



*Corrected*

August 18, 2016

**TO:** AT&T Southeast Local Presidents, Staff and Secretaries  
CWA District 3

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

**SUBJ:** Wire Technician Uniforms | Branded Apparel Program (BAP)

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In response to our concerns surrounding the health and safety of our members, with regard to the summer heat and the new Wire Technician Uniforms, the Company has agreed to the following:

**Wire Technicians will be permitted to wear shirts from the 2015 Branded Apparel Program (BAP), provided they are in good condition. Wire Technicians will be allowed to wear these shirts until October 1, 2016. Additionally, for Wire Technicians hired after January 1, 2016, the Company will offer to provide two (2) of the 2015 (BAP) shirts, which can also be worn until October 1, 2016. Labor Relations will be working with the (BAP) staff to establish the ordering process. On October 2, 2016, all Wire Technicians will be required to wear the 2016 (BAP) shirts.**

The District 3 Office will continue pursuing a long-term solution to this problem. Currently, the Company's departmental management team are consulting with (BAP) management in an effort to reach a resolution. Should the Company fail to produce a plan that will provide Wire Technicians with a uniform that is suitable for working in high temperatures, prior to Spring of 2017, the District 3 Office will consider the Company's actions a disregard for the health and safety of our members and will act accordingly.

Should you have any questions or concerns surrounding this issue, please feel free to contact me at the District Office.

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