



Communications Workers of America, AFL-CIO

District 6 Arkansas, Kansas, Missouri, Oklahoma, Texas

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September 15, 2021

TO: AT&T Local Presidents

FROM: Mark Franken, Administrative Director *mf*

SUBJECT: CWA/AT&T Wireline Bargaining – COVID-19

The following is an update on the current state of negotiations relative to the Company's proposed implementation of a COVID-19 Vaccine Policy which includes mandatory vaccination for all employees who otherwise do not have an approved accommodation to the contrary. This information will be posted on the District 6 website as Bargaining Report #4.

The CWA Bargaining Committee met with AT&T yesterday. The parties discussed the Union's counter proposal to the Company's proposed policy. The Union counter, which included incentives and an alternative to mandatory vaccination, was ultimately rejected by the Company. The CWA Bargaining Committee made it clear that our intent is to continue bargaining with the Company to reach an agreement that supports and encourages our members to be vaccinated on a voluntary basis, while providing an alternative testing option that our bargaining unit members can utilize.

In response to the Union's position, the Company expressed that any future Union proposals that include anything other than a mandate will likely receive the same response as our previous proposal. Based upon the Company's statements and our discussions at the table, it is clear to the Bargaining Committee that the Company will not agree to any proposal that does not include a mandate. Given CWA's position against mandates, and the Company's position that it will not agree to any proposal that does not include a mandate, we are effectively at an impasse in the negotiations. Under federal labor law governing the effect of impasse, the Company intends to implement its policy. The committee will continue negotiations with the Company over the terms of the policy, its implementation and its effects in the workplace. We will be making proposals about implementation and effects of the policy.

Future updates will be posted as negotiations evolve.

In Unity,

Your CWA Bargaining Committee,

- District 3: Nick Hawkins, Assistant to the Vice-President
- District 4: Curt Hess, Assistant to the Vice-President
- District 6: Mark Franken, Administrative Director
- District 9: Domonique Thomas, Assistant to the Vice-President
- CWA T&T Office: Ken Saether, Assistant to the Vice-President

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c: Administrative Staff
District 6 Staff