

Arbitration Ruling Interpretation

B19-ALL-003

Award and Interpretation:

*The grievance considered herein is sustained, in part. The employees covered by the Uniform Program shall be made whole for out of pocket expenditures for any uniform item upon documentation and for any uniform item that needed replacement due to work related damage the employee shall receive the appropriate credit upon documentation.*

- Time Frame for *out of pocket expenditures* – October 1, 2018 to October 1, 2019
- *Documentation* – original purchase receipt and signed statement indicating purchase was for “any uniform item” or “any uniform item that needed replacement due to work related damage.”
- *Appropriate credit upon documentation* – equivalent value of out of pocket expenditures added to Uniform Program balance.

*In addition, for any order made with VF Imagewear by a covered employee that was not fulfilled after Image Solutions became the contractor for uniforms, the employee should be credited for the applicable amount of the order.*

- Company data indicates that VF Imagewear orders that were cancelled were recreated in the Image Solutions database and were processed as appropriate.
- Employees who believe they did not have orders recreated should self-identify and the Company will investigate any of these cases with the vendor for discrepancy and provide the appropriate credit back to the Uniform Program balance.

*Those employees who were excluded from the Uniform Program are not entitled to have the access to their uniform account balance extended as their accounts were frozen upon the ratification of the Agreement on October 1, 2019. However, the excluded employees shall be made whole, upon documentation, for any out of pocket expenditures for uniform items they may have incurred prior to October 1, 2019.*

- Time Frame for *out of pocket expenditures* – October 1, 2018 to October 1, 2019
- *Documentation* – original purchase receipt and signed statement indicating purchase was for “uniform items they may have incurred prior to October 1, 2019.”
- *Made whole* – equivalent value of out of pocket expenditures paid to employee via direct deposit or check.

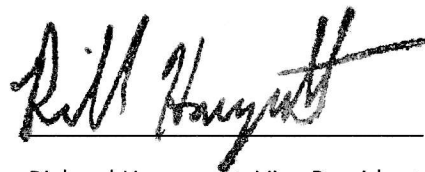
Processing of Requests:

Affected employees should make their supervisor aware of any claim that would meet the above criteria and provide the required documentation to process the request no later than June 15th, 2021. The supervisor would then bring the claim to the Uniform Program single point of contact (SPOC) for the appropriate chain of command for inspection, concurrence and processing of payment. Any discrepancies will be reviewed by the Company and Union representatives. The company will provide the Union a copy of all claims received and a resolution summary report.



Date 3/15/21

Diane Bradley, VP – Labor Relations, AT&T SE



Date 3/15/21

Richard Honeycutt, Vice President, CWA D3