



# IBEW Local 21



Greetings,

## **AT&T Discriminates - Judge Makes Company Pay!**

**In breaking news, IBEW Local 21 has received the ruling in the federal lawsuit** that our union filed against AT&T for unjust discrimination against union stewards, union activists, and staff regarding FMLA eligibility and ... **we won!** The District Court ruled that AT&T's refusal to allow our members to apply for FMLA because of time worked for the Union was illegal.

**All members negatively impacted** by AT&T's illegal actions will be made whole. In addition, the judge ruled that **AT&T must pay** all of IBEW Local 21's legal costs, so, **AT&T gets to pay us to sue them.** When this dispute arose, AT&T offered to resolve the issue, but only if Local 21 would agree to significant benefit diminishment. The leadership of IBEW Local 21 refused to accept these concessions and instead sued AT&T in federal court.



IBEW Local Union 21 Benefits Department - Grace Rivera, Lynn Arwood, & Mary Jo Hinds

**This lawsuit was the first time a labor union had challenged** an employer's FMLA policy concerning time an employee/union member works for the union, so this decision could have nationwide implications for all of organized labor. A special thanks to Recording Secretary pro tem and Benefits Coordinator Lynn Arwood and our benefit department who spearheaded this lawsuit. In addition, thanks to all members who had the courage to submit affidavits against AT&T in this case. ***The evidence that rank and file members submitted was the key to winning this victory!***

**Educate - Organize - Act!**