



# Cingular Unity



November 2006

## Election Results

The non-certified results from our recent election for WashTech officers from Earned Paid-Time Off Cingular-Bothell are finally in! Please congratulate:

- Bill Montgomery**, ANS (48 votes)
- Les French**, BEUC (41 votes)
- Nancy Wright**, ANS (39 votes)

Ben Schlechty, ANS received 38 votes.

If you see any of the new Vice Presidents, stop and congratulate them.

They are **YOUR** voice in WashTech's leadership!

## November 7 General Election

Just a reminder to vote on November 7<sup>th</sup>. Our elected leaders seem to only pay attention to those who vote. So if you don't make your voice heard at the ballot box, our elected leaders won't hear you.

For a list of labor supported candidates: [www.wslc.org](http://www.wslc.org)

## Congratulations to our new CAT members And Shop Stewards!!!

Last month, we have trained several representatives to be activists and advocates for you in the call center.

Please congratulate new Cingular Action Team members:

- David Hildebrand, ANS
- David Waterbury, ANS
- Rebecca Goodman-Conrad, BEUC

Please congratulate your new Shop Stewards:

- Pat Ray, BEUC
- Mindi Hart, ANS

These fellow co-workers took the time to get trained to represent all of you for the union in the call center. Please take a moment to congratulate them if you see them.

If you are interested in becoming a CAT member or Shop Steward, please contact a shop steward or Craig Gamble at the WashTech office.

## First Year Attendance Issues

We have seen numerous terminations due to attendance for many of our members who are in their first year of service with the company. In these cases, many did not know some of the basic rules and facts about attendance in the call center. Hopefully, the overview in the next column will shed more light on this subject for you:

***"My friends, it is solidarity of labor we want. We do not want to find fault with each other, but to solidify our forces and say to each other: "we must be together; our masters are joined together and we must do the same thing."***

*-Mary "Mother" Jones*

## First Year Attendance Guideline Overview

<b>0 – 3 Months:</b>	No paid time off.
<b>3 Months:</b>	1 Floater Holiday; 1 Excused With Pay (EWP) Day <sup>1</sup>
<b>Total:</b>	<b>2</b>
<b>6 Months:</b>	1 Floater Holiday; 1 Designated Holiday 1 EWP Day; 5 Vacation Days
<b>Total Earned:</b>	<b>8</b>
<b>Maximum:</b>	<b>10</b>
<b>9 Months:</b>	1 EWP Day
<b>Total Earned:</b>	<b>1</b>
<b>Maximum:</b>	<b>11</b>
<b>12 Months:</b>	1 EWP Day; 5 Vacation Days
<b>Total Earned:</b>	<b>6</b>
<b>Maximum:</b>	<b>17</b>

## Basic Rules For Usage

**Attendance Policy:** 7-point threshold for termination.

Unexcused Absences = .25 point - 1 point  
Excused Absences = 0 points

### Excused Absences:

- Company approved time off<sup>2</sup>
- Company approved leave of absence<sup>2</sup>
- Sick time off due to illness of a family member under the WA Family Care Act
- Time off due to accommodation under the Americans With Disabilities Act (ADA)

### Unexcused Absences:

- Absences other than above may be considered as unexcused by the company
- Partial absences (i.e. late to work, late from lunch/break) may be considered as unexcused by the company

### Absences under the WA Family Care Act must:

1. Be for the illness off an immediate family member
2. You must have paid time off available to use

*Note: The WA Family Care Act does NOT apply to your own illness.*

### Absences under the ADA:

More information on the ADA can be found on Page 2 (reverse side)

<sup>1</sup> – See Article 24 of the CWA/Cingular 2005 Labor Agreement for details

<sup>2</sup> – Pursuant to 2005 Labor Agreement and Company Policy

## Contact Us!

[www.washtech.org](http://www.washtech.org)  
206-726-8580