**CWA District 3 Occupational Safety and Health Conference Call**

**Wednesday, March 10, 2021**

**Participant Reports:**

Local 3902 asked if the COVID vaccine is a condition of employment with AT&T.\*Currently, none of the represented employers in District 3 have stated the vaccine will be a condition of employment, including AT&T. CWA has encouraged employers to allow paid time off for our members to get vaccinated and also encouraged them not to discipline or apply points to employees for absences caused by vaccine-related side effects.\*

Locals 3608, 3611 and 3204 reported on the vaccine. One person who had the Moderna vaccine only experienced a sore arm with no other side effects. Others reported the Veterans Administration was in the process of emailing notifications to veterans to schedule vaccine appointments online at <https://www.myhealth.va.gov/mhv-portal-web/home>.

Locals 3902 and 3204 reported unsanitary restroom conditions at some locations and are especially concerned about cleanings due to the pandemic.\*Locals are advised to notify their immediate supervisor of any improper health and sanitary conditions. Some employers also post contact information for their Corporate Real Estate department where complaints can be made directly by phone or email.\*

Local 3808 reported on the December 25, 2020 bombing in downtown Nashville, TN. The RV that contained the bomb was parked at the front door of a large, multi-story AT&T central office where a number of employees report. Although communications were out in several states as a result of the damage to the equipment and power supply, fortunately no one was working in the building and there were no fatalities other than the suspect.

Locals 3808, 3804 and 3803 reported issues related to Winter Storm Uri. As a result of the storm, AT&T did not dispatch technicians from many work centers from February 15 – February 19. There were also reports of pay discrepancies where some Wire Techs got paid and some Wire Techs did not. \*Issues regarding pay should be processed by the Locals through the grievance process. The State Staff Representatives can assist with emergency conditions pay issues if needed.\*

Locals 3907 and 3908 asked if contractors for AT&T were held to the same safety standards as employees and if they are required to complete a workplace entry assessment prior to entering Company property. \*Contractors and Non-Payroll Workers who work at Company locations should follow the same reporting procedure as employees as noted in the National Workplace Screening Policy FAQs ([C:\Users\Bodell.CWA-UNION\Desktop\COVID 19 ALL\National Workplace Screening Policy \_FAQs\_Eff. 7.29.2020.. Revised (1).pdf](file:///C:\Users\Bodell.CWA-UNION\Desktop\COVID%2019%20ALL\National%20Workplace%20Screening%20Policy%20_FAQs_Eff.%207.29.2020..%20Revised%20(1).pdf)) and in the AT&T COVID-19 Supervisor’s Playbook.\*

Local 3204 reported they have not been receiving notifications from AT&T regarding employees who have tested positive for COVID. \*The employers will not provide names of individuals who have tested positive or have come in close contact with someone who has tested positive, but they should be performing contact tracing. Some employers, including AT&T, do provide redacted contact tracing information with the Local Presidents and State Staff Representatives. If employers are not sharing basic information, the Locals should approach them to request that they do so. State Staff Representatives are available to assist Local Presidents with this issue if it can’t be resolved at the Local level.\*

Several Locals reported discrepancies in how the employers conduct contact tracing. \*The CDC guidance regarding contact tracing can be found by following this link: <https://www.cdc.gov/coronavirus/2019-ncov/community/contact-tracing-nonhealthcare-workplaces.html>. OSHA guidance regarding protecting employees during the COVID-19 pandemic can be found by following this link: <https://www.osha.gov/coronavirus/safework>\*

Locals 3804 and 3902 reported there is a new fall protection safety harness that is being used for working aloft in Versalift/ 36 type bucket trucks. The harness is uncomfortable for long term use and users have complained of back pain after wearing it. \*This issue has been referred to the AT&T Article 16 OS&H Committee for further discussion. Staff Representative Isa Shabazz will report back on the Committee’s findings in the minutes of the next meeting.\*

Locals 3102, 3201, 3404 and 3808 reported there is an app being used in BST Utility Operations that blocks certain smartphone functions while the vehicle is in motion. Local 3102 reported that they have a safety grievance regarding RF exposure and the EVVY equipment characteristics are part of their request for information.\*The Company has previously advised District 3 the EVVY app has been put on hold and they are not going forward with this. Labor Relations has advised District 3 they will notify us when and if this changes.\*

Local 3908 reported that AT&T is using an unsafe driver tool to grade employee driving habits such as quick stops, sudden starts, etc. They have discussed this in the AL LGP and will continue to investigate the system for inaccuracies. Local 3204 reported that a manager rode with an employee and admitted the system needs “fine tuning”. Local 3404 reported that after an employee was suspended for speeding the system was found to be inaccurate, registering 6 MPH higher than actual speeds.

Local 3908 requested the practice for employees to receive prescription safety glasses. \*The BST Prescription Eyewear Ordering Guidelines can be found here: [Safety Glasses\Guidelines\_Sept 2011.pdf](file:///C:\Users\Bodell.CWA-UNION\Desktop\Safety%20Glasses\Guidelines_Sept%202011.pdf).\*

**CWA District 3/AT&T Joint OS&H Committee:**

No Committee members were present on this call to report on the last meeting of the Joint OS&H Committee.

**CWA/USW OS&H Training:**

Susan Moss, the District 3 TMC/NIEHS certified OS&H Trainer, reported there has been some on-going training for the certified trainers via virtual meetings but that the CWA and USW are still working on a solution to train participants virtually.

**Next Meeting:**

The next District 3 Occupational Safety and Health conference call will be Wednesday, June 15, 2021 from 1:00 PM Eastern – 3 PM Eastern.