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Joint Petition of
Altice N. V and
Cablevision Systems Corporation,
Cablevision Lightpath, Inc.
and Cablevision Cable Entities
Case No. 15-M-0647

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Honorable Kathleen Burgess
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Concerns and comments by Neville McFarlane and fellow employees

On behalf of myself and many of my fellow employees, I am bringing pertinent information to this office's attention in the matter of Altice USA Cablevision Case No. 15-M-0647. This Accusation of Cablevision by Altice USA was met with opposition. One such opposition was stated by the honorable Letitia James head of the NYC Public Advocacy.

We the employees are now convinced that Altice USA is in direct violation of the PSC agreement. There are literally almost no AUSA technicians in the Bronx and other New York locations. They have either been forced out through constructive dismissal or lead to believe that there would be no work available for AUSA technicians or convinced to take a pay cut and changed employment to Altice Technical Services. There is strong evidence and arguments to show that Altice USA has and still maybe continuing to violate the PSC agreement.

Not too long after the decision by the PSC to give the green light for Altice USA to acquire Cablevision, management announced Altice USA would create a new startup company, Altice Technical Services and that there would be a short term and a long term transition into this new company. Those who didn't transition at that time would eventually automatically be transitioned at a later time.

Around late June of 2017, Altice USA started announcing that severance packages or relocations were going to be offered to only Altice USA technicians, but none to those who signed on to the new company Altice Technical Services who are now essentially in contractor roles. This announcement left many of us in duress. We attempted to notify Altice by writing on the proposed agreement sent to us, stating many of us are in duress with the sudden change. They told us we could not voice our concerns on the signed document. One can assume this was in fear of it coming back to delegitimized such agreement so they tried to silence us by having us resubmit the proposal. Many of us still have that first signed document with our written concerns.

I have forwarded some information pertaining to some of the egregious things that are or have already taken against its employees. According to Claude Solnik article in the Long Island Business News (Libn.com) dated 11/12/2017, titled Altice USA shares drop amid \$182M loss, they are well below their IPO price, their advertising revenue have decreased, continue increase in programming cost per customer and they continue to consolidate. From my perspective this cannot be good for the employees and the consumers.

As stated here in an email I sent to Altice USA Corporate HR, I and many of my other fellow colleagues knew this was Constructive Dismissal by our employer. Proof of this is, some of the workers who were given the only two options decided take the long commute to Hawthorne NY and other remote locations because it was in their best interest to continue to work. They were given only a week to make this critical decision. To make matters worse, a few months later management approach some of the workers who chose to commute to Hawthorne NY with an ultimatum of another severance package and was told it would be in their best interest to take the package. By this time the Bronx work location was almost fully converted to the new company which Altice USA Created, (Altice Technical Service) and as per management there were no positions available for any Altice USA technicians. Please note, Altice Technical Service technicians are now contractors. Those technicians who had signed taking a new role in Altice Technical Service Company we're told they would not be contractors by management which turned out to be false. Currently there are only two Altice USA technicians and one AUSA manager at the Bronx location.

I assume in order to provide some form of protection to NYC workers employed by Altice USA the PSC saw fit to shield or cushion the workers in their employment by imposing a 4 year customer facing jobs protection

clause in the agreement. This argument was a direct result of Public advocacy office, the CWA union input and the PSC. Although the CWA union is not completely representing all of Altice USA locations, they have been instrumental in the past and present by helping workers employed by Altice USA by making sure fair labor practices are being followed. Regrettably though not all locations are unionized including the Bronx locations. For this reason Altice has been able to implement tactics via what we believe to be loop holes in the PSC agreement, offering what they phrased as voluntary retirement packages to employees who never requested it or to relocate to other locations that would be far from where they have been working for many years, (constructive dismissal).

As there is much demise to this Accusation, this is truly a tragedy to New York workers and to the consumer who have suffered lack of the great service which we the employees have worked so hard to uphold over the years. It appears that Altice ultimate goal is to build wealth at the top by any means necessary. The past owner of Cablevision built an American company and it became so attractive that Altice USA saw fit to payout over \$17.7 billion. That is by all means true value of what was a great company. Today however, many of us current and past employees have felt our value degraded. Truth be told just look at Altice Moody's grade as they struggle. Their shares has also dropped into the low twenties since they went public

The purpose of the message is to bring attention to Altice USA dealings especially with its employees and to charge the PSC in looking into Altice USA business practices, also not to allow Altice USA to be their own police. If a survey were to be done today to ask all the past employees why they left their jobs at Altice USA, either because they felt they were being forced to leave and just left or those who took a severance package because they knew Altice had no intention on keeping them even with PSC 4 year customer facing agreement, the majority would say they were forced out of their jobs.

NYC employees are special kind of workers. We help to drive the economy not just in New York but all over the world. Our talents, innovations, skills and hard work ethics are why we demand sometimes above average wages and world class benefits. These things should never be an issue for any employer in This Great New York.

If Altice USA is allowed to continue on this destructive path, we will be allowing them to continue to undermine all its labor force in New York.

The Public Advocacy office had strong warnings against this initial accusation. If this information brings any concerns this office or any above said office, I implore these offices to take up this matter and open a full investigation and to reach out to the powers who maybe to do the same.

Thank you

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See attachments