

Communications
Workers of America
District 3
AFL-CIO

Alabama, Florida, Georgia
Kentucky, Louisiana, Mississippi
North Carolina, South Carolina
Tennessee, Puerto Rico

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March 28, 2011

TO: All Local Presidents and Staff
AT&T Southeast Bargaining Units

FROM: Judith R. Dennis
Vice President – District 3

RE: Premises Technicians – Representation Prior to Contract

QUESTION: What rights of representation do CWA Premises Technicians have prior to negotiating a contract?

ANSWER: Legally, we have two avenues to pursue.

First, now that CWA has been certified, Premises Technicians have full Weingarten rights. This means that any Premises Technician that is asked to participate in an investigatory interview with management that could lead to discipline has a right to demand that another employee be present and able to participate. This employee would essentially perform the same functions as a Union Steward in these circumstances. This presents an opportunity for leadership development and establishing a network of representatives in this bargaining unit.

Second, now that CWA has been certified as the exclusive bargaining representative in this bargaining unit, in the event a Premises Technician has a “grievance” about terms and conditions of employment, CWA has the legal right to demand a meeting with the Company to attempt to negotiate a resolution of the grievance. We hope to eventually develop a formal interim grievance procedure pending the negotiation of a complete contract; however, for a start is you have an issue that you believe warrants CWA’s attention please do the write up and ask your Staff Representative to get all the information to Beverly Gann, District 3 will then request a meeting with Labor Relations to handle the problem, at least on a monthly basis.

One concern I have is if it is addressed with the Local management they will stand firm on their position however, if you feel you can get it resolved please feel free to do so.

JRD/bg

C: Donald LaRotonda, Asst. to Vice President
Thelma Dunlap, Administrative Director
Betty Witte, Administrative Director
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