

Job bid and transfer grievances

Our process is to hold all grievances for at least thirty (30) days from the date the last Selection Activity Report (SAR) is posted. This gives everyone who wants to file a chance to turn in a grievance. We will then file for the senior-qualified grievant on that selection. Once we have determined the senior grievant(s), we will notify everyone who filed.

Also, you may notice when you look in the Career Resource Center under your profile and history that your Job Grade looks to have been changed in 12/19/07 to a different number. This number in no way impacts your pay as nothing can change until the contract expires in August 2009.

Frequently Asked Questions

Where do I bid for other jobs at AT&T Southeast? How do I apply for SIPP? How do I verify that I still have a future bid on file?

The [Career Resource Center](#) at the [Careers@AT&T](#) website is where current and former BellSouth/AT&T Southeast employees can bid for posted jobs, place future job bids, fill out the Expression of Interest (EOI) form for SIPP, and post recall bids as well as tracking their own employment and testing history at AT&T Southeast. You will need to use your social security number to log in to the site. If you have logged in before and are now locked out, you may still be able to log in by clicking "Forgot Password" and selecting the correct security question.

It is the personal responsibility of every employee to keep track of their own job bids. Please print your "Review Requests" page after every new bid you post and every so often after that. We have had reports of people's requests mysteriously vanishing.

I think someone less senior to me/less qualified than me/not surplus was given the job I bid on. How do I verify that?

The Career Resource Center also has a section for Selection Activity Reports. This report details the names of individuals who were selected for jobs vacancies, their old & new titles, where they came from, where they went, the date of selection and the request type. The table below details the order in which job vacancies are filled and the corresponding sections of the contract. This report is generally at least a month old by the time it is posted. If you believe the contract was violated based on the information you see on this report, you have the right as a represented employee to file a grievance by calling the Local at 404 688-1256.

******IMPORTANT******

This list is the Company's list, not CWA's list. The list assumes all things being SUBSTANTIALLY equal. There are any number of factors that can make one person MORE QUALIFIED than another. The most common reasons are

1. The selectee had previously held the title (EX: Previously surplus ET who bumped down to become a LTS bidding back to be a ET in any exchange)
2. Or had been through the training for that title (EX: ST gets an FT job over another ST because they had been trained to do cable splicing before they were surplus as an OPT 3 years ago.)
3. Or had recall rights filed giving them priority back to EITHER their old title OR their exchange.

Make sure you ask your selector what made the person selected MORE QUALIFIED than you before you file your grievance and for the love of all that is HOLY please print your request. It has your requisition number and proof that you bid at all.

Vacation treatment of employees transferred into your department because of the surplus

The contract addresses this issue in Per Article 5.07E, any employee who is transferred into a work group at the instance of the company will bring his/her vacation selections with them and the new department will honor those selections.

Pay in lieu of Vacation Days and Carry over days

If an employee accepted SIPP and has remaining carry-over days he/she should be paid in lieu of these carried over days IF the days are VP. The Company will not buy back HO/D/DP (except designated HOs) so they are therefore NOT paid.

Priority Group	Priority Order	Request Type	Request Description
Priority 1	1	(G)	Grievance Settlement
	1	(M)	Guaranteed reinstatement from leave
	1	(W)	Article 10 moves-Change in Place of Reporting, Assignment, Work Group, Shift (10.01A2). Change in department (10.01A5)
Priority 2	In Seniority Order	(D)	Surplus Employee (within 35 miles)
		(E)	Medically restricted (within 35 miles)
		(2)	Surplus -Other Entity (Not PJB) in State within 35 miles
		(U)	Return Rights (7.01K)
		(3)	On Technological Leave of Absence
		(4)	12.02F (employee still on payroll)
		(B)	Surplus-Partnership Job Bank (PJB) within State
Priority 3	In Seniority Order	(F)	Article 7 Return to FT (7.01C)
		(D)	Surplus Employee (outside 35 miles)
		(E)	Medically restricted (outside 35 miles)
		(2)	Surplus -Other Entity (Not PJB) in State outside 35 miles
		(H)	Recall-Inside Family of Skills (7.02A1) (uses current JTC)
Priority 4	In Seniority Order	(5)	Recall-Inside Family of Skills (7.02A1) (uses previous JTC from 7.01F or 12.02F))
		(K)	Recall-Outside Family (7.02A2) (uses current JTC)
		(6)	Recall-Outside Family (7.01F or 12.02F) (uses previous JTC)
		(T)	Lateral/Demotion under 12.02B
		(P)	Promotions under 12.02C
		(7)	7.01F (employee still on payroll)
(A)	Company Considered Candidate Hires		

Surplus Information

Given that Surplus/SIPP questions are dominating the majority of job bids/transfer inquiries into the Local, the following information is being provided to the membership to try and answer some of your questions up front. Please read the information provided below or call 404 688-1256 for additional information. We appreciate your patience as we are handling an extraordinary volume of questions and grievances.

Surplus Process Flowchart

We are getting lots of questions from folks who want to know what is the process of the Surplus. Here is the actual process as defined by the Company. We have been advised that real-world experiences have been very different.

"ANNOUNCED" SURPLUS

- Department submits to Labor
- Labor notifies CWA and Staffing
- Bumping and Expanded Supplemental Income Protection Program (ESIPP) into group limited

FOLLOW-THE-WORK

(not declared surplus at this point)

- Company determines whether "Follow The Work" (FTW) will be available and the number of opportunities
 - "Pooled seniority" concept
- Department processes with Staffing guidance

SURPLUS DECLARATION

- Department submits to Staffing by 5th of month preceding new quarter
 - Staffing notifies CWA by 15th of month
- Declared by essentially the same type work or Essentially the Same Type Work (ESTW), exchange, and Organizational Unit (OU)
 - Review Expression of Interest Forms (EOI's) on file and mail Supplemental Income Protection Program (SIPP) packages

EQUAL LEVEL VACANCIES WITHIN 35 MILES

- Surplus employees offered equal level vacancies in the exchange or an exchange within 35 miles. Those who decline forfeit bumping rights and may forfeit eligibility for termination allowance.
- Then, remaining surplus employees reassigned in inverse order to equal level vacancies in the exchange or an exchange within 35 miles in the same family of skills (same OU)
- Then, if equal level vacancies still exist within 35 miles (regardless of family of skills), remaining surplus employees forfeit eligibility for termination allowance in inverse order, up to the number of equal level vacancies remaining

SURPLUS PACKAGES

- Surplus packages prepared for all remaining surplus employees and potential bumpees
 - Surplus packages distributed and explained. Options include:
 - Vacancies
 - Leaves of Absence
 - SIPP/ESIPP
 - Bumping (unless previously forfeited)
- 5 calendar days allowed for return of Master Ranking Sheets

Master Ranking Sheet ASSIGNMENTS

- Assign surplus and bumped employees to highest available choice for which qualified
- True-up each bump list until first bumping assignment is made; then no more true-up

2ND FOLLOW-THE-WORK

- Eligible surplus employees offered second chance to follow-the-work, provided opportunities still exist

Clarification of Recall vs. Return Rights

The contract affords you certain right to try to give you back your job if you are surplussed.

Return rights (Art 7.01K, pp106) apply for five years if you are *on payroll* and give you back a position in your previous exchange. You have the right to file one (1) return request through the Career Resource Center ([CRC](#)). Example: A Digital Tech gets surplussed from Atlanta and takes a job in Kennesaw as a Sales Associate. Return rights *could* make him a DT in Atlanta again or a Sales Associate in Atlanta, but that employee must make a choice when filing their return request. The idea is to get you back to your old exchange, not necessarily your old title.

Recall rights (Art 7.02 pp107-108) apply if you are *off payroll*, for four years and honor up to six requests for future bids (at equal or lower level full-time jobs within any of the 9 states from your previous Company) from the [CRC](#). If the Company offers you any one of those 6 positions and you decline the job, the Company is no longer obligated to honor your recall rights.

People who are still on payroll get called first. This is why so many people jump and take the up-front bump or an offered position without using their full 48 hours to decide and find themselves in jobs they find are not very agreeable.

You have rights--use them.

Job Bank Clarifications

PLEASE BE ADVISED! Some of our members have misinterpreted Art 7.01F (pp 104-105) that they could accept a job from available vacancies, then if they did not find it to be a good "job fit," they could just say "no thanks" and go back into the Job Bank retaining all recall and return rights. THIS IS NOT TRUE. This contract language reads that AT THE INSTANCE OF THE COMPANY the employee may get a termination allowance and leave the Company/enter the Job Bank. One must prove an unadaptability to the job by the Company's standards to qualify for this option.

Eligibility in the job bank depends on the employee having termination pay to draw from, dictated by seniority. In other words, an employee will not be in the Bank more weeks than they have termination pay. There is only one (1) exception: An employee who has six (6) months or more but less than one (1) year of service, at the time of entering the bank, and is receiving one week of termination pay will be eligible for two (2) weeks in the Bank {One of the weeks in the Bank with pay (receipt of term pay) and one week without pay}.

Termination allowance is calculated **one** time as of the date the employee enters the Job Bank per Article 24.05D1. Once the allowance amount is established, adjustments are subtracted, in accordance with Art 24.05D5, for a full day's pay for time not on a work assignment. At the conclusion of the Job Bank eligibility, the balance of the termination allowance is paid to the employee without any additional calculations or adjustments.