

AT&T CODE OF CONDUCT SIGNOFF!

Tuesday, 28 October 2008

Employees at AT&T across the country are now being requested to review the Code of Conduct. After completing this review our Members are being pressured to electronically sign off on document that was never agreed to or bargained for with the Union. CWA has an undisputed past practice, we do not sign anything but our paychecks.

For over 40 years the Legacy T (which was originally Long Lines) employees were not required to sign off and be recorded as in agreement with the conditions of the Code of Conduct. The Union concern is that no employee should be forced to imply by clicking off electronically that they agree, understand, or accept a policy when they may not. When our members are electronically covered, they aren't even provided with an opportunity to have questions addressed.

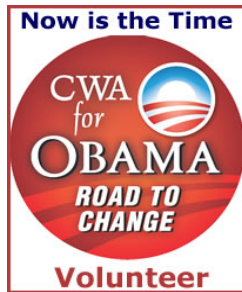
The Union has never agreed to the Code of Conduct and has never bargained the wording with the Company. This is a document prepared by lawyers to satisfy other lawyers who are attempting to address all sorts of issues in all sorts of circumstances. We can't be expected to understand every aspect of this policy and then be forced to acknowledge that we do. When the company requests that we sign off on this it is attempting to signify coverage while creating the allusion of universal understanding and acceptance.

It is the Unions position that the company must cease pressuring bargaining unit members to electronically sign off on the Code of Conduct before CWA Member's are given an opportunity to demonstrate: 1-no intent to sign the policy, 2-no intent to affirm any level of knowledge or understanding of the policy, and 3-no acknowledgement of agreement with the policy.

Remember, you have a right to have a copy of anything you sign and if you do not agree, your concerns or objections should be recorded.

In Unity There is Strength.

Roy Hegenbart
President
CWA Local 3250



Sisters & Brothers:

I began my employment with Legacy T atSt on February 9, 1967 and have **NEVER** signed an ATST Code of Conduct Employee Review. I am in total agreement with Brother Hegenbart's position on this issue. (**SEE ABOVE**). **NEVER** sign anything but your paycheck!

Please post and distribute to all CWA Local 4250 members.

In Unity-Strength & Solidarity:

Steve Tisza, President
CWA Local 4250
Chicago

