

## MEMORANDUM

The District 3 Office has filed an executive level grievance concerning the Company's failure to uphold the contractual obligations of the BellSouth Uniform Program.

The bargained BST Uniform Program was fully functional for more than 20 years. Unfortunately, in 2018 the Company began failing to uphold their negotiated responsibility to provide items in a timely manner and that has continued to this day. We are of the understanding that once again the Company plans to transition to a new vendor and once again our members are being harmed as a result. The vast majority of uniform options, with a few exceptions in sizes that the vast majority of the BST Uniform Program participants don't wear, are unavailable for our members as they are either backordered or out of stock at this time. The vendor has advised our members that AT&T will not authorize them to purchase any items so this is an intentional act on the Company's part to violate the terms of the BST Uniform Program. It is CWA's position that the Company has not only violated our collective bargaining agreement, but they have failed to do what they committed to do, that is simply to provide new uniforms for our members who participate in the BST Uniform Program in a timely fashion. Many of you have reported that your current uniforms are damaged, stained, incorrect size due to weight gain or loss and in some cases you are down to one or two items in good repair. Locals have also reported that former Wire Technicians who claimed vacancies in Core titles have not been able to order new clothing that is made in the USA in accordance with the BST Uniform Program. This is unacceptable and we will not stand by while it continues.

As a result of the Company's failure to address these issues with the BST Uniform Program, District 3 has informed the Company that we are taking certain steps including filing an Executive Level grievance. Our members are entitled to proper work clothing that is clean and in good repair. We recommend that when you no longer have uniform articles that are clean and in good repair, you notify your supervisor of the situation in an email or text message and tell them that you plan to wear alternate clothing that is appropriate for customer facing employees. Members should also save all receipts for all work clothing purchases in the event a resolution to the grievance includes reimbursement for those expenses. Please do not wear anything that would be considered inappropriate for the workplace or that could be considered offensive to customers or coworkers.

It is the Company's responsibility to provide you with appropriate uniforms. You are free to file individual grievances for each situation where uniform items that are ordered are not delivered in a timely manner or are out of stock and unavailable to order.

Should any of our members be subjected to harassment or disciplinary action regarding the BST Uniform Program during this continued failure to comply with a negotiated program we will implement all representational actions at our disposal. Locals should notify their Staff Representatives immediately of any disciplinary actions regarding this matter.