

THIS SPACE FOR  
CWA STAFF OFFICE  
USE ONLY

RECEIVED \_\_\_\_\_

CARD \_\_\_\_\_

FINAL DISPOSITION \_\_\_\_\_

CODES \_\_\_\_\_

### Record of Grievance between Communications Workers of America

3G3A  
(3-2016)  
Front

- BellSouth Telecommunications
- BellSouth Advertising and Publishing
- BellSouth Communications, Inc.
- BellSouth Corporate Headquarters
- BellSouth Communication Systems
- Other

Grievance Number
B18-ALL-006
To be assigned by CWA State Office

1. Grievance Occurred	Date Ongoing	Specific Location & State CWA ALL	
	Department CWA ALL	*Title Involved If Applicable ALL	
2. **Grieving Employee or Work Group Involved	Name of Employee or Work Group		Local No.
	Address CWA ALL		Department ALL
	Job Title	N.C.S. Date	Seniority Date
3. Union's Statement of What Happened	The company is violating Section 4, 4.405 of the CWA/BST U-Verse Field Operations Network Addendum by requiring employees to work in excess of 14 hours of overtime per week		
4. Specific Basis of Grievance or Section of Contract Involved	Section 4, 4.05 of the U-Verse Field Operation Network Addendum and other applicable sections, the true intent and meaning of each; and the failure of the Company to perform its obligations thereunder.		
5. Date Grievance Filed	Originated by: Union Representative	<i>Ben O'Leary</i>	Date 8/28/2018
6. Company's Statement of What Happened			
7. Proposed Disposition - Second Level	Signed: _____ Date _____ Company Representative		
8. <input type="checkbox"/> Accepted <input type="checkbox"/> Rejected <input type="checkbox"/> Appealed	Signed: _____ Union Representative		Date _____
9. True Intent Question Exists: <input type="checkbox"/> Yes <input type="checkbox"/> No	True Intent Question Exists: <input type="checkbox"/> Yes <input type="checkbox"/> No		
Signed: _____ Union Representative	Date _____	Signed: _____ Company Representative	Date _____
10. Authorization to Inspect Personal Record	Furnished By: Union Representative	Received By: Company Representative	11. Union First Requested Meeting - Second Level
	Date _____	Date _____	Date _____
12. Proposed Disposition - Third Level	Signed: _____ Date _____ Company Representative		
13. <input checked="" type="checkbox"/> Accepted <input type="checkbox"/> Appealed to 4th level (SCB, SB only [Applicable to contract interpretation only]) <input type="checkbox"/> Rejected <input type="checkbox"/> Arbitration Requested (See Lines 16 & 17)	Signed: _____ Union Representative		Date 4/24/2019
14. Proposed Disposition - Fourth Level	See Attached. _____ Signed: <i>John P. Trogen</i> Company Representative Date 4/24/19		
15. <input type="checkbox"/> Accepted <input type="checkbox"/> Rejected <input type="checkbox"/> Arbitration Requested	Signed: _____ Union Representative		Date _____

PREPARE 5 COPIES

Executive Level Grievance B18-ALL-006

Company's Statement:

The parties agree to settle B18-ALL-006, in which the Union alleges the Company is violating Section 4.05 of the U-Verse Addendum "by requiring employees to work in excess of 14 hours of overtime per week." In applying the 14 hour overtime limit for Wire Technicians, the parties agree to the following principles:

Consistent with Section 4.01 of the U-Verse Addendum, Wire Technicians should be scheduled 40 hours per week. Hours worked outside of the scheduled hours are not included in the 40 hours; however, this time does count toward the overtime build for compensation and for the overtime cap in Section 4.05.

When an employee is scheduled to work overtime, such time worked should be applied toward the 14 hour overtime provision in Section 4.05. The employee may decline overtime offered which would exceed 14 hours during the particular week without having to furnish a reason except when long term service difficulties exist or when substantial service interruptions occur. The Company, however, should not reduce an employee's scheduled overtime solely because the employee has worked more than 14 hours of overtime that week prior to the scheduled overtime.

An employee who has already worked 14 hours of overtime in a week can refuse a request to work non-scheduled overtime. Once an employee has met the 14 hour overtime cap, the technician should not be required, without consent, to complete an assigned task unless the work can be completed in a reasonable period of time.



Date: 4/24/2019

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John P. Trageser

Company Representative