



March 15, 2019

TO: AT&T SE Local Presidents, Staff & their Secretaries  
District 3

FROM: Richard F. Honeycutt  
Vice President

RE: Wire Technician Surplus

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The company has announced their intentions to surplus Wire Technicians in District 3. Unfortunately, the company has misinterpreted the contract language in the addendum and plans to surplus our members based upon attendance and performance. The District 3 Office vehemently opposes the company's actions. We are filing an Executive Level Grievance and will move swiftly to have this grievance heard before an arbitrator.

We have scheduled a conference call today at 11:00 AM Eastern / 10:00 AM Central with the District 3 Local Presidents and Staff to discuss this issue. We hope to have an arbitration date scheduled by the time we start the call. I have attached a copy of the District 3 Wire Technician seniority list and below I have listed the process by which the company plans to surplus Wire Technicians:

### **March 2019 – Wire Technician Surplus**

The Company has determined that, based on the needs of the business, employees in identified exchanges will be selected for layoff based on the following order:

- Employees with less than six months of Net Credit Service as of 12/31/2018.
- Employees with unsatisfactory Attendance and who did not meet the target for either Service Promise and/or Loyalty Commitment Quality measures, were identified for surplus in order of inverse seniority.
- All remaining surplus employees were selected in order of inverse seniority.
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Unsatisfactory Attendance was determined using the below criteria.

- The Company did not consider absences or tardies that were approved or pending approval for FMLA.
- The time period for the attendance review was 1/1/18 – 12/31/18.
- The following would be considered unsatisfactory for this process:

- 1 - Employees with more than 3 occurrences or more than 3 days of absence within the review period,
- 2 - Employees with more than 3 tardies within the review period,
- 3 - Employees with 2 disability absences in the past 2 years
- 4 - Employees with 3 disability absences in the past 5 years, and
- 5 - Employees who missed 10% or more of scheduled days in the last five years.

Unsatisfactory Performance was determined using the below criteria for Quality:

- The time period for the Quality review was 1/1/18 – 12/31/18.
- The following would be considered unsatisfactory for this process:
  - 1 - Quality results were compared to target. For 2018 the quality target was based on both Service Promise (Installation) and Loyalty Commitment (Repair) as follows:

A - 90% for IP Wire Technicians

B - 95% for DTV Wire Technicians

- 2 - If Quality was less than 100% of target in either measure, the employee would be rated unsatisfactory.

Any employee who had unsatisfactory attendance, but had satisfactory performance would not be included in surplus unless surplus not satisfied in exchange. In this case, the company would proceed to inverse order of seniority.

Conversely, any employee who had satisfactory attendance, but unsatisfactory performance would not be included in surplus unless surplus not satisfied in exchange. In this case, the company would proceed to inverse order of seniority.

Should you have any questions or concerns surrounding this issue, please contact me at the District 3 Office.

RFH/bcc  
opeiu2/afl-cio

cc: Nick Hawkins, Assistant to the Vice President  
Billy O'Dell, Administrative Director to the Vice President  
Angie Wells, Administrative Director to the Vice President  
Robert Weaver, CWA District 3 Legal Counsel