

**Communications
Workers of America
District 3
AFL-CIO**

**Alabama, Florida, Georgia.
Kentucky, Louisiana, Mississippi
North Carolina, South Carolina
Tennessee, Puerto Rico**

**3 516 Covington Highway
Decatur, Georgia 30032
404-296-5553**



September 17, 2019

To: AT&T SE Local Presidents, Staff, & Secretaries
From: Nicholas E. M. Hawkins - Assistant to the Vice-President
Subject: AT&T Southeast & Utility Operations Uniform Program

The District 3 Office will be filing an executive level grievance today concerning the company's mismanagement of the AT&T SE & Utility Operations Uniform Programs. Please see the correspondence below, which was sent to labor relations this morning concerning this issue. As this situation unfolds, we will distribute the latest updates to 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.

Date: 09/17/2019

The uniform website is still not operational and our members have not been able to order uniforms for nearly a year now. This marks the third time that the company has set a deadline to have the issue resolved, only to fail at meeting their own timeline. Please see the correspondence below.

We are to the point now where we have given up any hope that labor relations can actually resolve this issue. We will be filing an executive level grievance and will be requesting arbitration. We have a contract in place and that contract requires the company to supply our members with uniforms.

**Nick Hawkins
Assistant to the Vice-President
CWA District 3**

Deadline #1

****This email is being sent to All AT&T SE Local Presidents and District 3 Staff & Secretaries****

Please see the notification below from the Company that VF Imagewear will no longer be the vendor for the "Core" Uniform Program which is described on page 310 of the BST Agreement (Appendix C Part XVII).

Please note that the **AT&T SE Uniform Program ordering web site will be suspended 05/26/19 for a period of 4 - 6 weeks** during the transition to the new vendor, "Image Solutions" and Locals should advise their members to **place all orders no later than 05/26/19.**

There are no other changes to any of the uniforms or the Program as a result of the change of vendor.

In Unity,
Billy O'Dell
Administrative Director

Company Notification #1

***The SE Core Uniform ordering site will be open for orders as usual through 05/25/19. Due to a change in vendor the site will be suspended for 4-6 weeks.*

*Once the ordering site is restored, orders will route to the new vendor, Image Solutions. Image Solutions will take over management of the current inventory and any future inventory to fulfill orders submitted. ***

Deadline #2

****This email is being sent to All ATT SE Local Presidents and District 3 Staff & Secretaries****

On May 6, 2019 I sent a notification from the Company to all Local Presidents regarding the transition of the "Core" Uniform Program vendor from VF Solutions to Image Solutions. The Company advised that all uniform ordering would be suspended for a period of 4 - 6 weeks beginning May 26, 2019. Due to the fact that time period expired this week and the ordering process has not yet been reestablished, I requested an update. Please see the Company's response below.

Company Notification #2

The vendor provided an update late yesterday. The new ordering website should be up & running by 8/1. We are in the process of setting up the employees' accounts, but their \$ allowances cannot be finalized until all of the VF orders & back-orders are processed in late July. In addition, the apparel is shipping to the new vendor, and each item has to be scanned in for the real-time inventory ordering. We will provide the updated ordering link as soon as it is available.

In Unity,
Billy O'Dell
Administrative Director

Deadline #3

*****This email is being sent to AT&T SE Local Presidents and District 3 Staff & Secretaries*****

District 3 received the following notification from the Company in response to our latest request for an update regarding the status of the uniform vendor transition. Upon reminding the Company they had missed two deadlines for turning up the new ordering process, and telling them it is unacceptable, we were advised the old vendor was responsible for the delays.

If you have members in the BST Uniform Program who do not have sufficient uniforms due to the Company's decision to change vendors, please email detailed information to me and I will address those cases directly with Labor Relations.

In Unity,
Billy O'Dell
Administrative Director

Company Notification #3

We are filling all of the backorders as they were ordered and fulfilling new orders just as soon as the system is operational. We are still on track for the system to be up and running on or about September 15, 2019