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February 4, 2021  
Oppose House Bill 1323  
Chairman Lefor

House Industry, Business and Labor Committee

Dear Chairman Lefor and Members of the Industry, Business and Labor Committee,

In response to HB 1323, we want to clarify that AT&T complies with the CDC's COVID-19 guidelines to protect the health and safety of our employees, our customers, and the public. Keeping everyone safe during this pandemic is our top priority.

As such, AT&T has taken steps to safely operate our business, retail locations and offices. In addition to maintaining social distance, hand washing hygiene and routine sanitizing of surfaces, AT&T has also instituted face covering requirements that must be followed in the workplace or while performing work on behalf of AT&T. It is our corporate policy that all employees, non-payroll workers and vendors must wear a face covering.

If an employee has an underlying health condition or religious reasons, we have internal processes employees can go through to opt out, and we will make job accommodations for those employees. But, if the legislation allows employees to unilaterally make the determination of whether they are going to wear a mask or face covering, it puts all our employees, their families and our customers at risk. The bill appears to override our corporate policies.

We want our employees and customers to be confident that AT&T will have their health and safety uppermost in how we manage our interactions. That's the very least we can do as a corporate citizen. Our mask/face covering policies are intended to protect everyone and provide a consistent and level playing field in the interest of public health. Wearing a mask is easy and a small sacrifice to make.

Nothing is more important than the safety, health and well-being of our employees, customers and communities in these challenging times.

Sincerely,

Cheryl Riley  
President, AT&T External Affairs  
Northern Plains States