

2014 Adopted National Bargaining Items for AT&T Mobility

November 20, 2013

Portland, Oregon

Wages

The bargaining committee should pursue a substantial wage increase that improves Mobility workers' overall economic situation including all applicable titles on a commission.

Commissions

Bargain the commission plan.

Mandatory Meetings

Negotiate improvements to the AT&T guidelines that are listed below.

Guidelines on Meetings

Store Meeting Conducted by RSM

Must be on the schedule and given 48-hours' notice when possible.

It is not mandatory for those who are on PTO, LOA or a scheduled day off.

Meeting must be within two hours of the start of your shift.

Meeting start time is used for the purpose of defining within two hours the start of shift.

You will be compensated for meeting time.

Any Calls Conducted by the VPGM

All calls conducted by VPGM are mandatory.

Calls will be done via conference in store or home.

Not required to attend on your PTO or LOA day off.

You will be compensated for meeting time.

Committees

Bargain national committees that cover all four of the contracts and that represent each District.

Bargain that AT&T cover all costs associated with Mobility Workers participating in all of the committees.

M/S/C – It is in the best interest of the members that these committees meet on schedule.
We should do everything within the union's power to make this happen.

M/S/C – Form a committee or subcommittee on five key behaviors and strike customer feedback being used for discipline.

Schedule Changes *(more than 48-hours' notice)*

Negotiate an increase in the time for notice of schedule changes.

Subcontracting

Negotiate language limiting the number of subcontractors.

M/S/C – AT&T shall provide CVVA the union on all subcontractors including: hours they work, where they work, and the type of work they are performing.

Mandatory Overtime

Negotiate weekly caps on the amount of mandatory overtime.

M/S/C – All mandatory overtime shall be paid at time and a half.

M/S/C – Any and all PTO and union time (paid and unpaid) shall be considered as time worked for all purposes including overtime payments and FMLA.

Quota Relief

No minimum increments and include union and company paid time for commission and discipline.

Surplus Process

Negotiate improvements to the force adjustment language with a focus on improving the process, i.e., elimination of or limiting contractors and improving separation pay and providing paid health care.

Negotiate any changes have to be bargained with CWA.

M/S/C – Prior to AT&T closing, eliminating, laying off any bargained for employees, any and all vendors and contractors/subcontractors shall be eliminated.

Remove the cap on severance pay.

Management Rights and Waiver of Bargaining

Negotiate the elimination of Article 26 & Article 6. The bargaining team will work to eliminate management rights.

Grievance Process

M/S/C – Negotiate specific penalties for the employer when they do not meet the specified time lines.

Top step meetings shall be held face-to-face.

The company shall cite the reason for the denial in a grievance response.

Observations

M/S/C – Article 19, Section 8: In no event shall such assigned employee have any involvement in discipline, 'observation,' or performance evaluation of other employees.

Differentials

M/S/C – Article 19.11: A multi-lingual differential consisting of five dollars (\$5.00) per day, not to exceed \$25.00 per week, shall be paid to employees for each day worked when needed to speak a foreign language.

National Training Advisory Board

As a part of an effort to help our members have a career path without moving into management, we offer the following language to that end. We feel this will help break down barriers created by the company.

M/S/C – Review proposed and approved personnel, career development and job placement training courses and curricula, and make recommendations for additional courses.

M/S/C – The Committee will consist of management representatives (director level or above) for each organization who have authority on any/all training. The Union will be entitled to the same amount of representatives from the bargaining units and will suffer no loss in any benefits or wages as a result of attending meetings.

M/S/C – The parties agree that the meeting will take place at least three (3) times at a mutually agreed upon time and location.

It is important to note that we have found no language in any agreement that would provide our members the ability to qualify for higher paying jobs within the bargaining unit. This language would provide for, finally, the possibility of a path to those jobs.

National Health Care Coordinator

M/S/C – Add a National Health Care Coordinator appointed by CWA and paid by AT&T, whose responsibilities would include being a liaison between the member, HR Onestop, and the Benefit Administrator.