

**Communications  
Workers of America**  
AFL-CIO

80 Pine Street, 37<sup>th</sup> Floor  
New York, New York 10005  
212-344-2515  
212-425-2947 (facsimile)

Dennis G. Trainor  
Vice President  
District 1

Amy S. Young<sup>†</sup>  
Atul Talwar\*  
Nick Hanlon\*  
Sumanth Bollepalli\*\*



DISTRICT 1  
LEGAL DEPARTMENT

<sup>†</sup>Admitted NY & WV Bar  
\*Admitted NY Bar  
\*\*Admitted NY & CT Bar

TO: AT&T Mobility

FROM: Communications Workers of America, AFL-CIO, Legal Department – District One

DATE: September 12, 2017

RE: Protected Activity Under the National Labor Relations Act (NLRA)

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Please be advised that Section 7 of the NLRA provides employees the right to engage in concerted activity for mutual aid and protection. This includes the right to display union insignia in the workplace in the form of buttons and stickers. *See Pacific Bell Telephone Company, Nevada Telephone Company d/b/a AT&T*, 362 NLRB No. 105 (2015). In fact, AT&T's Team Colors policy also permits employees, including customer facing employees, to display stickers or buttons on their uniforms that are not offensive and are modestly sized. The relevant section of this policy is attached.

Should AT&T request that any CWA member remove any stickers or buttons that they have a right to display, CWA will immediately seek to enforce his or her rights.



## Miscellaneous

- Employees must be wearing Team Colors attire and nametags according to the dress policy before they begin their shift.
- To increase accessory sales, employees may be required to wear accessories (i.e. blue tooth headset) as determined by their supervisor while on the sales floor. Employees are not required to purchase accessories.
- If needed, only AT&T branded lanyards may be worn in COR locations.
- Competitors' Signature Colors (Verizon Red, T-Mobile Pink, Sprint Yellow, etc.) may not be worn with Team Colors.
- No additional items are to be worn in conjunction with the approved AT&T Team Colors Program (i.e. no co-branded items such as buttons, ribbons, patches, stickers, shirts, hats, sweaters, jackets, etc.).
- Managers should send the employees home if they fail to follow the Non Negotiable Standard by showing up for work without their Team Colors shirt or nametag or if their appearance isn't in compliance with the AT&T Dress Policy.
- Failure to comply may result in disciplinary action, up to and including termination.
- If you have a question regarding what is considered acceptable for work, ask your supervisor before you wear it.

\*Employees may wear a union button that is modestly sized, with a message that is not offensive, including employees that work in customer-facing positions. For example, a button within reason (1-2 inches in diameter) that says something to the effect of "CWA" is permissible. Buttons that are offensive or unsafe are not permitted.

