



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:** Core Technician Scheduling — TFS Department

---

During the 2017 CWA District 3 Meeting, we discussed the Company's unilateral change in scheduling practices for Core Technicians within the TFS Department. Currently the District 3 Office has a pending board charge with the National Labor Relations Board (NLRB), as it is our belief that the Company's actions constitute a unilateral change in past practice without notifying the Union or giving the Union an opportunity to bargain. I myself have given a sworn affidavit to the board agent, along with an additional affidavit being given by one of our members, a Maintenance Administrator (MA), who works in the scheduling office. We have outlined to the board agent the following thirteen (13) scheduling rules that were in place prior to the change.

- #1 – Employees will not be scheduled to work back to back Sundays.
- #2 – Employees will not be scheduled to work back to back Saturdays.
- #3 – Employees will not be scheduled to work Sunday and Saturday in the same week.
- #4 – Employees scheduled to work on Sunday will be scheduled off the following Friday.
- #5 – Employees who have a contractual day off "VP, DP, HO" on Monday, will not be scheduled to work the preceding Sunday.
- #6 – Employees who have a contractual day off "VP, DP, HO" on Friday, will not be scheduled to work the following Saturday.
- #7 – Employees who have four (4) contractual days off "VP, DP, HO" during a holiday week, will not be scheduled to work the holiday.
- #8 – Employees who have five (5) contractual days off through a combination of "VP, DP, HO, or Company Recognized Holiday", will not be scheduled to work the weekend before or after the five (5) days off.
- #9 – Saturdays' schedules are rotated evenly amongst all employees in the work group.
- #10 – Sundays' schedules are rotated evenly amongst all employees in the work group.

- #11 – Employees on an approved leave of absence "STD, Military Leave, Maternity/Paternity Leave" are not required to catch up on Saturday/Sunday rotation once they return to work.
- #12 – Employees scheduled to work on Sunday are selected from the employees who were scheduled to work the preceding Saturday (Sunday picked from Saturday).
- #13 – Employees are allowed one special request per quarter (Blocking a weekend, requesting to work a Sunday and be scheduled off the following Friday, requesting to work a Saturday and be scheduled off another day during the week).

We are working diligently in our attempts to correct this problem for our members. In addition to working through the NLRB, we have been in discussions with AT&T SE Labor Relations and TFS Leadership concerning this issue. One complexity to this dilemma is that the Company has now declared all of the employees in the Southeast TFS Scheduling Office as surplus. Some of the scheduling work, prior to the change, was performed manually by these employees. As the situation develops, we will distribute any new updates to District 3 Staff and Local Presidents.

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