

Vol. 2 | October 2021

# INSIDER NEWS



Monthly Newsletter for CWA Local 6327 Members



## From the desk of the President

Since our last newsletter, the company has released THEIR policy regarding mandatory vaccinations for all employees with the vaccination now being a condition of employment. It is important to know the Union did attempt to bargain over this issue and presented proposals to the company offering alternatives to making the vaccination mandatory. There were a couple of big factors that came into play in the midst of bargaining. The first, a US Supreme Court ruling on a case where a nurse was terminated for refusing to get vaccinated. The Supreme Court upheld the employer's decision to terminate her employment as well as their decision to make the vaccination a condition of employment. This has set a precedence. The second, President Biden's mandatory vaccination for all employers with at least 100 employees. Both of these items hindered our ability to ensure the vaccination wouldn't be mandatory for our union members.

While the union doesn't discourage vaccinations; and in fact, encourage members to get vaccinated, we also believe the choice shouldn't be stripped away from anyone because we all have different circumstances. It is important to do our part to keep unity in our communities and workplaces. Our country is more divided than ever, and we have members on all sides of the spectrum. That's ok. It's actually a good thing we don't all think alike and have differing opinions, otherwise, this world would be a very boring place. It is important to respect the opinions of others so we can stay united.

If you have any questions regarding the company's new policy, please reach out and we will be happy to assist you.



## Overview:

- AT&T Vaccine Mandate
- Annual Enrollment
- CWA Member Referral Bonus
- AT&T Sign-on/Referral bonus

This newsletter is intended to maintain communication between the Local 6327 Executive Board and the Local's Membership. Regular updates regarding bargaining and negotiations can be found on the Local's website, [cwalocal6327.com](http://cwalocal6327.com), or social media platforms. Our lines of communications are open if, and when, you have any questions.

**Next Membership Meeting:**  
**November 18, 2021 6:00 pm**  
(visit website for details)

**President, Lisa Foster**  
**Vice President, Byron Hoskins**  
**Secretary-Treasurer, Tanya Holmes**



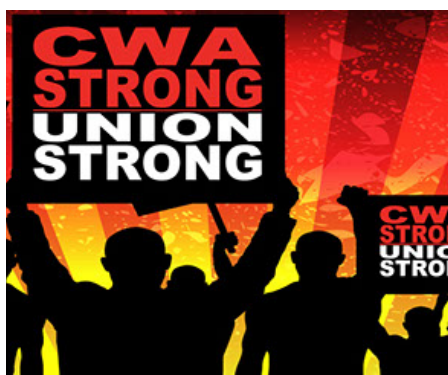
FEEL FREE TO REACH OUT TO ANY OFFICER OR STEWARD IF YOU ARE INTERESTED IN BECOMING A PART OF ANY OF THE FOLLOWING COMMITTEES:

- BYLAWS COMMITTEE
- ELECTION COMMITTEE
- PUBLICATIONS COMMITTEE
- LEGISLATIVE COMMITTEE
- EQUITY COMMITTEE
- EDUCATION COMMITTEE
- COMMUNITY SERVICE COMMITTEE
- FINANCE COMMITTEE
- ORGANIZING COMMITTEE
- MEMBERSHIP COMMITTEE
- MOBILIZATION COMMITTEE

## NEW HIRE TIPS

DID YOU KNOW YOU CAN TRADE SHIFTS WITH 48 HOURS NOTICE? IN THE EVENT YOU HAVE AN APPOINTMENT, PLANNED EVENT OR EVEN YOUR CHILD HAS ONE, REACH OUT TO A COWORKER TO SWITCH SHIFTS WITH FOR THE DAY.

SHIFT TRADES ARE DONE THROUGH MY-WORK-LIFE TOOL, FEEL FREE TO CONTACT A STEWARD FOR ASSISTANCE IF NEEDED. WE'RE ALL IN THIS TOGETHER!



# UNITE HERE!

## CALL CENTER TALK

WE GET COMPLAINTS CONSTANTLY FROM CUSTOMERS ABOUT NOT BEING ABLE TO COMMUNICATE EFFECTIVELY WITH, OR MISINFORMATION PROVIDED BY, REPS THAT ARE CONTRACTED BY THE COMPANY. BE SURE TO SUBMIT THESE CONCERNS THROUGH THE SERVICE PROMISE FEEDBACK TOOL. WHILE ADVOCATING FOR OUR CUSTOMERS WE CAN ALSO WORK ON SAVING OUR JOBS FROM BEING SHIPPED OVERSEAS.

## AT&T'S VACCINE MANDATE POLICY

CWA diligently bargained against this mandate, we weren't going down without a fight. While CWA supports voluntary vaccination programs it opposes mandatory vaccination as a condition of employment. CWA met with AT&T and AT&T Mobility and the union was successful in convincing AT&T and AT&T Mobility to amend the policy to the benefit of bargaining unit employees.

The amended policy includes extending the vaccination deadline to February 1, giving employees an unpaid reconsideration period of 60 days prior to termination, and marking all employees who are discharged for violating the COVID-19 Vaccination Policy suitable to be rehired when they get vaccinated.

Additionally, the company's policy will provide a process for employees to request an exemption from the vaccination requirement for both religious and/or medical reasons.



# CWA Local 6327 Membership Committee



When it comes to bargaining, there is strength in numbers. All members are encouraged to reach out to their co-workers and encourage them to join. **Any member who successfully refers an employee to sign-up will receive a referral bonus of \$25.** Employees who self select to sign-up this month will be entered into a drawing to receive 1 of 4 \$25 QuikTrip gift cards. The following employees are currently eligible to sign up:

- Robert Adams
- Erica Adams
- Hector Altamirano
- Johnny Anderson
- Toijan Armstrong
- Brandi Arps
- James Ashby
- Dain Aspenson
- Harley Atcosta
- Charles Aymond
- Brian Bach
- Alisha Baker
- Marc Baliza
- Dewayne Barnes
- Shawn Beebe
- Thomas Betzner
- Douglas Bowen
- Christopher Brandt
- Rory Bratton
- Zachary Breece
- Katie Brooks
- Waylan Broom
- Deborah Broussard
- Juan Brown
- Chad Burchett
- Linda Burks
- Tyshaun Burns
- Tayoka Burrough
- Dayshaun Carr
- John Cleveland
- Cheryl Coltharp
- Arturo Contreras
- Connie Corona
- Ashley Crafts
- Rashid Davenport
- Jennifer Davis
- Jessica Davis
- Sara Davis
- Adrian Davis
- Stephen Dellaway
- Lesley Demry
- Jonathan Dickens
- Joe Duncan
- Samuel Elliott
- Justin Francis
- Juan Garcia
- Sergio Garcia
- Diego Garcia Raymundo
- Garcia-Maldonado
- Allix Garner
- Joseph Gatlin
- David Graham
- Calvin Graham
- Michele Green
- David Guipptons
- Trey Hale
- Makiah Harbin
- Jesse-Mae Harris
- Tamara Herzer
- Traci Hilliard
- Corneliu - Yuataine Hines
- James Hofmeister
- Richard Horton
- Eric Housman
- Brandi Howard
- Joetta Hughes
- Kathryn Jackson
- Shane Jobe
- Mona Johnson
- Erica Johnston
- Larry Jones
- Braden Jones
- Carma Kelliher
- Aaron Kerr
- Brandson Khongmaly
- Caleb Kramer
- Heather Lampkins
- Creighton Larose
- Samantha Lester
- Thomas Lindsey
- Alfred Lucero
- Scott Ludolph
- Guy Manes
- Sarah Marotta
- Antonia Martin
- Terry Mason
- Joshua Mcconico
- Teresa Mccutchen
- Ann Mcgregor
- Marcus Medrano
- Rebecca Mefford
- Randal Miller
- Hannah Miller
- Axel Moiyai
- Aze Momodu
- Travis Morgan
- David Morris
- Crystal Munoz
- Holly Murphy
- Jasmyne Murrell
- Latoyia Napier
- Kenneth Neary
- Aaron Nester
- Sean Newrider
- Ellen Pickering
- Felicia Pineau
- Carey Pope
- Glen Prentice
- Justin Prewett
- George Rabe
- Taletha Richardson
- Isaiah Ricley
- PaolaRivera Pelaez
- Eric Roberson
- Timothy Robinette
- Jose Rodriguez
- Maria Rodriguez
- Martin Rodriguez-prieto
- Daniel Sanchez
- Amy Sandlin
- Emma Scherpenseel
- Robert Schultz
- Theodore Scott
- Catherine Sharp
- Jackie Smith
- Katie Smith
- Michael Smith
- Teresa Smith
- Cierra Soden
- Candi Soerries
- Joesph Spurgeon
- Shelbi Stewart
- Mechelle Sullivan
- Blake Taylor
- James Taylor
- Joshua Temple
- Tanner Tewksbury
- Mary Tinkler
- Germaine Townsell
- Zachary Tuttle
- Ken Udezue
- Kelvin Vineyard
- Deshawn Waller
- Danielle Ward
- Sherry Washington
- RosemWeeks
- Kerry White
- Jonathon Wilhelm
- Karisha Williams
- Samantha Wills
- Christopher Woods
- Cheeng Yang
- Connor Young
- Abdulmueed Zahid
- Edward Zepeda-Perez

# Recent company Announcements



## AT&T Benefits Enrollment

Enrollment for 2022 benefits will be held **October 18, 2021 through November 22, 2021**. Even if you do not plan on making any changes be sure to review your selections!



AT&T recently announced that it will be paying out sign-on bonuses to new hires across all markets...

The best news is - ***current employees who refer someone also receive a bonus!***

(effective 10/1-12/30)

- \$250 after 90 days
- \$250 after 180 days

That's an extra \$500 just for referring a friend to a great job!  
We encourage you to take advantage of that offer!

# CWA Local 6327

## Legislative Committee

Last Wednesday, almost 40 volunteers, including members of the CWA Executive Board, participated in a national phone bank to encourage voters to support Terry McAuliffe in the upcoming Virginia Gubernatorial election. They made over 2,000 phone calls and reached almost 200 voters, an overwhelming majority of whom made a commitment to support McAuliffe.

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### **CWA Promoting the PRO Act at the Pitchfork Economics Podcast**

Last Friday, Shane Larson, CWA Senior Director of Government Affairs and Policy, joined the Pitchfork Economics Podcast, a progressive policy-centered podcast that focuses on power structures and how we break them down in American economics, politics, and public policy. During his interview, Shane explained why right-to-work laws are harmful, how they came to be, and why it's so important to pass the PRO Act to fight for workers' rights. **Listen to the full interview here.**



**CALL NOW: 1-888-701-5230**

Last Thursday, CWAers joined a national Hustle text bank to build support for the Build Back Better Act, a key piece of legislation which will create jobs, cut taxes, lower costs for working families, and make it easier for workers to join unions. Participants sent over 10,000 texts encouraging folks to call their members of Congress to support the Build Back Better Act.

Passing this legislation is critical in ensuring every worker gets paid fairly, has safe working conditions, and is able to organize to form a union without fear of retaliation. Take action to urge Congress to pass this bill by **signing the petition** and participating in the national phone bank this evening from 3-5pm PT/6-8pm ET. Find out more about upcoming actions **here**.