, mostly technicians and long-distance operators.

AT&T's city operations will be among the hardest hit by this latest round of layoffs in the Network Services division. They go into effect Oct 12.

Meantime, workers targeted for the cutbacks, mostly technicians and clerks earning \$520 to \$700 a week, may hunt for other jobs at the company or choose a retirement incentive package, if they are eligible.

AT&T said 1,584 employees in Network Services agreed to retire this year under a sweetened pension plan and will count to-

ward the division's goal of scrapping 6,000 jobs this year.

But the CWA said it expects most of the 241 targeted workers in the city to be laid off either because there is no available work for them at AT&T or because they are not eligible for the retirement plan.

Laura Unger, president of Local 1150, representing about 2,400 AT&T employees in the New York-New Jersey area, said that by lopping off front-line workers, AT&T's finances will suffer. That is because services — such as installations and circuit maintenance and repairs — that it provides for major business customers will further deteriorate, resulting in a windfall for the company's competitors, she said.

CWA Vice President James Irvine added: "This is a case of changing technology with no direct benefit to the customers . . . that is repulsive. . . . It is dead wrong."

During the first quarter of this year, about 800 jobs were done away with at AT&T's Business Communications Systems group. Last year, 12,500 management positions in other parts of the company were eliminated through an early retirement incentive plan.

AT&T has slashed its work force by more than 93,000, to about 280,000, since the breakup of the Bell system in 1984.

AT&T workers take protest to chairman's home

SHORT HILLS (AP) — About 200 AT&T employees and their sympathizers yesterday marched to the home of company chairman Robert Allen and placed a mock coffin nearby to protest layoffs at the communications giant.

The atmosphere, with its clusters of multi-colored balloons, blaring music and snacks, was merry, but the message that union employees had for Allen was blunt: Stop laying off workers now.

Most of the marchers were represented by the Communications Workers of America. They were protesting the elimination of 4,300 AT&T jobs July 10 — and the loss of 150,000 jobs since the courts forced the company to

divest in 1984.

Demonstration organizer Laura Unger, president of Local 1150 of the CWA, said 100 jobs will have been lost in New Jersey by the end of the year, in addition to the several thousand positions eliminated since divestiture.

Allen did not appear to be at home. Lynn Newman, a spokeswoman for AT&T, disputed the workers' statements that the company is not sympathetic to their concerns. "The last thing we want to see is anyone to lose their jobs," Newman said. "Whenever possible, layoffs are always a last resort."

She said AT&T hopes to place the workers in

other jobs available throughout the company.

Tom Boston, a nine-year veteran of AT&T's technical staff, said he expects to lose his job by Oct. 12 and will not be hired for another company job that he had sought. "When I first started, at orientation, we were told that AT&T had never laid off workers, even in the Great Depression," the Manhattan resident said. "It used to be a cradle-to-grave company — you work hard, we'll take care of you."

Union workers came predominantly from New Jersey and New York, but some traveled from as far as Baltimore, Washington and Charlotte, N.C., Unger said.

On the 15-minute march from the Hartshorn

School to Allen's house, four pallbearers carried a mock coffin containing messages to the chairman, under whose two-year stewardship AT&T has increased mechanization and automation and sent jobs overseas and to right-to-work areas.

Winding their way past homes in the million-dollar range and up, the marchers sought to call attention not only to their own plight but also to the economic problems generated in communities where idled workers live, said Betty Houser, chief steward of Local 1058, based in Bridgewater.

For the first time in its history, the CWA also spoke out against deregulation.

Workers protest proposed AT&T layoffs

By **PETER J. WARD**
PRESS CORRESPONDENT

NEW BRUNSWICK — A small, but angry group of protesters gathered outside the Hyatt Regency Hotel, here, last night, as inside the vice-chairman of AT&T received an award from the New Jersey State Theatre Group.

The protesters, many of them members of the Communication Workers of America, said they were objecting to the company's proposed layoffs and worker displacements and were not angered that Morris Tanenbaum, vice-chairman of AT&T, was the recipient of the theater group's award.

Laura Unger, president of CWA Local 1150, said last night she was happy AT&T was supporting the arts.

"The issue is not the way they support programs, it's the way they portray themselves as a community-minded company when they continue to relocate jobs out of state," she said. Unger said she had received notice her

position with the company would expire within the next two months.

"AT&T is receiving an award for giving so much to the community, but what about the people that work for them, when will they start looking out for them?," asked John Kinloch, vice president of CWA Local 1058.

Inside the banquet chamber, Tanenbaum responded to the allegations that AT&T is not taking the employees into consideration when contemplating future business moves.

"We don't like to reduce jobs — since the divestiture, we are down 100,000 employees nationwide — but our goal is for the business to grow and create new jobs," Tanenbaum said.

Tanenbaum said AT&T currently is waiting to see if a deal will go through that would consolidate the company's computer operations with those of National Cash Register, located in Dayton, Ohio.

The protesters said if the deal if

finalized, as many as 2,700 jobs in New Jersey may be lost. But Tanenbaum said, "It's impossible to guess what will happen until we know if the deal is going to be completed."

Last year, AT&T committed \$1 million over a five-year period to the New Jersey Center for Performing Arts, which is slated to be built in Newark. Tanenbaum said generosity toward the arts is third on the company's list of community contributions that includes education and health programs.

"Clearly the arts cannot support themselves and we hope our contribution will help," he said.

Richard Ferlauto, a board member of the New Jersey Citizen Action Committee, said he attended the protest as a show of support for the workers and their families who will suffer as a result of the layoffs.

"What AT&T is doing is unfair, this buyout with NCR will cost New Jersey jobs, and in addition, the taxpayers will

lose millions," he said.

In a prepared statement read at the protest, Ferlauto called upon Gov. Florio to revise last year's tax plan and demand that corporations open their books and disclose their tax payments.

"The taxpayers of this state will lose money because of this buyout. The treasury will take the loss in large amounts because this company (AT&T) will take major deductions during the buyout procedure," Ferlauto said.

James Lowell, AT&T director of media services, said employees whose jobs are being eliminated are given several opportunities to receive training for other jobs within the company, and, in some cases, employees can take an unpaid leave of absence to find another job while still receiving benefits from the company.

"That's great, but the employees cannot receive their termination pay until they return and they cannot collect unemployment insurance during the time off," said Unger.

AT&T: Settles pregnancy-bias claims

From Page E-1

whether former Kearny employees will be entitled to money from the EEOC case as well.

Ironically, AT&T is now considered a corporate model on family leave and women's rights issues, according to the Communications Workers of America, the union representing most AT&T workers.

AT&T allows up to a year of family leave to employees who are new mothers or fathers, guaranteeing their jobs upon return. The

company also pays six months of medical benefits for those on leave. AT&T also helps finance day-care centers.

But attorneys at the EEOC and women's rights organizations in New Jersey say pregnancy discrimination still exists and could loom larger as a new baby boom grows among a workforce that is almost half female.

The Englewood-based Women's Rights Information Center often gets telephone calls from pregnant

women relating problems at work.

"It seems that some employers don't know it is against the law to discriminate against pregnant employees," said Phoebe Seham, an attorney and president of the center.

"This settlement is extremely important. Both to those employers and to working women who might not have been sure what the law says, this will be extremely educational," Seham said.

Attorney John Hendrickson of

the EEOC said pregnancy-based discrimination suits are the third-largest type of complaint in the EEOC's caseload.

Laura Unger, president of CWA Local 1150, which represents many New York and New Jersey AT&T workers, said AT&T's generous family leave plans have fewer users this year because many female clerical and technical employees have been laid off in AT&T's streamlining.

Unions try to ring Ma Bell

By **ALTON SLAGLE**

Daily News Business Writer

Chanting "No contract, no peace," more than 100 members of Communications Workers of America Local 1150 staged a peaceful hour-long demonstration yesterday outside the downtown Manhattan headquarters of AT&T.

The CWA and the International Brotherhood of Electrical Workers have been without contracts since May 31.

Although some progress has been reported in negotiations, the parties are still said to be far apart.

The unions are seeking wage increases, improved pensions and better job security, saying their jobs are being lost through technological advances.

More subtle tactics

Aware that these advances dull the impact of strikes, union officials are resorting to more subtle tactics to achieve progress in bargaining.

Protesters taking part in yesterday's

lunch-hour demonstration signed up for red T-shirts to be worn each Thursday. They also were asked to arrive early for informal pre-work picketing.

And they have "carrier change" cards, which ask AT&T customers to switch to other long-distance carriers for the duration of the labor dispute.

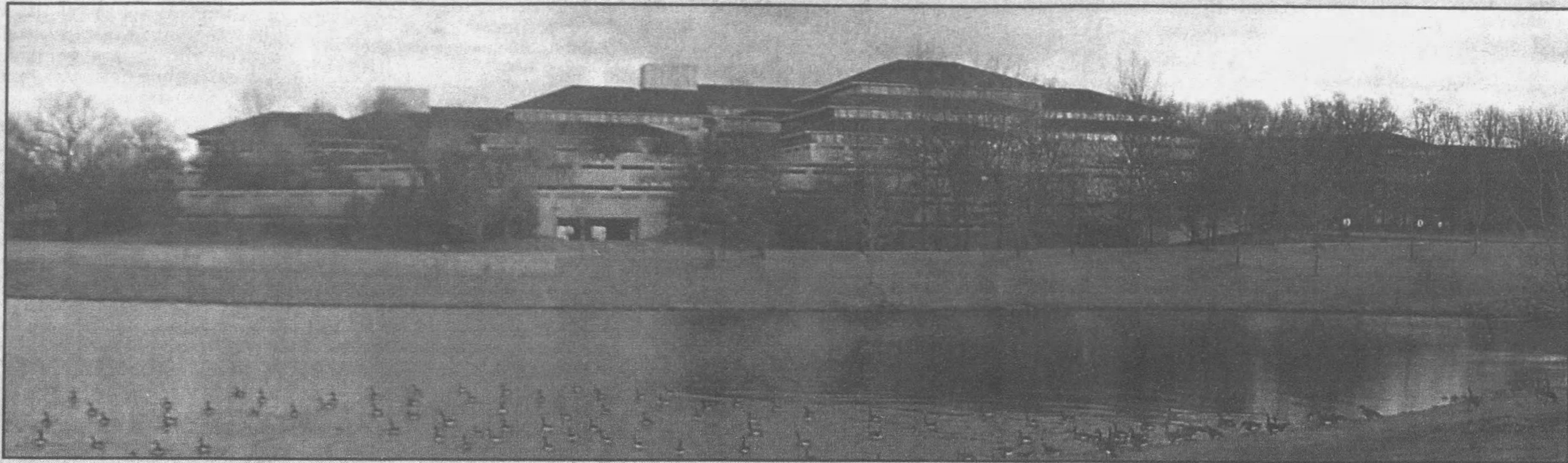
"We decided to stay on the job and put pressure on in other ways," said Laura Unger, Local 1150 president. "Hopefully, we can force a settlement without going further."

Unger's local represents 1,100 AT&T worker. It has sustained 2,400 layoffs in the past three years, according to Unger.

AT&T: To be expected

"The company is aware that incidents like these are to be expected at times of contract negotiations," said AT&T spokeswoman Virginia Gold, commenting on the demonstration outside 32 Sixth Ave.

Negotiations, she added, are continuing in Washington.



RICH GIGLI/STAFF PHOTOGRAPHER

AT&T's corporate headquarters in Basking Ridge, where some managers will be let go with an enhanced severance package as part of a major downsizing.

UPSTAIRS DOWNSIZED

AT&T to begin high-level layoffs

By **DUANE STOLTZFUS**
Staff Writer

Telephone operators at the American Telephone & Telegraph Co. probably feel like characters in a tragic drama with the whodunit title "And Then There Were None."

As computers replaced human hands and voices, layoffs decimated their ranks, from about 44,000 a decade ago to about 15,000 today.

On Thursday, they will be getting company: a wave of managers who work in the key administrative offices of New

“ This time the layoffs are hitting headquarters. ”

Laura Unger
President, CWA Local 1150

Jersey's largest private employer.

"This time the layoffs are hitting headquarters," said Laura Unger, president of Communications Workers of America Local 1150, which represents hundreds of AT&T workers. "Until now, the decision-makers and their staffs have not really been hit."

AT&T on Thursday is to begin notifying employees whose positions will be eliminated as part of a downsizing of nearly 15,000 positions — 5,000 of those

in New Jersey — in the Basking Ridge-based Communications Services Group, which provides long-distance services to business and residential customers.

AT&T, which announced the job cuts in January, is hopeful that some employees will be able to find jobs elsewhere in the company. But in a tacit recognition that such jobs will be hard to come by, AT&T is developing its own nationwide job database — a rarity in the corporate world.

In fact, AT&T has several dozen employees — some just hired — whose job is finding jobs for the database. Print ads will run in April asking employers to call AT&T with job leads.

"No company wants to have to do these kinds of things," said Deb DeFago, an AT&T spokeswoman. "But we are doing everything we can to help people find jobs. We're doing all the right things with our employee resource centers."

Unger said that word has already leaked informally to some managers that their positions are on the chopping block.

A paper circulating among managers since February urges them to write to

AT&T: Downsizing of managers to begin on Thursday

From Page C-1

Robert E. Allen, AT&T's chairman and chief executive. A sample letter calls on AT&T to come up with a more generous package for managers.

The severance package for laid-off employees now includes up to two years' wages for non-management workers and 42 weeks' pay for managers. The number of weeks in pay is based on years of employment. For instance, an employee would have to have worked at AT&T more than 30 years to collect two years' pay.

One suggestion is to increase pension eligibility by adding five years to someone's age and term of service with the company.

That also would help managers

who are younger than 55 and face penalties should they begin drawing on their pension.

The contract for union workers, on the other hand, stipulates that the company will make up the difference if they are eligible for the pension but laid off before they turn 55, Unger said.

"Forcing people to leave the payroll without an offer when AT&T is earning record profits does not make sense to the employees nor the community of friends and family," the sample letter states.

AT&T says there are no plans to add another cushion to the retirement package for managers.

There is a precedent for sweetened pension packages at AT&T. In 1989, the company en-

couraged thousands of managers to retire by tacking on five years to age and seniority, and adding 15 percent to management pension payments for five years.

Allen has sought to transform AT&T into what he regards as a leaner and more competitive force in the industry. The company's worldwide work force is now 309,000, down from 373,000 when its monopoly ended a decade ago.

In the deregulated long-distance market, AT&T still dominates with about 60 percent of the market share, but competitors like MCI and Sprint have made substantial inroads.

AT&T expects to save at least \$900 million a year as a result of the cuts.

"The pension fund is well-fund-

ed," Unger said. "There's no question if the company wanted to downsize without a lot of pain, they could offer pension enhancements, and a large number of people would leave voluntarily."

When employees receive word that their jobs are being eliminated, the company will direct them to one of seven AT&T resource centers, two of which are in New Jersey — in Parsippany and Murray Hill.

Laid-off employees can use the centers as long as they need to, provided they are engaged in a job search. AT&T will pick up the telephone tab for any calls they make.

At the centers, employees have a place to make and receive phone calls, prepare résumés, run off

copies, and search databases for job openings both inside and outside of the company.

Maureen Mason, a district manager responsible for the resource centers, said employees will be encouraged to enroll in a two-day career transition workshop, which could include figuring out what jobs to look for and practicing interviewing skills in front of a video camera.

They will need every advantage they can find, said Daniel Lauber, author of "Professional's Private Sector Job Finder."

"The job outlook is not pleasant for anyone," he said. "Companies that were fat in management are realizing — thanks to computers — [that] they can achieve substantially more productivity per

person. They're making cuts. Hundreds of thousands of jobs are being lost at AT&T and other large corporations."

AT&T also has how-to training sessions for supervisors who will have to break the bad news to employees.

The company, meanwhile, is engaged in an all-out search for jobs. About 25 employees — entitled "external job lead developers" — are calling anyone who might know of a job tip.

"Ever since AT&T announced its downsizing, I've been flooded with calls from employers," Mason said. "I must get 10 a day. These are employers who have jobs and want to hire AT&T employees."