

DEADLINE: MARCH 29, 2024

ONLY ONE CONTRACT ARTICLE PER FORM



FOR LOCAL USE ONLY: CONTRACT
ARTICLE AFFECTED Article 7

BARGAINING DEMAND

BELLSOUTH/AT&T SOUTHEAST

LOCAL # 3204

TITLE OF MEMBER SUBMITTING DEMAND _____

NAME OF MEMBER SUBMITTING DEMAND _____

DEMAND As a proposal to satisfy a surplus declaration, surplus affected employees may elect to participate in a reverse seniority surplus process. The process will be set forth to allow the most senior surplus employees in the affected org unit, exchange, and title, to swap places with the most senior employee in the same org unit, title and any exchange within 35 miles. This option shall be made available on the Master Ranking Sheet. Senior employees the same org unit, title, and exchange within 35 miles shall be informed of the option to be surplusd within this process.

REASON The senior employee will be allowed to receive termination allowance described in Article 8.04B (or 8.04C) and the most senior of the affected junior employees removed from the surplus by replacing the senior employee described above.

SPECIFIC EXAMPLES This process will allow for the company to reduce head count in the affected org unit, exchange, and title therefore providing the company with a trained employee in the same group, exchange, or exchange within 35 miles. This proposal can be modified to allow for reverse seniority to be extended to employees performing essentially the same type work. Employees not affected by the surplus may submit to be considered for Reverse Surplus during the proceeding the surplus quarter the same as they do for SIPP.

TELEPHONE # **WORK** _____
 HOME _____

NON-WORK EMAILADDRESS: _____

SIGNATURE OF LOCAL PRESIDENT _____

Please use attachments if additional space is required. Staple all attachments to this form.