



June 10, 2019

To: AT&T SE Local Presidents

Re: Company Vehicle Fuel Purchases

The District has received reports from members that management is directing employees not to pump gas into Company vehicles in \$20.19 amounts and is investigating use of gas cards for those purchases. The District takes any possible threat of discipline by the Company for any reason very seriously, particularly if members are engaged in what may be considered protected, concerted activity.

The District has demanded an explanation from the Company of any policy that is implicated by a member pumping gas in \$20.19 amounts, has demanded an explanation of any directives that are being issued by management, and has demanded information regarding any pending investigations. We will pursue this issue with the Company vigorously, especially as it appears that the Company may be intending to punish employees for protected activity. It is not in anyone's interest that employees be disciplined or discharged for this activity, but in the event any member is investigated by the Company for any reason they need to request Union representation (*Weingarten* rights - United States Supreme Court case - [*NLRB v. J. Weingarten, Inc.*](#)).

We intend to fight on behalf of anyone who may be disciplined or fired as a result. Please contact your State Staff Representatives if you have any questions or need assistance.

Sincerely



Billy O'Dell
Administrative Director

cc: R. Honeycutt, Vice President
N. Hawkins, Assistant to Vice President
A. Wells, Administrative Director
R. Weaver, District Counsel
District 3 Staff