

Communications

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STEVE TISZA, *President*



LOCAL 4250

Workers of America

(AFFILIATED WITH AFL-CIO)

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To: All CWA Local 4250 Members:

I received the **following email** from our CWA C&T National Office in Washington, DC Today. Apparently, AT&T has put out a survey to CWA AT&T members called a random **"Capitalized Labor Validation Study."** Until I hear otherwise from our CWA National Office, **DO NOT cooperate with this survey.**

In Unity-Strength & Solidarity:

Steve Tisza, President
CWA Local 4250

To: **AT&T Local Presidents**

For those of you with technicians in your Locals, we want to make you aware that AT&T has put out a survey to our members – a random "Capitalized Labor Validation Study." They are asking the members to track the number of hours they spend on "capital projects." We have raised many questions about this at the bargaining table because our fear is that the Company will use these figures to move work out of our Contract either to other entities or to contractors (like they have done with the EF&I work and so much of our outside plant and construction work).

When we asked them to explain what a capital project, is they gave us this response:

"A capital project is one where something is being constructed or installed. This work is capitalized. On the flip side, repair or maintenance work is expensed. You can tell that the work should be capitalized if it carries a 'C' Field Reporting Code (FRC). An example is FRC 45C, *Buried Cable - Metallic*. 'M' FRCs indicate expense work. FRC 45M is maintenance or repair of *Buried Cable - Metallic*."

Attached are copies of the surveys. We are recommending that our members **do NOT cooperate with this survey.** If the Company can guarantee us it will not be used to negatively impact our members, we will reconsider.

In Unity,

Laura Unger, CWA Representative

**CAPITALIZED LABOR VALIDATION STUDY
FOR LEGACY T1 WORK ONLY
GLOBAL NETWORK FIELD OPERATIONS SURVEY**

1025a
3/10/09

PURPOSE

The purpose of this survey is to either validate or recalculate the appropriate capitalized labor rate to be used each year. This survey will be used to estimate the percentage of time spent on activities that are directly related to capital deployment and removal. Please be as accurate as possible when filling-in your responses, as your individual data (along with data from other sources) will ultimately be used in the calculation of the capitalized labor rate.

Explanations of Activities for 2009 Random Surveys	Hours Spent on Activity for the Specified Day
EQUIPMENT INSTALLATION	
Coordinate with central office engineers regarding installation projects	
Coordinate with vendors regarding installation of central office equipment, answer questions, etc.	
Participate with vendors on SMOP "Red Steps"	
Audit the quality of installation work performed by vendors to ensure they meet TP (technical practices) standards	
Install central office equipment	
Place additional circuit packs for capacity growth	
Test and turn-up new central office equipment	
INFRASTRUCTURE INSTALLATION	
Coordinate with CRE and vendors regarding construction of building infrastructure, if necessary	
Network Infrastructure Prov, T3/OCX	
Cross-connect, test & turn-up new inter-office network infrastructure facilities (DS3 and above)	
OTHER	
Fiber optic locates/protection	
Outside plant and vehicle routines	
Provisioning of T1 Circuits	
Provide Process & Planning support for MOP/SMOP, QV, ITA Activities	
Maintenance of inter-office network infrastructure facilities (DS3 and above)	
Repair of inter-office network infrastructure facilities (DS3 and above)	
Maintenance of central office equipment	
Repair of central office equipment	
Troubleshoot servers	
Travel	
* See Note 2	
Training	
Other	0.00

Hours REPORTED IN THIS SURVEY SHOULD ONLY BE PRODUCTIVE HOURS FOR LEGACY T1 WORK ONLY. DO NOT COMBINE LEGACY T1 WORK AND LEGACY S WORK ON THE SURVEY.

Note 1 If you are in training the full day, select the link to the website from the email addressed to you, select NO on first page of website and choose Training button.

Note 2 If you are in training a few hours, select the link to the website from the email addressed to you, select YES on website and input number of hours in training and number of hours on other activities.

Note 3 When inputting hours on the website, you only need to input the hours on the specific activity performed for the day and leave the hours on the other activities blank.

EXPLANATION AND STEPS TO FOLLOW:

1. Reference the Survey Date on your email, that is the date to track your activities on this survey sheet.
2. Select and write in the number of productive hours you worked on each activity.
3. After the day is complete, you or your supervisor can go to the website by selecting the link to the website from the email addressed to you, select YES to enter your activity and hours from this survey sheet.
4. If you did *Not* work any productive hours on the scheduled survey day, you or your supervisor can select the link to the website from the email addressed to you, select NO and choose your reason for no productive hours such as vacation, sick, not scheduled etc...
5. If your Activity is not on the list, please add in Other field on survey sheet, then select the link to the website from the email addressed to you, choose the click HERE option on the website and type in the email the activity and hours you performed on the scheduled survey date. This email will be sent to the survey administrators to have your activity added to the survey website for future selections.

**CAPITALIZED LABOR VALIDATION STUDY
FOR LEGACY 'T' WORK ONLY
INTERNET DATA CENTER - OPERATIONS SURVEY**

PURPOSE

The purpose of this survey is to either validate or recalculate the appropriate capitalized labor rate to be used each year. This survey will be used to estimate the percentage of time spent on activities that are directly related to capital deployment and removal. Please be as accurate as possible when filling-in your responses, as your individual data (along with data from other sources) will ultimately be used in the calculation of the capitalized labor rate.

Explanations of Activities for 2009 Random Surveys	Hours Spent on Activity for the Specified Day
Design, engineer, test and commission the build-out of building infrastructure & managed hosting equipment expansion projects.	
Manage expansion activities for new construction, performed by vendors and technicians on building infrastructure.	
Manage new customer builds, performed by vendors and technicians on managed client cages	
Manage common hosting and customer-server configuration projects.	
New node design and deployment	
Issue TOFs for customer expansions, implement upgrades, migrations, new nodes > \$2K	
Assign new nodes & validate capacity requirement compliance	
New customer reviews at the Opportunities Review Board	
Data Center infrastructure design, build-out, testing & certification of new installs > \$2K	
Engineering, deployment & testing of common network equipment requirements	
Manage project managers and technicians in connection with expansions and customer build-out projects	
Execute the design provided for build-out and customer-expansion projects.	
Install new customer cage, add racks or power augmt	
Add front-end or back-end connections	
Design or engineer the build-out of common node infrastructure & network equipment expansion projects.	
Design or engineer the build-out of common building infrastructure & managed hosting equipment expansion projects.	
Maintenance on customer expansion projects	
Repair of building infrastructure	
Monitoring the build-out construction activities performed by vendors and technicians on building infrastructure.	
Monitor hosting and customer-server configuration projects.	
* See Note 2	
Training	
Other	0.00

Note 1

HOURS REPORTED IN THIS SURVEY SHOULD ONLY BE PRODUCTIVE HOURS FOR LEGACY T WORK ONLY. DO NOT COMBINE LEGACY T WORK AND LEGACY S WORK ON THE SURVEY.

***Note 2**

If you are in training the full day, select the link to the website from the email addressed to you,

select NO on first page of website and choose Training button.

If you are in training a few hours, select the link to the website from the email addressed to you, select YES on website and input number of hours in training and number of hours on other activities.

When inputting hours on the website, you only need to input the hours on the specific activity performed for the day and leave the hours on the other activities blank.

Note 3

EXPLANATION AND STEPS TO FOLLOW:

1. Reference the Survey Date on your email, that is the date to track your activities on this survey sheet.
2. Select and write in the number of productive hours you worked on each activity.
3. After the day is complete, you or your supervisor can go to the website by selecting the link to the website from the email addressed to you; select YES to enter your activity and hours from this survey sheet.
4. If you did *Not* work any productive hours on the scheduled survey day, you or your supervisor can select the link to the website from the email addressed to you, select NO and choose your reason for no productive hours such as vacation, sick, not scheduled etc...
5. If your Activity is not on the list, please add in Other field on survey sheet, then select the link to the website from the email addressed to you, choose the click HERE option on the website and type in the email the activity and hours you performed on the scheduled survey date. This email will be sent to the survey administrators to have your activity added to the survey website for future selections.

**CAPITALIZED LABOR VALIDATION STUDY
FOR LEGACY T WORK ONLY
OUTSIDE PLANT & CONSTRUCTION SURVEY**

PURPOSE

The purpose of this survey is to either validate or recalculate the appropriate capitalized labor rate to be used each year. This survey will be used to estimate the percentage of time spent on activities that are directly related to capital deployment and removal. Please be as accurate as possible when filling-in your responses, as your individual data (along with data from other sources) will ultimately be used in the calculation of the capitalized labor rate.

Explanations of Activities for 2009 Random Surveys		Hours Spent on Activity for the Specified Day
Design & engineer fiber cable routes		
Install, splice and test new fiber cable		
Tier-II support on fiber cable installation		
Order & deploy tools and test equipment for Capital Projects		
Order & deploy material & supplies for Capital Projects		
Order & deploy material & supplies for Non-Capital projects		
Order & deploy tools and test equipment for Non-Capital projects		
Tower maintenance		
Business travel to project work locations directly related to the deployment of new capital		
Manage systems used for cable protection		
General support and coordination		
Maintenance of fiber cable routes		
Repair of fiber cable		
Removal of fiber cable		
Meetings specific to removing cable. Detailed instructions and prioritizing of specific assets to be encompassed in removal initiatives		
Administrative functions, blood drives, PMT'S, etc.		
General training session that may be technology specific		
General administrative and staff meetings, not deployment or APPE specific.		
* See Note 2		
Training - General		
Other		0.00

Note 1
HOURS REPORTED IN THIS SURVEY SHOULD ONLY BE PRODUCTIVE HOURS FOR LEGACY T WORK ONLY. DO NOT COMBINE LEGACY T WORK AND LEGACY S WORK ON THE SURVEY.

*Note 2
If you are in training the full day, select the link to the website from the email addressed to you, select NO on first page of website and choose Training button.

Note 3
If you are in training a few hours, select the link to the website from the email addressed to you, select YES on website and input number of hours in training and number of hours on other activities.
When inputting hours on the website, you only need to input the hours on the specific activity performed for the day and leave the hours on the other activities blank.

EXPLANATION AND STEPS TO FOLLOW:

1. Reference the Survey Date on your email, that is the date to track your activities on this survey sheet.
2. Select and write in the number of productive hours you worked on each activity.
3. After the day is complete, you or your supervisor can go to the website by selecting the link to the website from the email addressed to you, select YES to enter your activity and hours from this survey sheet.
4. If you did *Not* work any productive hours on the scheduled survey day, you or your supervisor can select the link to the website from the email addressed to you, select NO and choose your reason for no productive hours such as vacation, sick, not scheduled etc...
5. If your Activity is not on the list, please add in Other field on survey sheet, then select the link to the website from the email addressed to you, choose the click **HERE** option on the website and type in the email the activity and hours you performed on the scheduled survey date. This email will be sent to the survey administrators to have your activity added to the survey website for future selections.