



July 15, 2020

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

FROM: Nicholas Hawkins, Assistant to the Vice President

SUBJ: AT&T Southeast / BST – COVID-19 Absences & the Supervisor’s Playbook

Yesterday, the District 3 office received notification from Locals across the District that the company had implemented new guidelines surrounding absences related to exposure to the coronavirus. Unfortunately, the District 3 Office was not notified by the company prior to these guidelines being implemented and distributed to management. The District 3 Office strongly objects to the company’s new guidelines surrounding time coding for these absences. These guidelines are contained in the attached “Supervisor’s Playbook”. We have sent the email below to AT&T Southeast Labor Relations and are waiting on a response. Should the company refuse to cooperate with us, we will be filing an executive level grievance to address this issue. In the meantime, should any of your member’s rights under the collective bargaining agreement be violated, please file a grievance at the Local level and ensure that the time limits are protected.

We have attached a copy of the company's latest "COVID-19 Supervisor's Playbook". Please see pages 19 & 20. As we see it, these pages outline the company's plans to circumvent our bargaining agreement by utilizing a Miscellaneous Paid or (MP) day to break up consecutive illness days, in an effort to disqualify employees from receiving their bargained short-term disability benefits.

We are receiving numerous complaints throughout the District, concerning members who are not sick, have no symptoms, and are COVID-19 negative, but are being forced to quarantine by their supervisor and instructed that their time in quarantine will be coded as unpaid. Today, we were informed that employees will be required to complete a daily pre-tour screening, beginning on July 27th, before they are allowed to report to work.

We want to ensure that the company fully understands what the parties have already agreed to as part of our collective bargaining agreements:

BST Article 1.09

A full-time employee is engaged to work a full-time normal work week.

BST Network Addendum - Section 4.01

All employees will have the opportunity to work forty (40) hours in a week.

BST Article 6.02

Core Employees who are ill will be paid for their time off work in accordance with the tables in 6.02A1 & 2.

BST Article 6.04A2

When the company refuses to allow a Core Employee to report to work and mandates that the Core Employee be quarantined, the absence is subject to the same treatment as absences due to personal illness provided under 6.02.

Utility Operations - Article 5D1b

Employees shall be excused without loss of regular pay for absences due to quarantine.

AT&T Southeast Disability Benefits Program SPD

Should an employee be quarantined by the company and be absent for more than seven (7) consecutive days, the employee becomes eligible for payments under the short-term disability plan. As a result of 2012 bargaining, the attached SPD, on page 12, calls for employees to be considered Disabled for the purposes of short-term disability benefits if they are totally or partially disabled. The SPD defines partially disabled as: "being unable to perform all essential functions of your job or another available job assigned by the company." Thus, when the company mandates that an employee be quarantined and does not allow them to report to work for more than seven (7) consecutive days, they qualify for short-term disability benefits.

As always, should you have any questions or concerns regarding this issue, please feel free to contact me at the District 3 Office:

cc: Richard Honeycutt, Vice President, 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