



April 22, 2106

TO: AT&T Southeast Local Presidents & Staff

FROM: Nicholas E.M. Hawkins
Assistant to the Vice President

SUBJ: AT&T Uniforms

First, let me apologize for the mass confusion that has taken place regarding this issue. It seems the root of our problem is the strained relationship between VF Solutions and AT&T. Because AT&T has decided to bid out the contract for the production of their uniforms, VF Solutions has become increasingly less responsive to the Company's directives. We at the District Office have continued to meet with the Company and express our displeasure with the roadblocks that our members are experiencing when they attempt to order uniforms. Time after time, we have reached agreements with the Company on this issue, only to have VF Solutions fail to follow through on our agreements. We have made it clear to the Company that the same contract that requires our members to wear uniforms also requires the Company to provide our members an avenue to order those uniforms. Below I have listed the current status of this ongoing issue:

- The one month window of opportunity for our members to order uniform items that had previously been listed as out of stock, has been extended indefinitely.
- There are a few items that were closed out mid-year 2015, and VF Solutions will have to recreate the pages for their website listing all of the sizes. VF Solutions has advised this might take two weeks. These items include: the 100% cotton pleated pants, charcoal or grey pants, and the rough duty pants.
- For some items, VF Solutions will add the missing sizes to the website. This includes the poly/cotton plain front and pleated pants in both navy and khaki. VF Solutions has advised that this should be completed within a week.
- VF Solutions customer service representatives will stop making statements such as "AT&T requested that we stop manufacturing uniforms for them".
- Rough duty pants have always been available in only the navy color, no khaki.
- Plain front pants have always been available in only the poly/cotton blend, no 100% cotton.
- Orange polo shirts are now available on the website in all sizes.

In addition to these updates on the Core Uniform Program, Wire Technicians now have the ability to order shorts through the Cintas website. Again, I would like to offer my sincerest apologies, as much of the information contained in my previous correspondence on this issue has not come to fruition. Should you have any questions or concerns surrounding this issue, please feel free to contact me at the District Office.

NEMH/paj
opeu2/aficio

cc: Richard Honeycutt, Vice President
Thelma Dunlap, Administrative Director
Booker Lester, Administrative Director
John Quinn, District 3 Legal Counsel