



AT&T



COVID-19 Vaccine Policy

CWA-Represented Mobility Employees

Effective October 1, 2021



The Policy

The health and safety of our employees and customers is a top priority. To help make our work environment safer, all employees are **REQUIRED** to be **FULLY VACCINATED** against COVID-19 when they:

- Enter an AT&T work location, client, or customer site, or are reasonably expected to as part of their jobduties.
- Attend an in-person, company, or client event (onsite or offsite) or are reasonably expected to as part of their jobduties.

Fully vaccinated means two weeks following the final dose of a COVID-19 vaccine that has received final approval or approval under an emergency use authorization from the U.S. Food and Drug Administration (FDA). The definition of fully vaccinated will also include future measures authorized by the FDA and recommended by the CDC, e.g., booster shots if so authorized and recommended.

Exceptions to Required Vaccinations

- Where prohibited by law.
- Employees with an accommodation approved through the [Job Accommodation Group](#).

Employees must attest they have received all required doses of the vaccine, upload a copy of their vaccination card to the [Vaccine Attestation Tool](#) and enable Vaccine Perks to be compliant under this policy.

Falsification of records, including but not limited to proof of vaccination, is a Code of Business Conduct violation subject to discipline, up to and including termination of employment.

Union-represented employees must be fully vaccinated by February 1, 2022. Employees who fail to meet that requirement will be in violation of the AT&T Code of Business Conduct standards and will be subject to discipline up to and including termination.

Regardless of vaccination status, employees must follow all [Workplace Behavior & Face Covering Guidelines](#).

Benefits Coverage & Cost

The cost of the vaccine and boosters will be covered under AT&T Medical Plans. Employees may need to present their health insurance information to the vaccine or booster provider(s) to cover the cost of the vaccine/booster. More information on COVID-19 Benefits Coverage is [available here](#).

Time Off for COVID-19 Vaccination

AT&T will provide the following time for employees to get fully vaccinated and comply with this policy:

Non-exempt Bargained Employees

Time to get vaccinated and/or receive a booster shot if authorized and recommended by the CDC. for non-exempt employees should be considered and reported as time worked regardless of whether or not the time taken is during work hours.



Exempt Bargained Employees

Exempt employees who are unable to get vaccinated during non-work hours or at an appointment sponsored/arranged by the company will be provided up to 4 hours of paid time off to receive a single-dose vaccination or up to 8 hours of paid time off to receive a vaccine that requires two doses. Employees will also be provided up to 4 hours of paid time off to receive a booster shot if authorized and recommended by the CDC. Employees must schedule the time off to get vaccinated in accordance with normal vacation/PTO scheduling processes and availability will be based on needs of the business.

Where federal/state/local law provides paid time off for vaccination, paid time off for vaccination cannot be denied based on the needs of the business and must be provided consistent with federal/ state/local law. Refer to [COVID-19 Paid Sick Leave Law Updates](#) available on the [COVID-19 Employee Resources HR OneStop Page](#) for more information.

COVID-19 Vaccine Finder Tool

Visit the [Castlight COVID-19 education hub](#) to learn more about your vaccination options and search for available vaccines in your area using the [vaccine finder tool](#).*

Visit the links or text APP to 35925 to download the app.

**The vaccine finder tool is available to U.S. Employees. Make sure you have the latest version of Castlight to get the full vaccine navigation experience.*

COVID-19 Vaccination Resources

We understand some employees may be concerned about getting the vaccine and encourage employees to consult their healthcare provider and [review the resources on the CDC website](#) to learn more.

Policy Control

The Company reserves the right to amend, change, update or cancel this policy or any part thereof, or reduce, modify, amend or suspend terms at its sole discretion. This policy is not a contract, assurance of compensation, continued employment, or benefit of any kind. Nothing in this policy shall affect or limit the right of the Company to develop or implement additional policies or programs as it deems fit, either in connection with this policy, or other policies and programs or otherwise. Where state or local laws differ from this section, the legal requirements prevail.

