



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 Workplace Entry Assessments

Yesterday, the company distributed the News Now message listed below, to call center employees in District 3. The District 3 Office did not agree to the content of this message and did not receive advanced notification from the company, prior to this message being distributed to employees.

New COVID-19 Workplace Entry Assessment

To: Center employees in Huntington, WV; Huntsville, AL; Lubbock, TX; Miami, FL, and Missoula, MT

Your health and well-being are important to us.

*We are launching the **COVID-19 Workplace Entry Assessment** to screen employees for COVID-19 symptoms. This message and screening process only apply to employees reporting to workplace buildings (not those working from home) and should only be used on days you are scheduled to work.*

Effective July 15, please complete the short assessment at the start of your shift every day. Answers are private, and the data is encrypted.

Process instructions

You may take your temperature with a personal thermometer prior to arriving on-site. Otherwise, temperature screeners are available on-site.

If you feel sick or currently have a temperature at or above 100.4 degrees Fahrenheit, do NOT report to work. Call your supervisor.

Note: If you are not feeling sick, report to work and please complete this process as soon as you arrive on-site.

- Access the [myWorkLife website](#) or [YesOkay](#) mobile application.
- The COVID-19 Workplace Entry Assessment appears on the home page.

- *Select "Begin Survey" to take the assessment.*
 - *You may use your personal thermometer on-site, if preferred, or can conduct temperature checks prior to arriving on-site.*
 - *If you did not check your temperature prior to arriving on-site, proceed to temperature screening stations.*
- *If you are cleared to enter, you may proceed.*
- *If you are not cleared, contact your supervisor to let them know you are going home.*
 - *Please do not share any medical information with your supervisor.*
 - *If you are not cleared to work, wear your mask/face covering, maintain social distance from others, exit the workplace immediately and return home, and follow the report to workplace instructions provided in the assessment.*

Important reminders

- *Follow employee policies regarding face coverings/masks while working.*
- *Continue social distancing protocols at all times.*
- *Continue hygiene guidelines as applicable.*

Thank you for continuing to support AT&T's customers and each other during these extraordinary times.

Additionally, the District 3 Office received notification from several Locals across the District that the company had been notifying employees of a new Workplace Entry Assessment Policy for Technicians. The District 3 Office did not agree to the content of these notifications or the content contained within them. Additionally, the District 3 Office did not receive advanced notification from the company, prior to these notifications being distributed to employees. Below I have listed one example of this notification that our members were receiving from management yesterday concerning this issue.

Instruction has come down from the top that prior to working every morning & prior to entering the work center you will need to take your temperature and answer a few questions on the YesOk App on your COU Device. Each technician is required to provide their own thermometer, but each Supervisor is issued one at each work center. Every morning you will need to perform this task. It is NOT OPTIONAL, It is MANDANTORY. If you get called out on an OFF Day, You are Required to perform this task as well. This is being monitored by Staff. If you Dispatch Out on a ticket and have not done the Pre-Work Survey a text will flow from Epi-Center to the 1st Level & 2nd Level advising of an Un-Cleared Dispatch. Please Do Not let me get these texts or Calls. It is very important that we comply daily with this requirement.

Also each tech is required to go in and complete course 62438027 today in PLE as being Covered on COVID-19 Pre-Work Survey. If you have any questions please feel free to contact me.

Once we were notified by our Locals of the company's intent to require our members to purchase or provide their own thermometer, we immediately contacted Labor Relations and objected. We were informed by Labor Relations that the information being distributed to Technicians was not an official Company Policy or Guideline. We were informed that the management team in these departments should not have distributed these notifications. We requested that the company retract these notifications and that an email to that effect be distributed directly to our members through company email. Today we received the following response from Labor Relations:

As discussed yesterday, certain managers in error communicated information to technicians as it relates to mandatory screening. A message was sent to all network managers late yesterday advising them that they were not to communicate any such information to employees or local presidents as nothing has been finalized.

The company continues to institute mandatory screening in locations as required by local ordinances or relevant laws. Further, we are in the process of determining if there will be a mandatory screening process at all locations and if so the means to accomplish it. Once those decisions are finalized Labor Relations will discuss it in advance with District 3.

As soon as additional information on this issue becomes available, we will notify Staff and Local Presidents. 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

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