

This is the first update received on 9-3 at 7pm. The others will follow below.

TO: CWA Local Presidents - AT&T Bargaining Unit

Dear Colleagues:

As you know, AT&T recently notified CWA that it intends to put a mandatory policy in place for all employees to be fully vaccinated by January 1, 2022. CWA responded immediately and demanded negotiations on this mandatory subject of bargaining. These negotiations will take place at a national level with participation from all the CWA Districts and Sectors involved. The following CWA Representatives will be serving on the national bargaining team:

**District 3: Nick Hawkins, Assistant to the Vice-President**  
**District 4: Curt Hess, Assistant to the Vice-President**  
**District 6: Mark Franken, Administrative Director**  
**District 9: Domonique Thomas, Assistant to the Vice-President**  
**CWA T&T Office: Ken Saether, Assistant to the Vice-President**

We are scheduled to begin the bargaining process early next week and will provide updates as soon as they become available.

In Solidarity,

Linda L. Hinton  
Vice President  
CWA District 4

**CWA/AT&T - Wireline COVID Vaccination Bargaining Update #1**

**Update #1 9/9/21 at 10am**

Our national CWA bargaining committee met with the company's bargaining team to start the bargaining process. The company presented a proposal that would require employees to be vaccinated. The Union responded to the company's proposal by submitting a detailed request for information (RFI). The RFI seeks detailed information about the company's vaccine mandate proposal, the reasons for the proposal, and how the company proposes to administer a mandate. We now await the company's response.

District 3: Nick Hawkins, Assistant to the Vice-President  
District 4: Curt Hess, Assistant to the Vice-President  
District 6: Mark Franken, Administrative Director  
District 9: Domonique Thomas, Assistant to the Vice-President  
CWA T&T Office: Ken Saether, Assistant to the Vice-President

**CWA/AT&T -- Wireline COVID Vaccination Bargaining Update #2**

**9/10/21 at 4:30pm #2**

Today the company provided CWA with a partial response to our comprehensive request for information (RFI). We expect that they will be providing us with a full response very soon. Our bargaining committee spent the day in caucus reviewing the information provided and formulating a counter proposal to the company's proposed mandate. Additionally, CWA's legal department has been in consultation with our committee regarding the impact of the federal

requirements that were announced yesterday. We will distribute additional updates as they become available.

District 3: Nick Hawkins, Assistant to the Vice-President  
District 4: Curt Hess, Assistant to the Vice-President  
District 6: Mark Franken, Administrative Director  
District 9: Domonique Thomas, Assistant to the Vice-President  
CWA T&T Office: Ken Saether, Assistant to the Vice-President

**CWA/AT&T - Wireline COVID Vaccination Bargaining Update #3**

**9/13/21 at 2pm**

Today, the CWA bargaining committee met with AT&T and rejected the company's proposed mandatory vaccination policy for Union-represented employees. Our committee further emphasized that CWA supports voluntary vaccination programs and opposes mandatory vaccination as a condition of employment. Our committee then introduced a counter proposal which provides incentives to employees who volunteer to be vaccinated, as well as those who have already been vaccinated. The Union's counter proposal also includes a testing option for employees who choose not to be vaccinated.

After going through the counter proposal and answering the company's questions, the company stated they would give it further review and consideration. The parties agreed to reconvene negotiations tomorrow morning. Additional updates will be distributed as they become available.

CWA Bargaining Committee:

District 3: Nick Hawkins, Assistant to the Vice-President  
District 4: Curt Hess, Assistant to the Vice-President  
District 6: Mark Franken, Administrative Director  
District 9: Domonique Thomas, Assistant to the Vice-President  
CWA T&T Office: Ken Saether, Assistant to the Vice-President

**CWA/AT&T -- Wireline COVID Vaccination Bargaining Update #4 Date: September 15, 2021 at 10:14:57 AM EDT**

The CWA bargaining committee met with AT&T. The parties discussed the Union's counter proposal to the Company's proposed policy. The Union counter, which included incentives and an alternative to mandatory vaccination, was ultimately rejected by the Company. The CWA bargaining committee made it clear that our intent is to continue bargaining with the Company to reach an agreement that supports and encourages our members to be vaccinated on a voluntary basis, while providing an alternative testing option that our bargaining unit members can utilize.

In response to the Union's position, the Company expressed that any future Union proposals that include anything other than a mandate will likely receive the same response as our previous proposal. Based upon the Company's statements and our discussions at the table, it is clear to the bargaining committee that the Company will not agree to any proposal that does not include a mandate. Given CWA's position against mandates, and the Company's position that it will not agree to any proposal that does not include a mandate, we are effectively at an impasse in the negotiations. Under federal labor

law governing the effect of impasse, the Company intends to implement its policy. The committee will continue negotiations with the Company over the terms of the policy, its implementation and its effects in the workplace. We will be making proposals about implementation and effects of the policy.

Your CWA Bargaining Committee,

District 3: Nick Hawkins, Assistant to the Vice-President  
District 4: Curt Hess, Assistant to the Vice-President  
District 6: Mark Franken, Administrative Director  
District 9: Domonique Thomas, Assistant to the Vice-President  
CWA T&T Office: Ken Saether, Assistant to the Vice-President

**CWA/AT&T -- Wireline COVID Vaccination Bargaining Update #5 Date: September 16, 2021 at 10:11:11 AM EDT**

Yesterday morning, the CWA Bargaining Committee worked on formulating proposals to present to AT&T representatives relative to the Company's proposed implementation of a COVID-19 Vaccination Policy. During the afternoon, parties reconvened negotiations on the matter. During the session, the Union passed twelve proposals to the AT&T committee. After explaining each proposal and answering the Company's initial questions about them, the bargaining session adjourned to allow the Company time to further review and consider the Union's proposals.

The parties agreed to meet again today. Future updates will be forthcoming as negotiations continue.

Your CWA Bargaining Committee,

District 3: Nick Hawkins, Assistant to the Vice President  
District 4: Curt Hess, Assistant to the Vice President  
District 6: Mark Franken, Administrative Director  
District 9: Dominique Thomas, Assistant to the Vice President  
CWA T&T Office: Ken Saether, Assistant to the Vice President

**CWA/AT&T - Wireline COVID Vaccination Bargaining Update #6 Sent: Friday, September 17, 2021 10:21 AM**

On September 16, 2021, the parties resumed negotiations on the Company's proposed implementation of a COVID-19 Vaccination Policy. Proposals presented by the CWA Bargaining Committee the previous day were discussed. Ultimately, the Company provided responses to each of them; either rejecting them or indicating where there might be latitude for movement.

After the bargaining session adjourned, the CWA Committee caucused to review and discuss the Company's responses as well as prepare counter proposals to be passed during Friday's joint session.

Additional updates will be provided as new information becomes available.

In Unity,

Your CWA Bargaining Committee:

District 3: Nick Hawkins, Assistant to the Vice President  
District 4: Curt Hess, Assistant to the Vice President  
District 6: Mark Franken, Administrative Director  
District 9: Dominique Thomas, Assistant to the Vice President  
CWA T&T Office: Ken Saether, Assistant to the Vice President

**CWA/AT&T - Wireline COVID Vaccination Bargaining Update #7 Date: September 18, 2021 at 3:36:10 PM EDT**

On September 17, 2021, the parties continued meetings at the bargaining table. The CWA bargaining committee passed modified bargaining demands across the table. The company's committee had several questions about the Union's efforts to protect its membership from the company's hardline stance on the implementation of their COVID-19 Vaccination Policy.

Our Union bargaining committee answered the company's questions and made it clear that certain protections must be in place for our membership. As it stands today, our committee is on standby awaiting a response from AT&T. As additional information becomes available, updates will be distributed.

In Unity,

Your CWA Bargaining Committee:

District 3: Nick Hawkins, Assistant to the Vice President  
District 4: Curt Hess, Assistant to the Vice President  
District 6: Mark Franken, Administrative Director  
District 9: Dominique Thomas, Assistant to the Vice President  
CWA T&T Office: Ken Saether, Assistant to the Vice President

**CWA/AT&T - Wireline COVID Vaccination Bargaining Update #8 Sent: Wednesday, September 22, 2021 1:00 PM**

As previously reported, the CWA bargaining committee has passed numerous proposals and counter proposals across the bargaining table relative to AT&T's plans to implement a rigid COVID-19 Vaccination Policy. The ball remains in the company's court as the Union committee continues to await AT&T's response to our most recent bargaining demands. At this time, there is nothing new to report.

The CWA bargaining committee will remain on standby awaiting a response from the Company. We will distribute additional updates once there is new information to report.

In Unity,

Your CWA Bargaining Committee:

District 3: Nick Hawkins, Assistant to the Vice President

District 4: Curt Hess, Assistant to the Vice President

District 6: Mark Franken, Administrative Director

District 9: Dominique Thomas, Assistant to the Vice President

CWA T&T Office: Ken Saether, Assistant to the Vice President