



Via E-mail

Q-096

4/21/2021

TO: All CWA Locals with legacy Qwest Members

FROM: Susie McAllister, Assistant to the Vice President
Lisa Avila, Administrative Director to the Vice President

SUBJECT: Response to Enhanced Premise Technician Postings

We sent the following response to the Company on April 20, 2021 regarding the posting of Enhanced Premise Technician jobs:

To be clear, the Union is not "requesting" to bargain, we're demanding it as is our right under Article 6. Moreover, we are not limited to negotiating over the name of the title, but over its very existence. Simply put, we believe that the Company is attempting to undermine existing job titles in order to get the same work done at a lesser wage. This is neither the spirit nor purpose of Article 6 and has never been used this way in decades of practice between the parties.

As for your threat to move forward with job postings, you do so at high risk. Should the purported new job title be found to violate the Agreement, you will be ordered to not only discontinue it, but to pay back pay to all those forced to take lower-paying jobs to perform the same work. The Union will further push for interest on that back pay, which arbitrators are more and more willing to award, especially in egregious cases such as this. We think the Company would be best advised to withdraw any job postings until the parties can work out our dispute and demand that you do so immediately.

Please confirm that the Company is willing to bargain in good faith. And also please provide us with bargaining dates and times during the week of May 3, 2021.

SM/er opeiu30, afl-cio

c: CWA District 7 Staff