

Dear New Member,

Welcome to CWA Local 4202!!!

We are excited to have you join our membership.

Communications Workers of America is the largest Telecommunications Union in the world representing nearly 700,000 workers. CWA Local 4202 represents approximately 700 members throughout the state of Illinois. Our Local covers:

- AT&T Mobility – Retail, Call Centers(Stand Alone & Virtual) , IT and Network
- AT&T(Wireline) employees.
- Print & Media workers in Central IL.

The Local enforces our contracts, represents our members, organizes mobilization efforts, and holds membership meetings. Your Local has tools in place to help keep you informed.

Our Local information is as follows:

CWA Local 4202

425 S Murray Rd, Ste 108

Rantoul, IL 61866

Phone Number: (217)892-8700

Fax Number: (217)892-5558

Email: local@cwa4202.org

Website: cwa4202.org

Facebook: CWA Local 4202 - We have both an open page and a closed group.

Local Officers:

Dea Polchow, President

Amy Blaisdell, Executive Vice President

Peggy Vermillion, Secretary-Treasurer

Local Contacts:

Amy Blaisdell – EVP (217)898-1628

Jennifer Diehl – VP- Network/Centers/IT (217)418-8403

Please review the following Important Facts.

1. **Union Dues:** The law doesn't require that companies give any health benefits or vacation time. The law only requires companies pay minimum wage. Your contract provides those benefits to you. Union Dues go in part to enforce the contract, handle grievances, and to a Defense Strike Fund to name a few. Dues are 1.3% and can be calculated in the following manner.(The manual calculation will be off slightly due to rounding.)

Your hourly wage x 2.25 hours per month = Monthly Dues
Monthly Dues rate x 12 months in a year= Yearly Dues
Yearly Dues / 26 pay periods per year = Dues per check

2. **Invoke your Weingarten Rights:** It is not AT&T Mobility's responsibility to ask if you want union representation. You must request UNION. If you are in a meeting with management and you feel it is a discipline or investigatory interview, **it is your right to stop the meeting until union representation is provided.** It may not always be possible to have a union steward in person, so one may be contacted via conference call. If you are waiting for your union representative, do not ever leave the meeting unless management advises you to.
Definition of Investigatory Interview: Any meeting with management where you are being questioned to provide information that may lead the company to discipline you.
3. **Grievances must be turned into a Union Representative within 30 days of the Action you are grieving. Grievances are filed through our website. If you have questions, please reach out to one of your Local contacts listed above. The sooner you file your grievance the better, please do not wait until the last minute.**

If your contact information changes at any time, please make sure to update your information through AT&T's HR One Stop and through our website under contact us.

Our members are the key to making our Local successful. We look forward to representing you. If you have any questions, please let us know.

In Unity,

Your CWA Local Officers, Executive Board and Stewards

HIGHLIGHTS OF THE 2017 LABOR AGREEMENT
Agreement has been extended through February 11, 2022.

An Electronic Copy of the 2017 Labor Agreement can be found at:
AT&T HR One Stop > Money > Compensation > Bargained Labor Relations > AT&T
Mobility > 2017 Labor Agreement
(Page #s in the Hard Copy of 2017 Labor Agreement.)

TIME OFF

EWP (Earned Day with Pay) can be taken in 1 hour increments, page 43 (page 41)
Floating Holiday can be taken in 8 hour increments, page 41 (page 39)
Designated Holiday can be taken in 8 hour increments, page 41 (page 39)
Vacation can be taken in half-day increments, page 39 (page 36)

The Vacation Calendar Year is January 1 to December 31. Vacation bids are by seniority. Once the bid is complete then, vacation is first come, first serve. (Seniority is by hire date then by the last 4 digits of your social security number).

After 90 Days

1 EWP
1 Floating Holiday

After 6 months

1 EWP
1 Floating Holiday
1 Designated Holiday
5 Days Vacation

After 9 months

1 EWP

After 12 months

10 Days Vacation, however, cannot exceed 10 days vacation during any vacation calendar year.

At least 1 yr of service but less than 5 years (issued on January 1)

10 Days Vacation
4 EWP
2 Floating Holidays
1 Designated Holiday

Holidays (subject to be open) pages 41-42 (pages 39-40)

Any Holiday worked is paid time and half in addition to 8 hours of regular pay for the Holiday. You must work your scheduled day before and after the Holiday to receive the Holiday pay. Part time employees' holiday pay is prorated based on their average equivalent workweek.

New Year's Day
Memorial Day
Independence Day
Labor Day

Thanksgiving Day
Day After Thanksgiving
Christmas Day

Absences pages 35-37 (pages 33-35)

1. Military Leave
2. Civic Duty
 - a. If you are a witness in a case where you are not a party (not defendant & not the petitioner) then your time will be excused with pay. If you are the defendant or the petitioner the time is unexcused & unpaid unless you have accrued time off, exchange time or shift trade.
 - b. If you are a juror, you will receive the difference between your daily wage and the payment you received for service. This time is excused.
3. Funerals
 - a. Paid up to 3 days basic wage for a member of the immediate family (immediate family is spouse, legally recognized partner, children, sister, brother, mother, father, former legal guardian, stepparents, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandmother, grandfather, grandson, granddaughter, stepson, stepdaughter, and parent of an employee's dependent child). Company is requiring proof of Funeral or death.
 - b. If the death is for wife, husband, daughter, son, mother or father or legally recognized partner, you can request an additional 5 days unpaid, excused time off.
 - c. If the funeral of the immediate family member is held more than 200 miles from the employee's home address, the employee may request one additional day without pay.
 - d. The leave may not begin until the day of the death and not extend more than 2 days beyond the date of the funeral.
4. Illness & Injury
 - a. Attendance Policy
 - b. Less than 1 year of service = no pay for all sick time
 - c. 1 year service but less than 5 = 1 session in waiting every time is unpaid, not to exceed 7 consecutive calendar days.
 - d. More than 5 years = no waiting period, not to exceed 7 consecutive calendar days.
 - e. For those hired prior to 1/1/2018, a maximum paid days in a Calendar year of 10(80 hours). For those hired after 1/1/2018, they have a maximum of paid days in a Calendar year of 5(40 hours).
 - f. FMLA is available after 12 months. Company FCL (Family Care Leave) is available after 6 months. FCL is only for dependants.
 - g. Short Term Disability is available after 6 months.

****Only you can control your attendance!****

Exchange Time page 45 (page 42)

Allows you to request time off during a scheduled workday to be made up within the same workweek (Sunday through Saturday). Granting of exchange time is at the Company's discretion. Minimum 1 hour, Maximum 8 hours.

Customer Service Rep (WFH)

<u>Step</u>	<u>Effective</u> <u>02/13/2021</u>
1	418.50
2	443.50
3	470.00
4	498.00
5	527.50
6	559.00
7	592.50
8	627.50
9	665.00
10	705.00
11	747.00
12	791.50
13	838.50

AT&T Benefits Center: (877)722-0020, 7am-7pm CST M-F

Fidelity Service Center: (800)416-2363, 7:30am-11pm CST M-F

HR One Stop>Health>Benefits Guides >New Hire Guides >AT&T Bargained & Mobility Employees

HR One Stop > Health>Benefits Contacts > “Where to Guide”

HR One Stop>Attendance>Attendance Guidelines/Policies

- AT&T Mobility & Business Customer Service Attendance Guidelines Orange – Effective 1/12/18
- New Hire Attendance- Orange – Effective 2/1/20

You can go to our website www.cwa4202.org under the tab AT&T Mobility Contracts to find the following:

- 2021 Orange Extension
- 2021 Mobility Orange Benefits
- 2017 Labor Agreement
- 2017 Memorandums, LOAs, & Transfer Policy

CWA International’s Website: www.cwa-union.org

CWA District 4 Website: www.district4.cwa-union.org

CWA Member Benefits: www.unionplus.org