



March, 2, 2020

TO: AT&T Southeast Local Presidents, District 3 Staff & Secretaries

FROM: Nick Hawkins, Assistant to the Vice-President, CWA District 3

SUBJ: AT&T Southeast / BST — Uniform Issues

As each of you already know, we have been dealing with a number of issues regarding the AT&T Southeast Uniform Program for quite some time now. An Executive Level Grievance was filed last year on this issue but unfortunately had to be put on hold during contract negotiations. Time after time, Labor Relations has made commitment after commitment to the District 3 Office that the issues brought to our attention by the membership will be addressed, and that the problems will be corrected. On numerous occasions we have been provided with a firm date and a promise that the issues our members are facing will be resolved on that date. Again, and again, this date would come and go, nothing would change, and our members still could not order a uniform, or if they could, it was on back order with an expected delivery date of six months down the road. Needless to say, our Members, our Local Leaders, and the District 3 Office have all had enough.

We are in the process of scheduling an arbitration over the issues with the AT&T Southeast Uniform Program, and have tentative dates scheduled for either 03/27/2020, 04/09/2020. Below, I have summarized many of the issues that we have been working on with regard to the uniform program, and where we are at currently with that particular issue:

- ***The annual cap or maximum availability for jackets and outerwear were being combined.*** This has been corrected in accordance with the terms and conditions of the 2019 collective bargaining agreement.
- ***The annual allowance for 2020 was not being added to the maximum annual carryover balance.*** This has been corrected in accordance with the terms and conditions of the 2019 collective bargaining agreement.
- ***Employees did not yet receive their 2020 allowance in a timely manner, which has historically always been applied on January 1st of each year.*** This has been corrected in accordance with the terms and conditions of the 2019 collective bargaining agreement.
- ***The annual cap or maximum availability for coats/jackets is being combined with hoods and liners.*** The company claims that this issue will be corrected by Friday 03/06/2020.

- **Employees and/or Job Titles who were removed from the uniform program as a result of 2019 bargaining were not able to order uniforms and utilize their existing balance before the implementation date.** *This issue will be addressed in the upcoming arbitration.*
- **Many employees have not been able to order uniforms for more than 18 months.** *This issue will be addressed in the upcoming arbitration.*

As these situations continue to unfold, we will distribute updates to the Local Presidents and Staff. Should you have any questions or concerns surrounding these issues, please feel free to contact me at the District 3 Office.

cc: Richard Honeycutt, Vice-President, CWA District 3
Billy O'Dell, Administrative Director to the Vice-President Angie Wells, Administrative Director to the Vice-President Robert Weaver, District 3 Legal Counsel

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