



January 19, 2017

TO: All Local Presidents and Staff  
AT&T Southeast Bargaining Units

FROM: Nick Hawkins, Assistant to the Vice President  
CWA District 3

SUBJECT: AT&T SE – Wire Technician Uniforms

Over the last couple of weeks, the District 3 Office has received several questions from Locals regarding the uniform program for Wire Technicians. Below I have listed the questions that we received from Locals as well as the answers provided by the Company.

1. Why are Legacy DirecTV Technicians not able to order Uniforms? **The Legacy DTV Technicians are in the same national uniform program as the Premise and Wire Technicians, BAP “Branded Apparel Program”. Due to the OSHA complaint in California, the Company will be moving toward 100% cotton apparel and orders have been put on hold until the new 100% cotton apparel is available.**
2. Why are Wire Technicians who were hired prior to 01/01/2016 not able to order outerwear? **Wire Technicians hired prior to 1/1/16 had the opportunity to order outerwear prior to 2016. If outerwear is torn or worn out, this is looked at on a case by case basis. Wire Technicians should report torn or worn out outerwear to their supervisor for replacement.**
3. Wire Technicians are being told by their managers that there are no 2017 units showing available for order because the company is switching vendors. What is the situation? **We are moving to a 100% cotton program in 2017, so we have not authorized Cintas to turn on the ordering because all of the current Cintas inventory includes polyester.**
4. Why are Wire Technicians with outerwear that is torn and/or worn out being told that their outerwear cannot be replaced? **Please provide specifics of outerwear that is torn and/or worn out and we will work with local management to investigate those instances.**
5. Wire Technicians who were hired in 2016 were only provided with short sleeve shirts. Why are there no long sleeve shirts available for them to order? **There are many long sleeved shirts available for purchase through the BAP. Please provide the ATTUIDs of the employees that have said they could only order short sleeve shirts and the Company and Cintas will check their orders.**

As soon as I have more information on new hires ordering uniforms and an estimated date of when the 100% cotton uniforms will be available, I will distribute additional correspondence to the District 3 Staff and Locals. Should you have any questions or concerns surrounding this issue, please feel free to contact me at the District 3 Office.

C: Richard F. Honeycutt, Vice President  
Booker Lester, Administrative Director  
Thelma Dunlap, Administrative Director  
Billy O'Dell, Administrative Director  
John Quin, CWA District 3 Legal Counsel