

# IN THE KNOW

Monthly Newsletter for CWA Local 6327 Members



H A P P

*Holidays*



## From the desk of the President

We have endured a lot this year! Fumbling our way through another year of this pandemic we continue to experience constant change in our workplaces. While the holidays can be a very busy time for many, there are a couple of things I want to remind you of before we close out the year. First, AT&T's vaccination policy, unfortunately, isn't going away. Please be mindful of deadlines for obtaining vaccinations and properly record it in AT&T's vaccination system. If filing for a religious or medical accommodation, please stay on top of the request and ensure it is received and processed.

Also, please pay attention to benefits enrollments. I encourage you to login in to HR OneStop and check to see if you need to verify dependent eligibility. Failure to get your dependents verified by the deadline will result in dependents being dropped from coverage. As always, if you have any questions or need any assistance, please don't hesitate to reach out to me or one of your local stewards.

It is my prayer, for each one of you, that you can stop and be in the moment with your family and friends this holiday season.

I wish you all a very Merry Christmas and a Happy New Year!!

## Overview:

- WFH Headsets
- CWA Non-Member Sign-up Incentive
- COVID/Absence call-outs

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:

January 20, 2021 6:00 pm  
(visit website for location details)

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



## CONCESSIONS & BONUSSES

AT&T PROVIDES CONCESSIONS TO ENCOURAGE EMPLOYEES TO USE THE PRODUCTS THEY SELL AND SERVICE. THEY ALSO OFFER BONUSSES AND INCENTIVES TO MEET AND/OR EXCEED REQUIRED GOALS AND MATRICES. UNFORTUNATELY, THE COMPANY DOES NOT BARGAIN OR NEGOTIATE THESE ITEMS. THEY CAN BE INCREASED, DECREASED OR EVEN REMOVED AT THE COMPANY'S DESCRETION.

IN RELATION TO CONCESSION ONLY, CWA DOES HAVE A MEMORANDUM OF AGREEMENT ON FILE THAT AGREES TO PROVIDE A 10 DAY NOTICE IF ANY CONCESSION IS DISCONTINUED. IF THIS EVER HAPPENS WE WILL SEND OUT AN ANNOUNCEMENT IMMEDIATELY.

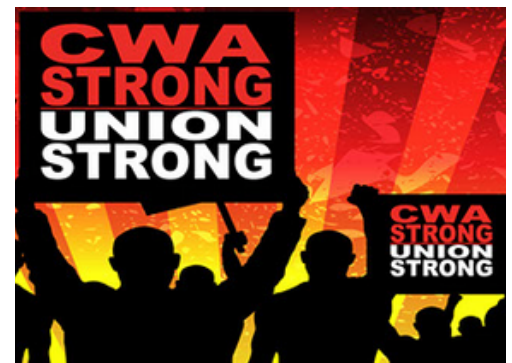
## CALL CENTER TALK

EVERYONE IS NOW USING USB HEADSETS, GREAT FOR SOUND QUALITY AND MAINTAINING CONNECTIONS, BUT... DID YOU NOTICE THAT THE MICROPHONE CONTINUES TO PICK UP SOUND EVEN WHEN YOU ARE NOT ON A CALL? WELL WE DID. FOR YOUR PRIVACY, WHEN GOING ON BREAKS AND TO LUNCH, MAKE SURE TO MUTE YOUR USB HEADSET



## NEW HIRE TIPS

DO YOU KNOW WHO YOUR UNION REPRESENTATIVE IS? WITH EMPLOYEES STILL WORKING FROM HOME ITS IMPORTANT THAT YOU KNOW WHO TO CONTACT FOR ASSISTANCE. BOTH OFFICERS AND JOB STEWARDS ARE TRAINED AND KNOWLEDGABLE ABOUT ALL ASPECTS OF YOUR JOB AND THE LABOR AGREEMENT. THEY KNOW HOW TO HELP YOU AND WHERE TO DIRECT YOU TO RESOLVE ALL OF YOUR NEEDS. IF YOU DON'T KNOW, IT IS TOTALLY OKAY TO ASK YOUR UNION LEADERSHIP!



**Major Announcement!!**  
**CWA Local 6327 Members**

*MLK Day*

IS NOW OFFICIALLY A  
COMPANY HOLIDAY!!

**Effective in 2022**



The  
News







# LOCAL 6327

## Legislative Committee

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### **The Infrastructure Investment and Jobs Act has been signed into law!**

What does that mean for the country? — The bill provides funds for much-needed improvements to America's transportation and utility infrastructure and includes a historic \$65 billion investment in our country's broadband networks and good jobs.

What does that mean for our members? — Rules that protect good telecom jobs by prioritizing the distribution of broadband funding to projects from responsible employers with high labor standards. It is critical that broadband is built out by skilled union members who know how to do the job correctly and safely and this is the very first time that

This law will provide good work for CWA members, and strengthen our union. Everyone, no matter where they live or what they earn, deserves to have access to affordable, high-speed and reliable internet services and CWA members are ready to build those broadband networks out right.

### **The Senate Must Pass Build Back Better Act**

Now that the Build Back Better Act passed the House of Representatives, we are one step closer to providing working families with the essential support they need as they continue to struggle with the effects of the pandemic.

**Tell your Senator to pass the Build Back Better Act to protect workers and penalize employers for unfair labor practices. Call [Today: 1-888-701-5427](tel:1-888-701-5427)**

The bill will ease the burdens of the pandemic and will help working families and retirees build a better future by expanding access to preschool and child care, extending the Child Tax Credit, instituting paid family and medical leave, allowing Medicare to negotiate prescription drug prices, and much more.

With the Build Back Better Act, we have a chance to pass huge labor reforms, including these pieces of the PRO Act:

- Real financial penalties for employers who retaliate against workers organizing a union
- Personal liability for executives who knowingly break labor law

# CWA Local 6327 Membership Committee



## CONGRATULATIONS TO THE BELOW DECEMBER GIFT CARD WINNER!

Michelle Green

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
- Dewayne Barnes
- Shawn Beebe
- Thomas Betzner
- Douglas Bowen
- Christopher Brandt
- Rory Bratton
- Elizabeth 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
- Connie Corona
- Ashley Crafts
- Rashid Davenport
- Jessica Davis
- Sara Davis
- Adrian Davis
- Stephen Dellaway
- Lesley Demry
- Jonathan Dickens
- Barbie Doyle
- Joe Duncan
- Samuel Elliott
- Travis Enright
- Justin Francis
- Makayla Franklin
- Juan Garcia
- Sergio Garcia
- Raymundo Garcia-Maldonado
- Allix Garner
- Joseph Gatlin
- Cedrick Gillespie
- Calvin Graham
- David Guipptons
- Makiah Harbin
- Jesse-Mae Harris
- Tamara Herzer
- Traci Hilliard
- James Hofmeister
- Richard Horton
- Eric Housman
- Brandi Howard
- Joetta Hughes
- Charles Jackson
- Kathryn Jackson
- Shane Jobe
- Mona Johnson
- Erica Johnston
- Larry Jones
- Braden Jones
- Carma Kelliher
- Tyler Kelly
- Brandson Khongmaly
- Caleb Kramer
- Heather Lampkins
- Creighton Larose
- Samantha Lester
- Thomas Lindsey
- Alfred Lucero
- Scott Ludolph
- Guy Manes
- Sarah Marotta
- Ken Marshall
- Antonia Martin
- Terry Mason
- Thomas Matteson
- Joshua Mcconico
- Teresa Mccutchen
- Ann Mcgregor
- Marcus Medrano
- Rebecca Mefford
- George Mendez
- Randal Miller
- Aze Momodu
- Travis Morgan
- Crystal Munoz
- Holly Murphy
- Jasmyne Murrell
- Latoyia Napier
- Kenneth Neary
- Curtika Nelson
- Aaron Nester
- Sean Newrider
- Donovan Palmer
- Ellen Pickering
- Carey Pope
- Amanda Porter
- Glen Prentice
- Justin Prewett
- Isaiah Ricley
- Daniel Rawoot
- Nickie Real
- Paola Rivera Pelaez
- Eric Roberson
- Timothy Robinette
- Jose Rodriguez
- Martin Rodriguez-prieto
- Tyler Rogers
- Elisa Rosario
- Kayla Russell
- Amy Sandlin
- Emma Scherpenseel
- Hunter Schoenhals
- Robert Schultz
- Theodore Scott
- Daylen Scott
- Julie Scott
- Catherine Sharp
- Jackie Smith
- Katie Smith
- Michael Smith
- Teresa Smith
- Cierra Soden
- Candi Soerries
- Joesph Spurgeon
- Shelbi Stewart
- Blake Taylor
- James Taylor
- Joshua Temple
- Tanner Tewksbury
- Mary Tinkler
- Germaine Townsell
- Zachary Tuttle
- Ken Udezue
- Kelvin Vineyard
- Jacob Vinant
- Deshawn Waller
- Danielle Ward
- Sherry Washington
- Kaiyce Watson
- Rosem Weeks
- Kerry White
- Jonathon Wilhelm
- Alexia Williams
- Samantha Wills
- Taitum Wood
- Cheeng Yang
- Connor Young
- Abdulmueed Zahid
- Edward Zepeda-Perez