

R - E - S - P - E - C - T



Arteta's song
DEMANDS it.
Your contract
PROMISES it.
Your union
ENFORCES it.

All workers at AT&T should feel respected by management every day. We are the ones that do the work. We are the ones that bring in the money. We are the ones, along with the thousands of other AT&T workers, who produce the tremendous profits that this corporation rakes in every quarter.

We will not tolerate any disrespect from management. No one should ever be mocked, bullied, yelled at, condescended to, humiliated, discriminated against, or have their personal business exposed.

The union draws a hard line against disrespect - we will stand up to and get rid of managers that show a consistent pattern of disrespectful behavior towards our members.

If you experience or witness disrespectful actions from management - get in touch with a union steward or officer ASAP.

Contact: union@cwa7250.org



The Struggle Continues . . .



From WFH to WTF?!

Perspectives & Resources
from CWA 7250



CWA 7250
Officers & Stewards
at the AT&T Tower

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website: www.CWA7250.org general email: union@cwa7250.org

Union Update eNewsletter: <https://www.cwa7250.org/index.php/news>

facebook & twitter: @CWA7250

Media Coverage of the Union Fight to Save WFH

Our struggle to save WFH at AT&T garnered an unprecedented level of media attention: Mainstream National & Local; Alternative, & Labor; TV, Print, Online & Social Media



Tempest (09/20/22): <https://www.tempestmag.org/2022/09/no-rhyme-or-reason/>

WCCO Channel 4 (09/10/22):

<https://www.cbsnews.com/minnesota/video/at-t-workers-demand-work-from-home-option/>

CBS Sunday Morning (09/04/22):

<https://www.cbsnews.com/video/back-to-the-office-not-so-fast/>

The Valley Labor Report (08/31/22):

<https://www.youtube.com/watch?v=O4HQ17vdbLE&t=72s>

StarTribune (09/02/22): <https://www.startribune.com/minneapolis-st-paul-return-to-office-is-still-spotty-will-that-change-after-labor-day/600202982/>

TakeAction MN videos (09/02/22):

<https://twitter.com/TakeActionMN/status/1565816975099674627>

KSTP Ch 5 (08/25/22):

<https://kstp.com/kstp-news/local-news/local-att-workers-fight-against-return-to-office-plan/>

CWA 7250 YouTube (08/25/22): <https://www.youtube.com/watch?v=UcDPZFMnbDg>

St. Paul Union Advocate (08/24/22): <https://advocate.stpaulunions.org/2022/08/24/union-members-push-back-on-atts-return-to-office-plan/>

Racket (08/23/22):

<https://racketmn.com/big-week-for-whiny-white-men-in-minneapolis-food-and-drink/>

Fortune (08/18/22):

<https://fortune.com/2022/08/18/att-employees-start-permanent-remote-work-petition/>

CBS Evening News (08/16/22):

<https://www.cbsnews.com/news/amazon-walkout-nurse-strike-gallup-employee-satisfaction/>

The Guardian (08/15/22): <https://www.theguardian.com/business/2022/aug/15/att-workers-fight-company-return-to-office-push>

Drawing Lessons from our Fight

by Kieran F. Knutson, CWA 7250 Local President

I know many of us are feeling defeated and disempowered right now. The cruel and unnecessary forced Return to Office (RTO) orders have upended many of our lives. We rightly feel attacked by the company and let down by the national union.

But for a moment I'd like to emphasize what we collectively did to make this a real fight - a deep fight - that challenged the normal order of things. After the first year working from home, most of us realized that we were getting more time with our families, saving money, controlling our workspace, and avoiding management BS. So by 2021 local members let the union know in no uncertain terms that WFH had been good for our lives and that we had better fight to keep it. We boldly questioned and pressured management about keeping WFH. We warned them that they were not going to be able to force us back in the office without a fight. We also started pressuring the national union who seemed either apathetic or skeptical about a permanent WFH option.

With about 6 months to go we launched a petition calling for a permanent WFH option - it quickly drew attention and connected us with AT&T workers across the country. As thousands of workers signed on, we leveraged that success to get coverage in major media outlets - some of whom had covered our previous fights to #DefendOurJobs at AT&T retail stores. We met brave stewards, Local officers, and rank & filers across the country who were thinking along the same lines and were not afraid to fight. They began to do their own outreach to co-workers and the media.

We put the national union on the spot - and they finally took the right side and agreed to at least ask AT&T for a 6-month extension of the WFH agreement. As the hour approached when we knew management was planning on announcing an RTO, we upped the pressure on the company and the national union - and an extension was announced! Sadly we know what happened next . . .

This struggle has brought more unity and militancy to our work force than anything since the grievance strikes of 2015 & 2018. Workers are rejecting the company's lame excuses and lies, demanding to be paid for our commute, and questioning the "right" of the bosses to make these decisions. **We lost this fight - but we are stronger, more aware, and more unified than ever before.**

From WFH to WTF?!

by Charli Haataja, outgoing CWA 7250 AVP for the AT&T Call Center



AT&T is back on their bullshit. Though we've all learned to become cynical with regards to how poorly "Corporate America" treats us, this forced return to the office has been a surprising new low.

When faced with the indisputable results of over two years of significantly improved work performance and MUCH lower rates of absence, AT&T has decided to baldly ignore what has been working for workers, in favor of... we still don't know. Populating America's downtown areas? Vague murmurings about corporate real estate? Not enough downtown tax income for the city?

For whatever reason, and with no regard for our health, our safety, our time, our families, our budgets, or the air we breathe, AT&T has decided that returning to the office is what is happening and no reason needs to be provided.

And it's not just AT&T Executives asserting their dominance over our newly acquired work-life balance. Corporations across the board are done letting us benefit from the higher quality of life that exists outside of these cubicle farms. For the first time in decades, America's workforce actually got to experience "8 hours pay for an 8 hour day" and Executives and Board Members are clamoring to put us back in our places.

Office Practices

- Team meetings and coaching sessions will be virtual
- Center meetings will be virtual

Water

The Culligan water is no longer supported. There is filtered water available on the 9th floor. You may want to bring a water bottle. - Laura

Strength in Numbers

by Angela Bates, incoming CWA 7250 AVP for the AT&T Call Center

Hello brothers and sisters -

I would like everyone to be able to say that they have MAXIMIZED their union experience! To be able to say that you have been informed of what a union dues paying member is capable of!

You do not need to feel threatened or intimidated by the company. If you feel wronged in any type of way you should be able to voice your opinion with the company along with the backing of the Union.

Remember you have been paying dues for years so you need to stand behind your money\$\$\$. There is strength in numbers and know you BELONG to a union of hundreds of thousands of members nationally and internationally.



AT&T's Job Accommodation Scam

We had been told by AT&T management that the company's Job Accommodation (JA) process would be a relatively easy way for members with serious physical or mental health concerns to continue to work from home. Instead, it turned out to be just one more lie from the company who is dead-set on forcing workers back into the office or driving them out of these jobs all together.

Now, JA's are not just some gift from the AT&T gods - they are a right, protected by federal law in the form of the Americans with Disabilities Act. The way the process is supposed to work is that applying workers would get documentation signed off by a medical doctor requesting specific, reasonable accommodations that would allow the employee to continue working. Once it's been certified that the documents have been signed by a real doctor about a real condition, then the local management is supposed to review the specific accommodation to confirm its "reasonable". If the company has questions or wants to negotiate an aspect of the accommodation (like how long it might last, etc) then they hold an "interactive discussion" to settle on an accommodation that works for the employee and does not "impose an undue hardship" on the company. While a few years ago AT&T may have been able to claim that WFH is an outrageous, burdensome request - they certainly cannot do that any longer - not after 2.5 years of an inexpensive, easy, smooth WFH operation.

This, along with management's pledge to do their best to shepherd through our members requests, gave us a false hope once again. Instead AT&T has bungled the JA process, turned "interactive meetings" into disrespectful interrogations, approved in-office "accommodations" that were never requested, and made clear that the company has no intention of letting anyone in any circumstance get a WFH Accommodation. CWA 7250 members have received written correspondence from the JA center stating that they've been told not to offer or approve any WFH Accommodations - and we know of a case in another state where an employee with late stage terminal cancer was denied a WFH Job Accommodation(!).

Nonetheless - if you have a serious health concern about working downtown or in the full office - please request Job Accommodation paperwork, have your doctor fill out the accommodation completely, bring a union rep with you to the "interactive discussion", and let the union know about the outcome ASAP. CWA 7250 has already filed two grievances about AT&T's violations of our members rights - and we encourage anyone who feels they've been rejected unfairly to also file charges with EEOC or Civil Rights Department.

AT&T Job Accommodation: <https://attonestop.custhelp.com/app/support/accomm>
EEOC complaint: <https://www.eeoc.gov/filing-charge-discrimination>
MN Dept of Human Rights Disability Discrimination Hotline: 1-833-454-014