



June 29, 2017

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

FROM: Nicholas E.M. Hawkins, Assistant to the Vice President
CWA District 3

SUBJ: Wire Technicians — Four-Ten Work Schedules During Holiday Weeks

Section 4.02, Four-Ten Schedules, Paragraph 5, of the U-Verse Addendum states: *"If the employee wishes to be paid the remaining two (2) hours, the employee may use available vacation, personal days off, or absence time."* This language was adopted in 2012 and predates the language agreed to in 2015, Section 4.01, Paragraph 2, which states: *"All employees will have the opportunity to work forty (40) hours in a week"*. As such, the Sections conflict with one another.

Management's recent application of this contract language violates Section 4.01, in that employees were paid 8 hours for the recent holiday, and then only given the opportunity to work an additional 30 hours that week. Of course this resulted in employees only having the opportunity to work thirty-eight (38) hours that week. We brought this concern to the AT&T Labor Relations and the Company has agreed to the following:

When Wire Technicians are on four-ten work schedules and are scheduled off on the holiday, the Company will decide to either offer them the ability to work the remaining two (2) hours on the other three (3) remaining scheduled work days in that week, or the Company can revert back to five eight hour days for that week.

This agreement ensures that Wire Technicians, who are on four-ten work schedules, will have the opportunity to work forty (40) hours during a holiday week. As always, should you have any questions or concerns surrounding this issue, please feel free to contact me at the District 3 Office.

cc: Richard Honeycutt, Vice President
Thelma Dunlap, Administrative Director
Billy O'Dell, Administrative Director
John Quinn, District Counsel