

2019 CWA/BST Contract Explanation

Friday, September 6, 2019

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COMPREHENSIVE COMPANY PACKAGE

The Company Proposes:

1. New Pass - CP.02.04 – MOAs & Letters
2. New Pass - CP.31.01 – Letter of Intent - Staffing Issues
3. New Pass – CP.32.00 – Update Job Review Committee
4. New Pass - CC.06.03 – Incorporate DTV MOA into UFO Addendum
5. New Pass - CC.22.05 – Personal Illness
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7. New Pass - CC.62.03 – Guaranteed Personal Time Off
8. New Pass - CC.65.03 – Force Adjustment and Layoff Allowance

The Parties have Agreed thru Package Bargaining:

1. CP.08.01 – Uniform Program – Core
2. CP.19.00 – Eliminate Obsolete Titles
3. CP.24.00 – Tuition Aid Policy Letter
4. CP.27.00 – Delete Operator Services/Consumer Services Forums
5. CC.07.00 – PARTNERSHIP
6. CC.11.02 – Service Observing
7. CC.61.02 – Discipline Entries

The Parties have TA'ed:

1. CP.01.00 – Clean-up (TA'd 7.23.19)
2. CP.22.00 – ESTW – Wage Scale 20 and Below (TA'd 7.29.19)
3. CP.23.00 – Bumping Pool (FI/ST/DT/OPT) (TA'd 7.29.19)
4. CP.29.00 – Clarification Letter (TA'd 7.29.19)
5. CC.09.00 – Surplus – Bumping (Article 7.01C4c) (TA'd 7.29.19)
6. CC.10.00 – Article 7 Requests priority over Article 10 (Article 7.01C) (TA'd 7.29.19)
7. CC.28.00 – Surplus Process – Dedicated CPE (Article 7) (TA'd 7.29.19)
8. CC.29.00 – MSC – Skill Group 3 (Appendix A) (TA'd 7.29.19)
9. CC.52.00 – UFO – Extend MLOA (TA'd 7.29.19)
10. CC.69.00 – UFO – Eliminate 7.01 (TA'd 7.29.19)

Company Withdraws:

1. Company Counter Package H
2. CP.03.00 – Eliminate Aug 9 Letter striving to use BU employees to perform certain work
3. CP.05.00 – Eliminate Presidential Council (Moved to CI Table)
4. CP.06.03 – Wire Tech Scope of Work
5. CP.07.00 – Eliminate all Protections in UFO Addendum

Proposal ID: Comprehensive Company Package
AT&T Proprietary (Restricted)

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COMPREHENSIVE COMPANY PACKAGE

6. CP.09.03 – Modifies Article 14
7. CP.10.00 – Remove contracting limitations on Network side of NID
8. CP.11.01 – Panel – Mutual Agreement
9. CP.12.04 – Termination Pay
10. CP.18.03 – Mandatory Stand-By
11. CP.21.01 – Modify Relocation Payments
12. CP.25.01 – Aligning for Success MOA (Moved to CI Table)
13. CP.26.02 – Appointed Positions MOA - Process Improvement & PARTNERSHIP
(Moved to CI Table)
14. CP.28.01 – Modifications to UFO Force Movement
15. CP.30.02 – Benefits Appointed Position MOA (Moved to CI Table)
16. CC.13.00 – Reduce Entry Timeframe
17. CC.16.01 – Letter Safety Issues
18. CC.21.01 – Easy Time
19. CC.24.00 – Large Business Flexible Excused Time
20. CC.26.00 – CPE Meal and Other Expense Amount
21. CC.32.00 – Add Veteran's Day to MLK Letter
22. CC.33.02 – Arbitration Back Pay 12 Months
23. CC.37.01 – Excused Work Days
24. CC.38.00 – 12% Cap ST/FT/OPT
25. CC.57.02 – UFO Deaths
26. CC.66.00 – Force Adjustment and Layoff Allowance
27. CC.73.00 – Vacation Selection Letter

Union Withdraws:

1. UP.01.02 - Guaranteed Call Volume MOA
2. UP.02.00 - OPT from WS31 to WS32, Move ST to FT (31-32)
3. UP.03.00 - SIs Consultants – PTO at 100%
4. UP.04.01 - Objectives locked at beginning of month and exclude Bargained PTO
5. UP.05.02 - WT to ST
6. UP.07.00 – Increase PARTNERSHIP funding
7. UP.08.00 – Increase SIPP
8. UP.12.00 – Remove Open-ended Scheduling
9. UP.13.00 - Reduce Entry Timeframes
10. UP.15.01 - Increase Safe Load Limit
11. UP.16.01 - Safety
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13. UP.20.00 - Flex EWD
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15. UP.24.00 – Large Business Flexible Excused Time
16. UP.25.02 - Upgrade Wage Zones
17. UP.26.01 - Temp Trans – Elim Cust Mkts Add

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COMPREHENSIVE COMPANY PACKAGE

18. UP.32.01 – Add Veteran’s Day to MLK Letter
19. UP.33.02 – Back pay on arbitration
20. UP.37.01 – Excused Work Days
21. UP.38.01 – Add DT to MOA to Bump Wire Technician
22. UP.39.01 – Letter to Address State of Emergency (All)
23. UP.40.02 – Funeral Time (Core)
24. UP.44.00 - Increase commuting expenses
25. UP.45.00 - Reinstatement – Other HCC Prem
26. UP.48.00 - OT CAP 14 to 10
27. UP.49.00 - Double Time after 49
28. UP.50.00 – UFO Uniforms
29. UP.53.01 - 40hr Build Include Vac & Hol
30. UP.54.01 – UFO 1.5 for all hours on Holiday
31. UP.55.01 – UFO 1.5 for all hours on Sunday
32. UP.56.00 - Reduce Probationary Period 12 to 6
33. UP.57.02 – Death Letter for Wire Technician
34. UP.58.01 - Limit 6 day wks to 3 consecutive
35. UP.60.01 - Shift Differential Like Core
36. UP.63.00 - Guaranteed 2 weekends off
37. UP.64.00 - 10 days illness absence
38. UP.66.01 – UFO Layoff Allowance and Job Bank
39. UP.68.01 - Home Garaging – Voluntary Only
40. UP.70.01 - Penalty Payment for Paycheck Issues
41. UP.72.01 – UFO OT Equalization
42. UP.73.01 – Vacation Selection Process for UFO
43. UP.75.00 – Modify Relocation
44. UC.06.02 – Wire Technician Scope of Work
45. UC.10.01 – UFO Contracting Out
46. UC.11.00 – Panel Process
47. UC.12.00 – Termination Pay
48. UC.18.02 – Mandatory Stand-By
49. UC.21.00 – Modify Relocation
50. UC.25.00 – Aligning for Success
51. UC.26.00 – Appointed Positions (Process Improvement/PARTNERSHIP)
52. UC.30.00 – Benefits Appointed Positions

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Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.02.04	Company Proposal	BST	BST

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
MOAs and Letters	CP.02.00, CP.02.01, CP.02.02, CP.02.03

Summary	This proposal includes a list of MOAs and Letters to be renewed, those that will not be renewed and those for which the provisions of the MOAs have been implemented, completed and satisfied.
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MOAs / Letters to be Renewed:

Year	Date	Summary	Location
1986	8/10/86	Re-Format Working Agreement (Titles not covered by Working Agreement)	See attached
1989	9/18/89	Feedback - Tests for Job Vacancies	See attached
1999	9/27/99	Placing temporary employees in regular vacancy	See attached
2001	4/1/2001	Easy Time MOA Introduction and Q&As	See attached
2005	5/3/05	Handling time off for transfers from UO to BST	See attached
2010	7/15/10	Adds the Systems Specialist Technician title to the Skill Group 9 Family of Skills with an asterisk; dedicated Systems Techs bumping (6/1/2010) & Corporate Communications work to BCS MOA 5/11/94	See attached
2011	4/29/11	Restatement of 12/19/68 handling of Article 28s	See attached

Proposal ID: CP.02.04
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Year	Date	Summary	Location
2012	10/25/12	Upgrade of Services Techs and Outside Plant Techs – Performs work on all non- pressurized cable and fiber optic cable from the distribution terminal to the customer premises	See attached
2015	6/22/15	Processing Employees on approved STD with Perm Medical Restrictions	See attached
2015	8/9/15	Connecting Overtime Notification	See attached
2015	8/9/15	Process for Addressing Payroll Issues	See attached
2015	8/9/15	Wire Technician option of wearing shorts and blue pants	See attached
2015	8/9/15	CPE Contracting of Work	See attached
2015	8/9/15	Contractors Performing Work on Customer Premises	See attached
2015	10/8/15	Employee Discount	See attached
2015	10/19/15	Part time TOE/NCS changed to original hire date; no adjustment for PT service eff. 1/1/16	See attached
2015	12/10/15	Easy Time	See attached
2015	12/10/15	Performance Discharge for Collection Representatives	See attached
2015	12/10/15	Performance Discharge for Sales Associates (Customer Markets Addendum)	See attached
2015	12/10/15	Flexible Vacation Day (FVD) for Consumer Services	See attached
2015	12/10/15	Closed Key Time (Consumer Services, Finance, and Small Business Services)	See attached
2015	12/10/15	ST and Surplus/Affected FT and OPT Surplus MOA	See Attached
2015	12/10/15	Supplemental Screening MOA	See attached
2015	12/10/2015	Flexible Vacation Customer Assistance Bureau	See attached
2015	12/10/15	Safe Load Limit MOA	See attached
2016	8/10/16	Article 7.01C Clarification for Sales Associates/Sales Consultant	See attached
2016	10/20/2016	DTV MOA	See attached
2016	11/2/16	Employee Discounts apply to UO and Billing	See attached
2017	7/26/2017	Warehouse Assistant Title – Increasing Cap to 40	See attached

MOAs / Letters the Company does not intend to renew:

Year	Date	Summary	Location
2008	2/8/08	Section 1.17 Clarification and Presentation	See attached

MOAs / Letters the Company acknowledges that the provisions of the MOA have been implemented, completed and satisfied. These are now obsolete.

Year	Date	Summary	Location
1991	7/8/91	Center Administrator Job functions currently being performed by management	Clarification Only (Append C Part VII) See attached
1991	10/21/91	Job Review Committee - Mgt to Craft - Admin. Asst. Sys - Designer I – Sys Educator	Clarification Only See attached
2010	4/21/10	Public Communications references removed	See attached
2015	8/9/15	Guaranteed no involuntary lay off for any ST, FT or OPT for one year	See attached
2015	8/9/15	Address SPI on payroll deductions for union dues	See attached

MEMORANDUM OF AGREEMENT

The undersigned parties have agreed to reformat certain sections of the Agreement between Communications Workers of America and Southern Bell (hereinafter referred to as the "Working Agreement") in an attempt to improve the structure of Working Agreement. As part of that effort, the parties agree that the sections listed below are to be removed from the Working Agreement and incorporated into this Memorandum of Agreement. The removal of these sections from the Working Agreement does not alter in any way their true intent and meaning and they will continue to remain in effect.

The sections to be removed from the Working Agreement and incorporated into this Memorandum of Agreement are the following:

- a. Section 4.0714, page 44 of the 1983 Working Agreement
- b. Appendix C, pages 6 thru 9 of the 1983 Working Agreement entitled "Systems Technician Work Operations".
- c. Appendix C, pages 9 and 10 of the 1983 Working Agreement entitled "Air Conditioning Work".
- d. Appendix C, pages 11 thru 16 of the 1983 Working Agreement entitled "Excluded from the Bargaining Unit".

The texts of these sections as they appear in the 1983 are attached.

*Highlights
"D" & possible
NOTE*

A. N. Walding
Southern Bell Telephone and
Telegraph Company

James
Communications Workers of
America

Date: 8-10-86

Date: 8-10-86

APPENDIX C

(Excluded from the Bargaining Unit)

Accountant (Exclusive of General Office)	Business Office Service Supervisor
Accountant on Classifications	Cable Repair Foreman
Accountant on Methods	Cable Results Supervisor
Accountant on Results	Cable Splicing Foreman
Accounts Control Supervisor	Camp Manager
Acting Chief Operator	Carrier & Telephone Repeater Engineer
Administrative Reports Supervisor	Cashier
Advertising Assistant	Central Office Equipment Supervisor
Advertising Supervisor	Central Office Foreman, Manual & Dial
Architectural Engineer	Central Office Planning Engineer
Assignment Clerk's Supervisor	Central Office Planning & Building Engineer
Assignment Foreman	Central Office Program Engineer
Assignment Supervisor	Central Office Supervisor
Assistant Chief Engineer	Chief Clerk
Assistant Chief Operator	Chief Engineer
Assistant Comptroller	Chief Operator
Assistant Dial Results Supervisor	Chief PBX Instructor
Assistant Editor	Chief Service Observer
Assistant Force Requirements Supervisor	Chief Service Order Clerk
Assistant General Plant Supervisor	Chief TWX Instructor
Assistant Medical Supervisor	Coach (Commercial Department)
Assistant Secretary	Coach and Statistical Clerk
Assistant Secretary, E.B.C.	Commercial Engineer
Assistant State Cashier	Commercial Personnel Supervisor
Assistant State Manager	Commercial Practices Supervisor
Assistant State Plant Superintendent	Commercial Problems Engineer
Assistant Tax Supervisor	Commercial Results Supervisor
Assistant Treasurer	Commercial Supervisor
Assistant Vice President	Commercial Svr's. Clerk (Only those regularly performing confidential labor relations duties)
Assistant Vice President and Assistant Secretary	Commercial Training Supervisor
Attorney	Comptroller
Audit Supervisor	Connecting Company Relations Mgr.
Benefit Supervisor	Connecting Company Relations Svr.
Building Supervisor	Connecting Company Representative
Business Office Instructor	
Business Office Planning and Equipment Supervisor	

Contract Facility Engineer	District Buildings Supplies & M.V. Supervisor
Contracts and R/W Supervisor	District Chief Clerk
Corporate Reports Accountant	District Commercial Engineer
Cost and Analysis Engineer	District Commercial Supervisor
Cost Engineer	District Construction Foreman
Cost Records Supervisor	District Construction Supervisor
Construction Chief Clerk	District Engineer
Construction Methods Engineer	District Exchange Revenue Accountant
Construction Programs Engineer	District Instructor
Construction Results Supervisor	District Manager
Construction Supervisor	District Manager's Clerk
Customers' Accounts Supervisor	District Personnel Supervisor
Customer Billing Supervisor	District Plant Manager
Customer Records Supervisor	District Plant Supervisor
Customer Relations Supervisor	District Recruiting Supervisor
Custodian of Records	District Revenue Accountant
Depreciation Studies Engineer	District Sales Manager
Development Engineer	District Toll Revenue Accountant
Dial and Carrier Engineer	District Traffic Manager
Dial C.O. Equipment Supervisor	District Transmission Supervisor
Dial Equipment Engineer	Division Building Supplies & M.V. Supervisor
Dial-Manual Supervisor	Division Commercial Engineer
Dial Results Supervisor	Division Commercial Problems Engineer
Dial Traffic Engineer	Division Commercial Supervisor
Dining Room Supervisor	Division Connecting Company Representative
Dining Service Supervisor	Division Cost Accountant
Directory Advertising Art Supervisor	Division Construction Supervisor
Directory Advertising Compilation Supervisor	Division Coordination Engineer
Directory Advertising Supervisor	Division Coordinator of Defense Activities
Directory Compilation Supervisor	Division Disbursement Accountant
Directory Delivery & Statistical Supervisor	Division Equipment Engineer
Directory Engineer	Division Exchange Engineer
Directory Production Supervisor	Division Exchange Revenue Accountant
Directory Sales Planning & Results Supervisor	Division Force Requirements Supervisor
Directory Sales Supervisor	Division Instructor
Directory Sales Training Supervisor	Division Material Accountant
Directory Supervisor	Division Outside Plant Engineer
Disbursements Accounting Results Supervisor	Division Personnel Relations
Disbursements Methods Supervisor	
District Auditor	
District Building Supervisor	

Supervisor	Force Requirements Supervisor
Division Personnel Supervisor	Forecast Supervisor
Division Plant Engineer	Garage Foreman
Division Plant Personnel Supervisor	General Accountant
Division Plant Supervisor	General Advertising Manager
Division Records Accountant	General Attorney
Division Results Accountant	General Books Supervisor
Division Sales Manager	General Commercial Engineer
Division Schedule Supervisor	General Commercial Manager
Division Staff Assistant	General Commercial Personnel Supervisor
Division Staff Chief Clerk	General Commercial Supervisor
Division Supervisor	General Construction Supervisor
Division Toll Engineer	General Coordinator of Military Services
Division Toll Plant Supervisor	General Counsel
Division Toll Revenue Accountant	General Development and Revenues Engineer
Division Traffic Engineer	General Directory Manager
Division Traffic Personnel Supervisor	General Disbursements Accountant
Division Traffic Supervisor	General Engineering Personnel Supervisor
Division Transmission & Protection Engineer	General Engineering Records Supervisor
Division Transmission Engineer	General Information Manager
Drafting Supervisor	General Personnel Supervisor
Drawing Supervisor	General Plant Engineer
Economic Statistics Supervisor	General Plant Manager
Editor Southern Telephone News	General Plant Personnel Supervisor
Employees Information Supervisor	General Plant Supervisor
Employment Methods and Results Supervisor	General Sales Manager
Employment Supervisor	General Service Bureau Supervisor
Employment Supervisor's Assistant Engineer	General Solicitor
Engineer on Special Studies	General Supervisor's Clerk
Engineering Chief Clerk	General Tax Accountant
Equipment Appraisal Engineer	General Tax Supervisor
Equipment Engineer	General Toll Plant Supervisor
Evening Chief Operator	General Toll Traffic Supervisor
Exchange Development Engineer	General Traffic Engineer
Exchange Fundamental Plans Engineer	General Traffic Manager
Exchange Plant Engineer	General Traffic Personnel Supervisor
Exchange Rate Supervisor	General Traffic Supervisor
Financial Methods Supervisor	Health Supervisor
Financial Results Supervisor	Hostess
Force and Costs Results Supervisor	House Mechanic (those who supervise

<p> janitors or janitresses) Information Supervisor Installation and Construction Supervisor Installation Foreman Installation Results Supervisor Installation Supervisor Intertoll Dial Program Engineer Inventory and Costs Engineer Invoice Supervisor Junior Accountant (Exclusive of General Office) Junior Engineer Law Clerk Line Foreman Mailing Bureau Supervisor Maintenance and Practices Engineer Maintenance Supervisor C.O. Equipment Maintenance Supervisor Outside Plant Manager Manager (Prorate) Manual and Power Engineer Manual C. O. Equipment Supervisor Manual Equipment Engineer Manual Traffic Engineer Material Records Supervisor Medical Director Methods Supervisor Motor Vehicles Supervisor News Editor Night Chief Operator Nurse Office Manager Operations Reports Supervisor Operators' Quarters Supervisor Outside Plant Appraisal Engineer Outside Plant Engineer Payroll Supervisor Pay Station Supervisor Peg Count Supervisor Personnel Assistant Personnel Records Accountant Personnel Records Clerk (In the Personnel, and General Plant, </p>	<p> Traffic, Accounting, Engineering and Commercial Personnel Departments and all others, regularly performing confidential labor relations duties.) Personnel Records Supervisor Personnel Relations Supervisor Personnel Staff Clerk Personnel Staff Supervisor Personnel Supervisor Plant Accountant Plant Extension Engineer Plant Foreman Plant Manager Plant Payroll Supervisor Plant Practices Supervisor Plant Records Supervisor Plant Training Supervisor Plant Units Control Supervisor Power Engineer Practices Supervisor President Production Manager Program Planning Engineer Property Records Supervisor Protection and Foreign Wire Relations Engineer Public Office Manager Radio Development Engineer Radio Engineer Rate Engineer Records Secretary Recruiting Supervisor Repair Clerk's Supervisor Repairman Foreman Repair Service and Line Station Maintenance Supervisor Repair Supervisor Repeater and Carrier Engineer Revenue Accounting Results Supervisor Revenue Methods Supervisor Right of Way Supervisor Rural Development Supervisor Rural Service Manager </p>
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BELLSOUTH

Ray B. Howard
Vice President-Industrial
Relations and Benefits

Box 2004
1155 Peachtree Street, N.E.
Atlanta, Georgia 30367-6000
404 249-2050

September 18, 1989

Mr. G. C. Russo
Vice President
District 3
Communications Workers of America
3516 Covington Highway
Decatur, Georgia 30032

Dear Mr. Russo:

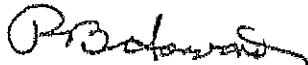
As discussed during bargaining of the 1989 Working Agreement, it is the intention of the Company to provide all employees tested for job vacancies their test qualification status.

Furthermore, employees may request more specific test feedback. Such feedback is intended to provide guidance and recommendations on how the employee may improve their skills on some BellSouth tests, e.g. skills tests such as the Data Entry Skills Test. In such instances, candidates are provided verbal or written feedback, as appropriate.

Additionally, equal in importance to providing test feedback is the commitment to provide test information to employees entering most testing situations. Information on sample test availability will be posted on designated company bulletin boards where anticipated vacancies are posted. This will help in the preparation for the testing session.

We will be working throughout the region to ensure that appropriate test performance feedback principles are being followed.

Sincerely,



R. B. Howard
Vice President -
Employee Relations
and Benefits

cc: R. M. Dunn
H. E. Palmes
D. J. Thompson



BellSouth Telecommunications, Inc. 404 870-8740
Suite 2600 Fax 404 870-8744
800 West Peachtree Street
Atlanta, Georgia 30309

Sylvia L. Williams
Director - Labor Relations

September 27, 1999

Ms. Beverly Hicks
Administrative Assistant to the Vice President
Communications Workers of America
District 3
3516 Covington Highway
Decatur, Georgia 30032

Dear Beverly:

We have had several discussions regarding the placement of temporary employees in permanent positions. As a result of our discussions, effective October 1, 1999 the following will apply:

- When a regular vacancy can be filled by an "Applicant" and we fill it with a Temporary employee, the associated paperwork will be handled as if the move had been a transfer. Since the employee will be placed in the permanent position as the result of an employee initiated request under Article 12.01131b1; they will be held to the time-in-title and time-in-location provisions of the permanent job. However, if under these circumstances, a temporary employee is placed in a regular vacancy in the same title, exchange and work location, his time-in-title and time-in-location will not start over.

Please indicate your concurrence by signing below.

Sincerely,

Sylvia L. Williams

Beverly A. Hicks
Concurred by the Union

9/28/99
Date

MEMORANDUM OF AGREEMENT
Easy Time (ET)

This agreement between the Communications Workers of America (CWA) and BellSouth Telecommunications (BST) outlines the understanding reached by the parties in regard to the implementation of Easy Time (ET).

During 2000, Easy Time was trialed in Consumer in Alabama, Louisiana, and Mississippi and proved to be very successful.

This agreement allows the ET plan to cover all Consumer Service Representatives, Consumer Collection Representatives and Office Assistants in BST.

Purpose of Easy Time: Provide employees with greater flexibility and control of time off needed as a result of personal and/or family obligations.

Guidelines:

- > Fifteen-minute increments of time, up to two full vacation days, are available to employees for personal and/or family obligations.
- > An increment may be taken at any time during the vacation schedule period, provided not more than 25% of the work group has already been granted time off. In the event more than 25% of the work group is scheduled off, then the time may be granted consistent with the needs of the business.
- > Employee will advise supervisor or in-charge personnel that ET is needed. No justification is required.
- > Holidays and Mondays are not available for ET use.
- > ET can be used after the fact, but the employee MUST notify the supervisor or in-charge personnel during the first session of the scheduled tour and the 25% rule will still apply.
- > ET is not an option available for use for the employee's personal illness.
- > Employees will be required to identify the scheduled vacation day from which ET time will be deducted. Once a whole day is broken with ET time, that day must be used in its entirety before another day is broken.
- > ET cannot be denied (except for the limits of the 25% rule) and no reason has to be given by the Rep for ET. Other time off could be denied due to service requirements, while ET was granted. If other time off is unavailable, the request can be changed to ET and may be granted subject to the 25% rule.

OMISSION: The parties have attempted to include in the MOA all issues associated with the Easy Time (ET) program. To the extent a situation arises that was not contemplated by the parties, it is agreed to initiate discussion at the Executive Level in an effort to resolve such matters.

DURATION: This MOA will be effective April 1, 2001 and remain in effect until TBD.

For the Union

Beverly A. Hicks

Beverly Hicks
Administrative Assistant
CWA/District 3

Date: 4-1-01

For the Company

Michael Matthews

Michael Matthews
Executive Director/Labor Relations
Bell South

Date: 4/1/01

Consumer Services Announcement Introduction Of Easy Time

Consumer Service Business Office and Collections Center employees have frequently expressed the desire for greater flexibility in dealing with unexpected personal obligations. In response to these employee concerns, Consumer Services is pleased to announce the introduction of Easy Time, effective April 1, 2001. The purpose of Easy Time is to provide employees with greater flexibility and control of time off needed as a result of family and/or personal obligations. During 2000, Easy Time was very successfully trialed in Alabama, Louisiana, and Mississippi. The following Easy Time guidelines cover all Consumer Service Representatives, Collections Representatives and Office Assistants.

Easy Time Guidelines

- Fifteen-minute increments of time, up to two full vacation days, are available to employees for personal and/or family obligations
- An increment may be taken at any time during the vacation schedule period, provided not more than 25% of the work group has already been granted time off. In the event more than 25% of the work group is scheduled off, then the time may be granted consistent with the needs of the business.
- Employee will advise supervisor or in-charge personnel that Easy Time is needed. No justification is required.
- Holidays and Mondays are not available for Easy Time
- Easy Time can be used after the fact, but the employee must notify the supervisor or in-charge personnel during the first session of the scheduled tour and the 25% rule will still apply.
- Easy Time is not an option for use for an employee's personal illness.
- Employees will be required to identify the scheduled vacation day from which Easy Time will be deducted. Once a whole day is broken with Easy Time, that day must be used in its entirety before another day is broken.
- Easy Time cannot be denied (except for the limits mentioned above) and no reason has to be given by the employee for Easy Time. Other time off could be denied due to service requirements, while Easy Time was granted. If other time off is unavailable, the request can be changed to Easy Time and may be granted subject to the 25% rule.

A new Memorandum of Agreement between BellSouth and CWA covers these provisions regarding the implementation of Easy Time.

We are continually searching for ways to improve the work environment within our Sales, Service and Collections offices. We hope that you find Easy Time to be responsive to your needs and that it provides you with the greater flexibility you have told us you need in controlling your time off.

Easy Time Qs & As

Question: Who is responsible for approving the use of *Easy Time*?

Answer: No approval is required. The employee advises a supervisor in the office or the In-Charge desk?

Question: Will the *Easy Time* program be guaranteed for all of 2001?

Answer: Yes, a new Memorandum of Agreement between BellSouth and CWA ensures the existence of *Easy Time*.

Question: Can *Easy Time* be used after the fact, i.e., if an employee is late to work because of a flat tire, would it be possible to use fifteen minutes of vacation time rather than being coded tardy?

Answer: Yes, it can be used after the fact. It will be necessary for an employee to notify the office during the first session of the scheduled tour and it will also be subject to the 25% rule.

Question: Can *Easy Time* be used for personal illness?

Answer: If a personal illness is reported, *Easy Time* is not an option available for use by the employee.

Question: How does the 25% rule affect my ability to use *Easy Time*?

Answer: If more than 25% of the employees scheduled to work during the time you wish to use *Easy Time* are not at work, your request may not be allowed.

The 25% calculation is time specific. "Time specific" means that a decision is made regarding those employees who are scheduled during the specific period the *Easy Time* is requested. If more than 25% of those employees scheduled during the requested time are absent for sickness (incidental or benefits), for Union absences, for vacation, EWDs, or optional holiday (provided the employee is off), the requested time may not be granted unless business conditions will permit.

Easy Time Os & As

Question #1: Are regular days off to be used in determining the 25% of the work group absence base when deciding whether or not to grant an Easy Time request?

Answer: No, the 25% is calculated considering known absences for those employees "scheduled to work".

Question #2: Will the Easy Time program be guaranteed for the remainder of the year 2001?

Answer: Yes, based upon the Memorandum of Agreement between BellSouth and CWA which became effective April 1, 2001.

Question #3: Can Easy Time be used after the fact, i.e., if an employee is late to work because of a flat tire, would it be possible to use fifteen minutes of vacation time rather than being coded tardy?

Answer: Yes, it may be used after the fact subject to the 25% Rule. It will be necessary for an employee to notify the office during the session in which Easy Time is being requested.

Question #4: Can Easy Time be used for personal illness?

Answer: If a personal illness is reported, Easy Time is not an option available for use by the employee.

Question #5: How does the 25% rule affect my ability to use Easy Time?

Answer: If more than 25% of the employees scheduled to work during the time you wish to use Easy Time are not at work, your request may not be allowed.

The 25% calculation is time specific. "Time specific" means that a decision is made regarding those employees who are scheduled to work (assigned work hours) during the specific period the Easy Time is requested. If more than 25% of those employees scheduled to work during the requested time are absent for sickness (incidental or benefits), for Union absences, for vacation, EWDs, or optional holiday, the requested time may not be granted unless business conditions will permit.

5/11/01

Example: In a work group of 60 employees, 50 employees are scheduled to work for the day. One employee puts in a request for Easy Time from 1:00-3:00 p.m. Since 50 employees are scheduled to work from 1:00-3:00 p.m., known absences must be identified (lunch time not included in determining absence). The known absences for this specific period of time are as follows: 4 employees out ill; 1 employee who was scheduled to work with hours assigned has gone into benefits (IB); 2 employees who were scheduled to work with assigned hours had pending requests for vacation granted; 1 employee is out for union activity (UA) -- yielding a total of 8 employees out of the original scheduled work force. Therefore, since less than 25% or 13 employees of the originally scheduled 50 employees ($50 \times .25 = 13$) are out, the Easy Time request will be granted.

Question #6: How does a request for Easy Time affect the scheduling of other time off?

Answer: *A request for Easy Time WILL be granted unless any or all of the following conditions occur:*

- Request for Monday*
- Request for Holiday*
- Exceeds 25% rule*

If 2 or more requests for Easy Time are made at the same time, seniority should rule. If a request for easy time and a request for other paid time off are made at the same time, the request for Easy Time would be granted first.

NOTE: Easy Time was designed to stand on its own, therefore other requests for time off will be processed through normal procedures.

Question #7: If an employee takes a few hours of Easy Time from one of the designated days prior to that scheduled vacation day, does the employee have to take the remaining portion of the vacation day when that scheduled day arrives?

Answer: *No, the employee may continue to use the unused Easy Time through the remainder of the calendar year or he/she may elect to reschedule the remaining hours to an available day during the remainder of the current calendar year.*

Question #8: How will the hours taken as Easy Time be tracked?

5/11/01

Answer: The employee must identify which scheduled vacation day is to be used for Easy Time, and the hours taken as Easy Time will be reflected as "VFP".

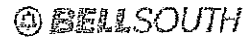
Question #9: *If an employee designates a vacation day scheduled during the last week of the calendar year under selection (refer to Section 5.07B4c of the Contract) as Easy Time, does the employee have to reschedule the remaining days of that week?*

Answer: No, the remaining days will be granted as initially scheduled. Such days will not be changed at the initiative of the Company per Section 5.07D of the Contract.

Question#10: *Can a carryover day be identified as a day from which to deduct Easy Time?*

Answer: Yes, however, all incremental Easy Time hours must be used prior to the end of the current calendar year as Easy Time is not available for carryover.

5/11/01



South 841
3535 Colonnade Parkway
Birmingham, AL 35243

(205) 977-3481
FAX (205) 977-1587

Steven H. Frost
Director - Human Resources
Corporate Labor Relations

May 3, 2006

Beverly Hicks
Assistant to the Vice President
Communications Workers of America
3516 Covington Highway
Decatur, GA 30032

Dear Beverly:

Recently a question was asked at continuous bargaining concerning the differences between the Utility Operations contract and the BST contract regarding vacation days and personal paid days and how to treat these days when a Utility Operations employee transfers to BST. This letter is to provide clarification and reaffirm how to treat vacation days and personal paid days for employees transferring to BST.

Utility Operations employees are entitled to three weeks of vacation after obtaining five years of service. BST employees are not entitled to three weeks of vacation until they have obtained seven years of service. A Utility Operations employee that has between five and seven years of service is only entitled to transfer two weeks of vacation to BST. The transferring Utility Operations employee should take the additional week or additional days of vacation available in Utility Operations prior to the transfer effective date or those days are lost.

If the personal paid days (up to three days), as outlined in the Utility Operations working agreement, have not been taken prior to the transfer they can be converted to excused work days as outlined in the BST contract. If the employee was not in the BST bargaining unit on January 1 of the year, he/she will not be entitled to additional excused work days (one paid and one unpaid) for that calendar year.

This clarification is consistent with a similar BAPCO letter issued in March 1993 regarding paid time off and with a September 1998 letter addressing issues involving transfers between entities. Please contact me at 205-977-5555 or Belinda Lacey at 205-977-2764 if you have any questions or want to discuss further.

Sincerely,

977-4482-1211-0417-03-05-VAC-DETRANSFER-00X



3535 Colonnade Parkway
N5th
Birmingham, AL 35243

Michael L. Matthews
Vice President - Southeast
Labor Relations

Office: (205) 977-0722
Fax: (205) 977-1587

July 15, 2010

Judith R. Dennis
Vice President
District 3
Communication Workers of America
3516 Covington Highway
Decatur, GA 30032

Dear Judy:

Attached is signed MOA adding the Systems Specialist Technician title to the Skill Group 9 Family of Skills. This title was inadvertently left off when combining the CPE Family of Skills with the BST Family of Skills during 2009 bargaining. This restores the status quo.

Since this MOA restores the practice observed prior to the new contract, this restoration in no way changes how bump lists are created when involving the Systems Technician title. Specifically, Dedicated CPE Systems Technicians will continue to be excluded from bumping. By the same token, when a contract with a customer is terminated, the Dedicated CPE Systems Technician does not have the right to bump another dedicated technician.

If there are any questions, please feel free to call me.

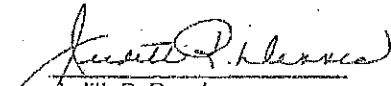
Sincerely,

Michael L. Matthews

MEMORANDUM OF AGREEMENT

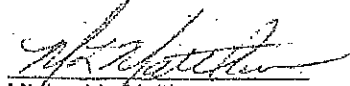
This Memorandum of Agreement between the Communications Workers of America (the "Union") and BellSouth Telecommunications, Inc. d/b/a AT&T Southeast (the "Company") outlines an understanding reached in connection with the use of skill groups for surplus employees.

Skill Group 6 provides no opportunity for the Systems Specialist Technician in the CPE organization to exercise their bumping rights. In order to correct this situation the Union and the Company agree to add the Systems Specialist Technician title to Skill Group 9 with an asterisk.



Judith R. Dennis
Vice President
CWA District 3

Date: June 1, 2010



Michael L. Matthews
Vice President
Labor Relations

Date: 7/15/10

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered into between the Communications Workers of America ("CWA"), BellSouth Telecommunications, Inc. ("BST") and BellSouth Communication Systems, Inc. ("BCS"), and outlines the understanding reached by the parties in connection with the transfer of Corporate Communications' work functions from BST to BCS.

1) BST will transfer to BCS all "Dedicated Technicians" currently assigned to the BST Corporate Communications organization. A "Dedicated Technician" is one who reports to a facility and who performs Corporate Communications-type work at the facility at least 90 percent of his/her work time.

2) Corporate Communications employees who are not "Dedicated Technicians" will be handled for surplus and transfer purposes as follows:

(a) Employees performing work functions that are commonly performed by two different titles (i.e., System Technician and Network Technician) will be grouped together.

(b) BST will determine the number of such employees who are surplus. The surplus in each state will be addressed through Article 7 of the BST working agreement before employees are considered for transfer to BCS.

(c) Following a resolution of any surplus, BST will poll the remaining employees concerning their willingness to transfer to BCS. Volunteers will be transferred in seniority order. If there are not enough volunteers, BST will transfer in inverse order of

seniority the number of technicians required.

3) BCS agrees that "green circled" employees who previously bid on and received a position within BCS shall have full "green circled" status restored, effective with the signing of this agreement.

4) BCS agrees that it will move any of the remaining 61 employees that were employed by BCS at the time of the original contract negotiation, from the BCS wage scales to the "green circled" wage scales. All financial considerations will be from the BSI Working Agreement with the exception of the Team Incentive Award. Other than wages and financial consideration all other provisions of the BCS Working Agreement remain applicable.

5) With the announcement of center consolidations and the pre-provisioning of Company buildings, BCS has a need for the position of temporary wire Technician to handle the work load that will be created by these events. The Company plans to establish these positions and agrees not to contract out wiring services for Corporate Communications. Moreover, the term of employment will not be longer than six months for such temporary employees when they will be reclassified to regular full-time employees, and as such, will then first become eligible to participate in the employee benefit plans provided for under the BCS collective bargaining agreement.

6) NOW, THEREFORE: The parties agree that the following provisions will apply to employees transferring from the BSI Corporate Communications organization to BCS pursuant to this Memorandum of Agreement:

Control Contract

The sole purpose in identifying a "control contract" is to simplify contract administration by designating a single Working Agreement that will apply, for the term of this MOA. There is no intent to modify the provisions of the Working Agreement now outstanding between BST and the Union.

The parties agree that the BST Working Agreement with the Union (effective August 9, 1992) shall apply to the employees subject to this MOA. The most recent contract supplement shall be used, as needed, to determine wage schedules, wage zones, force administration regions, and similar location-related terms.

In applying the BST Working Agreement, where the Agreement makes reference to "Headquarters" or "Executive Level", it is understood that these terms refer to the Senior Director-Human Resources.

"Green Circle" Treatment

All individuals covered by the MOA, who are assigned to BCS during the term of this MOA, shall be treated under the terms and conditions of the letter in Appendix B Part 1 of the BCS Working Agreement (see attached copy). Further, in the event of force adjustments such employees will be treated as if they had remained in BST for administering the provisions of the Force Adjustment article(s).

Upgrade and Transfer

The BCS employees covered by this MOA shall have the same Article 12 rights as BST employees in the same exchange in which they are located, and as if they had never moved to BCS.

Time in Title/Location

The time in Title/Exchange/Company requirements will not begin anew for BST employees who are subject to this MOA and who are subsequently employed by BCS.

Vacation Schedule

Former BST employees covered by this MOA will carry their reserve time and vacation schedule into BCS.

Grievances

Any grievance which is of the State or Headquarters level as of the date of this MOA and which involves a former BST employee who has become employed by BCS, will remain the responsibility of the BST and Union representative who would have handled the grievance in BST.

All other grievances will be handled in accordance with the provisions of the BCS Working Agreement.

Team Incentive Award (TIA)

The Team Incentive Award agreed to by BCS and the Union on February 13, 1993 is incorporated by reference and made a part of this MOA. (See attached copy)

Duration

This MOA shall become effective upon the date of signature and shall remain in effect until a new contract is negotiated and agreed to by BCS and the Union; or until 11:59 p.m., August 3, 1995.

Omissions

The parties have attempted to include in this MOA all issues associated with the employment of BCS and BST employees performing Corporate Communications functions. To the extent that situations arise that were not contemplated by the parties, the parties agree to initiate discussions at the Executive Level in an effort to resolve such matters.

For BellSouth Communication Systems, Inc.:

[Handwritten Signature]
Name

[Handwritten Title]
Title

5-11-94
Date

For Communications Workers of America:

James L. ...
Name

...
Title

5-11-94
Date

For BellSouth Telecommunications, Inc:

Raymond J. ...
Name

Project Specialist
Title

5/11/94
Date



3535 Colonnade Parkway
NSI
Birmingham, AL 35243

Michael L. Matthews
Vice President - Southeast
Labor Relations

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April 29, 2011

Judith R. Dennis
Vice President - District 3
Communications Workers of America
3516 Covington Highway
Decatur, Georgia 30032

Re: Article 28 Process

Dear Judy:

As you will recall, when we last met we discussed the increase in requests for Article 28 meetings. In reviewing the attached documents regarding the handling of Article 28's it is evident in some instances we have drifted away from the agreement between the parties. Therefore, effective immediately we intend to handle any alleged breach of Article 28 in accordance with Item 5 (five) of the letter of agreement dated 12/19/1968.

If you have any questions or wish to discuss further, please give me a call.

Sincerely,

Michael L. Matthews

Mr. R. B. Forch, Vice President
Communications Workers of America, District 3
40 Pryor Street, S. W.
Atlanta, Georgia 30303

Dear Mr. Forch:

This letter is to confirm our agreement on the implementation called for in Article 28 ("Responsible Union-Company Relationship") of the Agreement between Communications Workers of America and Southern Bell Telephone and Telegraph Company dated November 14, 1966, and subsequently included in the agreement between the Communications Workers of America and South Central Bell Telephone Company dated May 14, 1968. In this Article the Union and the Company have agreed to bring to the attention of all employees, including new hires, their purpose to conduct themselves in a spirit of responsibility and respect. Our agreement on this point is as follows:

1. The Union and the Company will prepare and publish a joint statement of policy covering their intent in agreeing to Article 28. A copy of the text of the statement is attached hereto and made a part of this letter of agreement.
2. The published statement is to be distributed to all present employees in the collective bargaining unit by a supervisor at an appropriate time depending upon the work location. The Company will advise the Union Vice President (District), State Directors and Local Presidents when the initial distribution will begin and the approximate date by which the initial distribution will be completed.
3. Each new hire coming into the collective bargaining unit will be given a copy of the statement by a supervisor who will discuss it with him as part of his orientation discussion. During this orientation discussion, each new hire will be furnished the name of his local C.W.A. job steward. If introductions of new employees to members of the work group occur and a member of the group present is a certified Union representative, the introduction of such Union representative will include recognition of his Union title in addition to his name.
4. The Company will cause to be issued departmental instructions covering the handling of this joint statement.
5. In the event there are allegations that the spirit and intent of this particular contract provision are being violated, such allegations shall be investigated and discussed by and between the Area or State Director of the Union and the General Personnel Manager or his authorized representative.

If this correctly sets forth the substance of our agreement, will you please sign both copies of this letter and return one for Company files.

Yours very truly,

/sd/ W. R. Carter

Vice President

Attachment

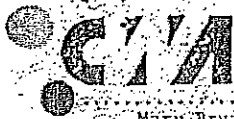
Agreed to by Communications
Workers of America:

/sd/ R. B. Forch
Vice President

12-19-68
Date

SCBT Co.

Mr. Moody
Mr. Hutchins
Mr. Dawson



Communications
Workers of America
AFL-CIO

As information
DISTRICT 10

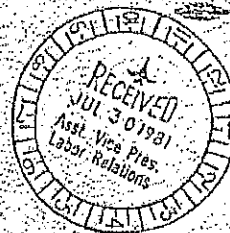
W.E.R.
7/31/81

To: Mary Bryant George Powell
Dennis Dearing Stan Powell
Leroy Derouen Jim Stokes/Parrish
Nelle Horlander Doug Stearman
W. E. Johnson Harry Swain

Date: July 28, 1981

From: Mitchell Roshto
Vice President

File No: 1-16KA



Subject: Procedure for Article 28 Complaints

In March of 1981, I sent out instructions concerning Article 28 complaints. Those instructions advised you to handle them as grievances and to assign a serial number. Effective immediately, Article 28 complaints are not to be treated as formal grievances. A separate memorandum in regard to the numbering of grievances has been sent today to reflect this change.

This further change in our procedure came about as a result of the Company's refusal to handle such complaints as formal grievances and their argument that Article 28 complaints were to be handled over and above the grievance procedure. In order to determine the intent of the parties, I checked with Ben Forch (Vice President of District Three) who signed the agreement dated December 19, 1968. Ben agrees with the Company that it was never intended that Article 28 should be reduced to grievances. He stated that the purpose of Article 28 was to eliminate grievances; and it was the understanding between the Union and the Company that when a local registered an Article 28 complaint with the staff, then the staff and their counterpart with the Company would attempt to resolve the problem. If they could not resolve the problem in a meeting among themselves, then they should attempt to work together to resolve it in other ways; in some cases, this may mean a meeting of all parties at the local level.

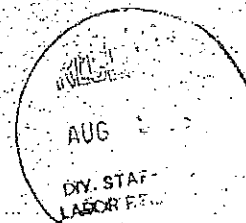
In view of this information as to the intent of the parties, you are to follow the procedure outlined below whenever a local registers an Article 28 complaint.

- A. Attempt to meet with the state personnel as soon as possible.
- B. If you are unable to resolve the issue at that point, suggest to the state personnel that the two of you meet with the people involved at the local level in a further attempt to resolve the complaint.
- C. After you have completed the above, you should respond in writing to the Local giving them the results of your discussions.

You should make every attempt to handle each case as promptly as possible. If you have any questions, please advise.

MR:sr

cc: A.I. - Article 28
Ben Forch
All other Staff
All South Central Ball Local Presidents



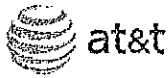
ARTICLE 28

Section 28.01 - Responsible Union-Company Relationship

QUESTION: Who can request Article 28 meetings?

ANSWER: The State Level Directors or higher after receiving proper information from a local.

NOTE: Article 28 meetings are not grievances in a true sense. They are not listed and numbered as grievances are.



John Trageser
Executive Director
Labor Relations

675 West Peachtree ST, NW
Suite 42N10
Atlanta, GA 30375

T: 404 927-3462
F: 404 927-3470
jt9467@att.com

October 25, 2012

Don LaRotonda
Assistant to the Vice President
3516 Covington Highway
Decatur, GA 30032

Dear Mr. LaRotonda:

During 2012 bargaining, we discussed the skills and work performed by Services Technicians and Outside Plant Technicians. To better use those skills, effective September 2, 2012, the Company will upgrade all Services Technicians and Outside Plant Technicians to Wage Scale 31. Services Technicians and Outside Plant Technicians being upgraded will receive their negotiated 2012 general wage increase in WS 30 and will then be slotted into WS 31, based on the new weekly rate, to the nearest equal to or higher step that keeps their pay whole.

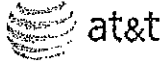
Wage increases resulting from the move to WS 31 will not be retroactive but will be effective on the date of the move to WS 31. For those in progression, the next increase date will be reset upon the move into WS 31 and employees will receive the next applicable step increase six (6) months from the date of the move in accordance with wage progression rules.

Along with that upgrade, as we agreed, Services Technicians and Outside Plant Technicians will be allowed to perform expanded job duties. Specifically, in addition to the current duties, Services Technicians and Outside Plant Technicians will perform work on all non-pressurized cable, and also fiber optic cable from the distribution terminal to the customer premises. The Services Technician and Outside Plant Technician Job Briefs will be revised to reflect that those changes.

Sincerely,

John Trageser
Executive Director
Labor Relations

838



Michael P. Keith
Vice President
Southeast Labor Relations

675. W. Peachtree St., NW
Room 4229
Atlanta, GA 30308

T: 404-927-3465
F: 404-927-3472
mk4382@com

June 22, 2015

Richard Honeycutt
Vice President
District 3
Communications Workers of America
3516 Covington Highway
Decatur, GA 30032

Dear Richard,

The 2012 Benefits Agreement covering the BST and Billing Working Agreements provides for the benefit plans, terms, provisions and conditions to be provided to represented employees in these agreements. This agreement provided for a change to the definition of disability under the AT&T Southeast Disability Benefits Program.

The disability program does not address how the Company should process employees once their treatment provider has released them to return to work with a permanent medical restriction.

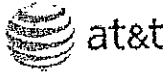
For permanent restrictions, the Company has not started the Permanent Medical Restriction process of the agreements until the employee has exhausted his or her benefit period, in conflict with Article 8.05. To the extent that these procedures could be construed as a past practice, which the Company denies, the Company does not intend to continue this practice following the effective date of the parties' new collective bargaining agreements.

The Company will begin the PMR process that Article 8.05 requires at the time the treatment provider has released the employee to return to work with a Permanent Medical Restriction and the Disability Administrator has approved the PMR. If disability benefits have not been exhausted, the employee will remain on disability benefits while the PMR is processed in accordance with Article 8.05. If disability benefits have been exhausted and the employee is not covered under long term disability benefits, the employee will be returned to work and excused without pay while the PMR is processed in accordance with Article 8.05. As is done today, if the employee is approved for long-term disability, then the PMR will not be processed under Article 8.05.

Please let me know if you wish to discuss this matter during the upcoming collective bargaining session.

Sincerely,

Michael P. Keith



John Trageser
Executive Director
Labor Relations

675 West Peachtree St, NW
Suite 4200
Atlanta, GA 30375

T: 404 927-3462
F: 404 927-3470
jt9467@att.com

August 9, 2015

Mr. Michael J. Fahrenholt, Sr.
CWA Staff Representative
District 3
3516 Covington Highway
Decatur, GA 30032

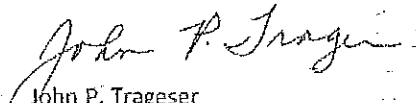
Dear Mr. Fahrenholt:

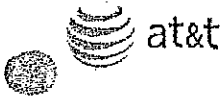
During bargaining, the CWA expressed concern over the notification of outside forces in Network surrounding the need to work connecting overtime. The CWA expressed concern that some employees were not given proper notification when connecting overtime is needed. The Company is committed to following the provisions of the Working Agreement related to this issue.

The Company will make every effort to provide as much notice as possible prior to assigning connecting overtime. When it is necessary to assign connecting overtime within 2 hours prior to the end of the tour, the Company will make a reasonable effort to notify the employee by email and text message via tablet and cell phone.

Should further issues arise we will be glad to discuss them.

Sincerely,


John P. Trageser
Executive Director
Labor Relations



John Trageser
Executive Director
Labor Relations

675 West Peachtree ST, NW
Suite 42010
Atlanta, GA 30375

T: 404 927-3462
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jtr167@att.com

August 9, 2015

Mr. Michael J. Fahrenholt, Sr.
CWA Staff Representative
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Fahrenholt:

There was extensive discussion during bargaining regarding Payroll issues. The CWA expressed concern that employees receive appropriate pay for time worked in a timely manner. The Company recognizes these concerns and seeks to address them.

The Company will modify internal procedures concerning off-cycle payments:

- Off-cycle processing of missing Regular pay at the employee's request;
- Off-cycle processing of Extra pay for amounts of \$300.00 or greater at the employee's request.

A Payroll representative will be available to attend Operations Board meetings (by phone) on an as needed basis to address payroll related issues.

The Company will utilize the following procedures concerning the collection of wage or benefits overpayments.

- The Company will notify the employee before the first payroll deduction.
- If the overpayment is \$4,000 or less, the deduction will be the greater of \$100 or 10% of the employee's gross wages per pay period, until the overpayment is recouped.
- If the overpayment is more than \$4,000, the deduction will be the greater of \$100 or 20% of the employee's gross wages per pay period, until the overpayment is recouped.
- The Company will consider employee requests for alternative payment arrangement when there are extenuating personal circumstances. Such alternative arrangements may be implemented, when in its sole discretion, the Company determines the arrangement to be appropriate and reasonable under

the circumstances of each case. The employee may be represented by the Union in discussing alternate payment arrangements with the Company, but the Company's decision on whether to implement such a proposed alternative payment arrangement will be final and binding and will not be subject to further challenge.

- The Company is not precluded from exercising any rights it may have under applicable law to recover overpayments if an employee refuses to cooperate, or if an employee is about to leave or has left the payroll.

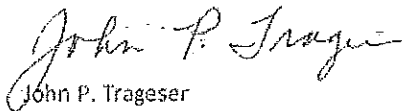
Moreover, for employees on a sales compensation plan, the Company will utilize the following procedures regarding incentive payments.

- In overpayment situations, the Company will adjust future incentive payments to offset the incentive overpayment in the current year. Generally, the Company will not recover current year overpayments from the employee's basic wage while they are participating in an incentive plan. If the overpayment crosses into a subsequent year, the balance is collected based on the gross amount overpaid, and the Company will recover from regular wages.
- The Company will include any incentive underpayment on the employee's next incentive payment.

Further discussion concerning these issues may be addressed at the Executive level.

The provisions of this letter may be modified as necessary to comply with the requirements of any applicable federal or states laws or regulations.

Sincerely,



John P. Trageser
Executive Director
Labor Relations



John Trageser
Executive Director
Labor Relations

675 West Peachtree ST, NW
Suite 42N10
Atlanta, GA 30375

T: 404 927-3462
F: 404 927-3470
j19467@att.com

August 9, 2015

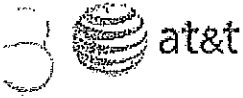
Mr. Michael J. Fahrenholt, Sr.
CWA Staff Representative
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Fahrenholt:

There was considerable discussion during 2015 bargaining regarding the subject of Wire Technician work apparel, specifically shorts. As a result of our discussions, Wire Technicians will now have the option of wearing shorts. This inclusion will remain in effect until the uniform policy is changed or these items are unavailable.

Sincerely,

John P. Trageser
Executive Director
Labor Relations



John Trageser
Executive Director
Labor Relations

675 West Peachtree ST, NW
Suite #2N10
Atlanta, GA 30375

T: 404 927-3462
F: 404 927-3470
JT9467@att.com

August 9, 2015

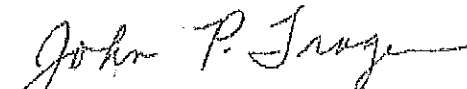
Mr. Michael J. Fahrenholt, Sr.
CWA Staff Representative
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Fahrenholt:

There was extensive discussion during bargaining regarding the contracting of work. The CWA expressed strong concern that contracting work would result in the diminution, or at best, no growth of the bargaining unit. Moreover, the Union adhered firmly to their position that corporate communication services for BellSouth Telecommunications be performed by bargaining unit employees.

The Company recognizes these concerns; however, due to various reasons such as the changing CPE market, economic conditions, and business consideration, it is not possible to make specific commitments on contracting out work elements of the business. However, we did agree to continue the language that insures the contracting of any work will not result in the lay-off or part-timing of bargaining unit employees. Furthermore, the Company agreed that during the life of the Agreement it will not contract out corporate communication services in BellSouth Telecommunications facilities.

Finally, it is the Company's objective in making decisions regarding the contracting of work to carefully consider the interests of customers, the concern of employees as to its effect on them, and other considerations essential to the success of BCS.


John P. Trageser
Executive Director
Labor Relations



John Trageser
Executive Director
Labor Relations

675 West Peachtree ST, NW
Suite 42N10
Atlanta, GA 30375

T: 404 927-3462
F: 404 927-3470
jtrageser@att.com

August 9, 2015

Mr. Michael J. Fahrenholt, Sr.
CWA Staff Representative
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Fahrenholt:

During 2015 bargaining, the CWA expressed concern with contractors performing work on the customer premises when there are Company employees qualified and available to perform that same work. Although the parties did not agree to revise Article 14 of the BellSouth Telecommunications, LLC Working Agreement to expand exclusive jurisdiction to the customer premise, the Company recognized the CWA's concern and also desires to utilize Company forces in the appropriate circumstances.

While quality service to our customers at competitive economic conditions remains of paramount concern, the Company will strive to use bargaining unit employees to perform customer premise work currently performed by contractors, such as installing broadband DSL, when there are qualified employees available and workload permits.

Sincerely,

A handwritten signature in cursive script that reads "John P. Trageser".

John P. Trageser
Executive Director
Labor Relations

October 9, 2015 - CWA Discounts MOA

MEMORANDUM OF AGREEMENT
AT&T EMPLOYEE DISCOUNTS

This Memorandum of Agreement ("MOA") covers understandings and agreements reached between BellSouth Telecommunications, LLC doing business as AT&T Alabama, AT&T Florida, AT&T Georgia, AT&T Kentucky, AT&T Louisiana, AT&T Mississippi, AT&T North Carolina, AT&T South Carolina, and AT&T Tennessee, Bell South Telecommunications, LLC for National Directory & Customer Assistance (NDCA), Bell South Telecommunications, LLC for BellSouth Internet Services ("Company") and Communications Workers of America District 3, AFL-CIO ("Union") (hereinafter, Company and Union are referred to collectively as "Parties"), regarding the AT&T EMPLOYEE DISCOUNT PROGRAMS ("Programs"). The term Programs, as used herein, excludes the bargained-for wireline home telephone concession plans and shall apply to all current and future discount programs provided and offered by the Company. The Company and Union agree as follows:

1. During the term of this MOA, bargaining unit employees represented by the Union will be conditionally eligible to participate in the Programs on the same terms and conditions applicable to the Company's non-bargained for management employees, subject to product availability, restrictions and requirements as well as any other terms or conditions otherwise agreed to by the Parties.
2. Bargaining unit employees of the Company are conditionally eligible to participate in the Programs solely by virtue of this MOA and would not otherwise be eligible to participate in the Programs.
3. Because the Company cannot effectively offer the Programs for selected operating entities, the Parties acknowledge and agree that individual wholly-owned subsidiary and affiliated operating companies of AT&T Inc. (hereinafter "Operating Subsidiary") cannot be excluded from the Programs. Therefore, this MOA will become effective and binding on the Parties only if the Union executes a similar MOA regarding the Programs for all of the AT&T Operating Subsidiaries with each of the individual CWA Districts. If this condition is not satisfied by October 9, 2015, this MOA will become null and void.
4. The Company, in its sole discretion, reserves the unilateral right to amend, modify, change or discontinue all or any part of the Programs at any time and without bargaining.
5. If the Company changes the terms and conditions of the Programs in the future, the Company will provide the Union with a notification of the changes at least 10 days prior to the date the changes are to become effective.

October 6, 2015 - CWA Discounts MOA

6. This MOA shall not be cited as support or evidence of any claim, grievance, or demand relying in whole or in part on any allegation of co-employment, alter ego, joint employment, single employer, or a single bargaining unit.
7. Prior to executing this MOA, the Company and Union have satisfied any and all of their legal and contractual obligations to bargain over the Programs and the terms of this MOA if any such obligation exists.
8. This MOA will remain in force and effect until cancelled by either the Company or upon mutual agreement of the Parties.

AGREED:

FOR THE UNION

Bill Howard 10/8/15
[Name and Title] Date

FOR THE COMPANY

Michael R. [unclear] 10/8/2015
[Name and Title] Date

2015 Bargaining

JD 10/27/15 *WJ 10/22/15*

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.29.00	Company Counter	BST	BST

Step	Date Proposed	Time Proposed
Proposal	10/19/2015	3:25 PM
Status	Status Date	Status Time
TA	10/19/2015	3:31 PM

Art/App/Doc Modified	Mod Of or Counter To
	UP.29.00

2015 BARGAINING PROPOSAL

The Company agrees to convert the NCS date of part-time employees based on the following parameters:

Eligible employees (active in the SE bargaining unit as of January 1, 2016) who were classified as part time employees at any time during the period from January 1, 2003 through December 31, 2015 will have their TOE (NCS) prospectively changed, with such change effective January 1, 2016, to the original hire date, adjusted for periods of absence following a termination of employment; further adjustments pursuant to the applicable leaves of absence policies and the applicable AT&T disability plans; excluding unrecognized periods of employment with other AT&T companies or in bargaining units not currently recognized today; and as otherwise adjusted under the terms of the AT&T Pension Benefit Plan, or its applicable predecessor plan(s). This change will not affect or adjust Pension Credited Service or have any impact on prior benefits, prior vacation and/or prior seniority entitlements.

Effective January 1, 2016, any SE bargained employee will not have their TOE (NCS) adjusted for periods of part time service.

EASY TIME

Consumer Services and Consumer Collections in Finance

This agreement between the Communications Workers of America (CWA) and BellSouth Telecommunications (BST) outlines the understanding reached by the parties in regard to the implementation of Easy Time (ET).

This agreement allows the ET plan to cover all Service Representatives, Sales Associates, Sales Consultants and Office Assistants in Consumer and Consumer Collections Representatives and Consumer Collections Office Assistants in Finance.

-- Purpose of Easy Time:

Provide employees with greater flexibility and control of time off needed as a result of personal and/or family obligations.

Guidelines:

- Fifteen-minute increments of time, up to two full vacation days, are available to employees for personal and/or family obligations.
- Only one vacation day may be utilized as Easy Time during the first quarter of the calendar year.
- An increment may be taken provided not more than 25% of the work group has already been granted time off. In the event more than 25% of the work group is scheduled off, then the time may be granted consistent with the needs of the business.
- Employee will advise supervisor or in-charge personnel that ET is needed. No justification is required.
- Holidays, the day following a Holiday, Saturdays and Mondays are not available for ET use.
- ET can be used after the fact, but the employee MUST notify the supervisor or in-charge personnel during the first session of the scheduled tour and the 25% rule will still apply.

- ET is not an option available for use for the employee's personal illness.
- Employees will be required to identify the scheduled vacation day from which ET will be deducted. Once a whole day is broken with ET, that day must be used in its entirety before another day is broken.
- ET cannot be denied (except for the limits of the 25% rule) and no reason has to be given by the employee for ET. Other time off could be denied due to service requirements, while ET was granted. If other time off is unavailable, the request can be changed to ET and may be granted subject to the 25% rule.

Omission:

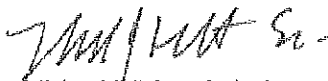
The parties have attempted to include all issues associated with the Easy Time (ET) program. To the extent a situation arises that was not contemplated by the parties, it is agreed to initiate discussion at the Executive Level in an effort to resolve such matters.

Duration:

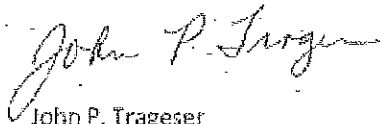
Easy Time will continue for the life of the 2015 Working Agreement.

For The Union

For The Company



Michael K. Fahrenholt, Sr.
CWA State Representative
District 3



John P. Trageser
Executive Director
Labor Relations

Date: 12/10/2015

Date: 12/10/15

**MEMORANDUM OF AGREEMENT
PERFORMANCE DISCHARGE FOR COLLECTION REPRESENTATIVES**

This agreement between the Communications Workers of America (CWA) and BellSouth Telecommunications, LLC (BST) outlines the understanding reached by the parties related to Article 11.01A1 of the BST Working Agreement. The agreement is as follows:

Purpose:

To reduce the turnover rate in the Collection Representative title in the Finance organization as a result of employees failing to meet performance objectives.

How:

Modify the provisions of Article 11.01A1 of the BST Working Agreement such that –

If an employee has 9 months or less of seniority and is terminated due to performance, a charge that the discharge was without just cause will be subject to the full grievance procedure set forth in Article 21 but will not be subject to arbitration.

Intent:

To provide the organizations additional time to work with employees who would otherwise be terminated within the first 6 months of employment for failing to meet Company defined performance objectives. It is not the intent of the agreement to affect the language of Article 11.01A1 related to terminations for attendance & punctuality or misconduct.

Affected Organizations:

BST – Finance

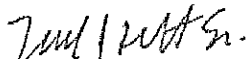
Affected Title:

Collection Representative, Wage Scale 18

Duration:

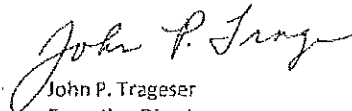
This Memorandum of Agreement is for the life of the current 2015 BST Working Agreement unless either party decides to terminate early by providing 30 days advance written notification to the other party at the bargaining level of intent to terminate the agreement.

For the Union:


Michael J. Fahrenheit, Sr.
CWA Staff Representative
District 3

Date: 12/10/2015

For the Company:


John P. Trageser
Executive Director
Labor Relations

Date: 12/10/15

MEMORANDUM OF AGREEMENT
PERFORMANCE DISCHARGE FOR SALES ASSOCIATES

This agreement between the Communications Workers of America (CWA) and BellSouth Telecommunications, LLC (BST) outlines the understanding reached by the parties related to Article 11.01A1 of the BST Working Agreement. The agreement is as follows:

Purpose:

To reduce the turnover rate in the Sales Associate title in the Small Business Services and Consumer Services organizations as a result of employees failing to meet performance objectives.

How:

Modify the provisions of Article 11.01A1 of the BST Working Agreement such that -

If an employee has 9 months or less of seniority and is terminated due to performance, a charge that the discharge was without just cause will be subject to the full grievance procedure set forth in Article 21 but will not be subject to arbitration.

Intent:

To provide the organizations additional time to work with employees who would otherwise be terminated within the first 6 months of employment for failing to meet Company defined performance objectives. It is not the intent of the agreement to affect the language of Article 11.01A1 related to terminations for attendance & punctuality or misconduct.

Affected Organizations:

BST - Small Business Services and Consumer Services

Affected Title:

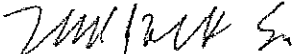
Sales Associate, Wage Scale 27

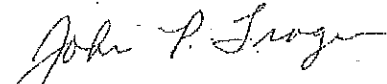
Duration:

This Memorandum of Agreement is for the life of the current 2015 BST Working Agreement unless either party decides to terminate early by providing 30 days advance written notification to the other party at the bargaining level of intent to terminate the agreement.

For the Union

For the Company


Michael J. Fahrenholt, Sr.
CWA State Representative
District 3


John P. Trageser
Executive Director
Labor Relations

Date: 12/10/2015

Date: 12/10/15

Memorandum of Agreement Flexible Vacation Day (FVD)

This Memorandum of Agreement between BellSouth Telecommunications, LLC (the Company) and the Communications Workers of America (the Union) outlines the agreement reached to allow two vacation days to be used flexibly. The parties recognize that it is in the best interest of the employees to have the ability to take time off for short intervals because of personal reasons. The provisions are outlined below:

Scope

All titles within Consumer Services.

Guidelines

1. Employee may designate two (2) scheduled vacation days to be used flexibly.
2. This time shall be taken in increments of no less than one (1) hour.
3. An increment may be taken at any time up to and including the actual scheduled FVD provided the employee notifies his/her supervisor and provided not more than 25% of the work group is already off. In the event more than 25% of the work group is off, then the time may be granted consistent with the needs of the business.
4. Such time should not be taken on Mondays or the day after a holiday, except for emergencies unless the needs of the business will allow otherwise.
5. If there is unused time available on the scheduled vacation day so designated by the employee as their FVD, the employee must take the remaining time on the scheduled day.
6. The FVD may be rescheduled to any remaining available time at the request of the employee provided no portion of the FVD has been used.

Duration

This Memorandum of Agreement is for the life of this ~~the 2015~~ BST Working Agreement.

For the Union:

For the Company:

~~Michael J. Fahrenholt, Sr.~~ *Nick Hawkins*
CWA State Representative
Assistant to the Vice President
CWA District 3

John Trageser
~~Executive Director~~
Assistant Vice President
Labor Relations

Date: _____

Date: _____

**MEMORANDUM OF AGREEMENT
CLOSED KEY TIME**

Consumer Services, Finance and Small Business Services

This agreement between the Communications Workers of America (CWA) and BellSouth Telecommunications, LLC (BST) outlines the understanding reached by the parties related to closed key time. The agreement is as follows:

Purpose:

The Company recognizes the importance of providing closed time to Collections Representatives, Sales Associates, Sales Consultants and Service Representatives for the purpose of staying current on changes in practices and procedures, development, customer follow-up and/or service order correction.

How:

The Company agrees to provide closed key time to each employee as follows:

- One hour of closed key time per week in Small Business Services & Finance's Collections Centers (handling accounts receivables for Consumer & Small Business customers)
- Fifteen (15) minutes of closed key time per day in Consumer Services

Affected Organizations:

BST – Consumer Services, Finance and Small Business Services

Affected Titles:

Collections Representative, WS18 (handling accounts receivables for Consumer & Small Business customers); Sales Associate, WS27; Sales Consultant, WS27L and Service Representative, WS23 (in Consumer Services and Small Business Services)

Guidelines:

- Excludes Mondays, Holidays and the day after a Holiday
- Used for business purposes such as catching up on email, reviewing job aids or other training or reference material, reviewing results, reviewing A&R, finish and/or correct service orders
- Can only be used in the scheduled or designated time period
- Be guaranteed but optional for all employees

- Does not include formal training time or meeting time
- Does not include outbound calling
- Cannot be saved or carried over from week to week or day to day
- Does not constitute a break
- Management will designate the work to be performed when closed time is allotted
- In the event of major incidents impacting our call volumes or ability to serve the public, closed key time may be suspended.

Duration:

This Memorandum of Agreement is for the life of this ~~the 2015~~ BST Working Agreement.

~~For The Union~~

~~For The Company~~

~~Nick Hawkins
Assistant to the Vice President
District 3~~

~~John Trageser
Assistant Vice President
Labor Relations~~

~~Date: _____~~

~~Date: _____~~

MEMORANDUM OF AGREEMENT

SERVICES TECHNICIANS AND SURPLUS/AFFECTED FACILITY TECHNICIANS AND OUTSIDE PLANT TECHNICIANS SURPLUS EMPLOYEES

A surplus Services Technician (ST) or a surplus Facility Technician who has been processed through the steps of Article 7 Force Adjustments of the 2015 BST Collective Bargaining Agreement and has ranked all stay on payroll options (excluding bumping) and has not been placed, may, by order of seniority, displace the most junior Wire Technician, in the U-Verse Field Operations within 35 miles. If no Wire Technician is available within 35 miles, then the surplus ST or surplus FT may displace the most junior Wire Technician, within the state, provided that he/she meets the basic qualifications of the Wire Technician job title and is satisfactorily meeting performance and attendance requirements in his/her current title.

A surplus Outside Plant Technician (OPT) who was surplus or bumped by a surplus ST or FT and who has been processed through the steps of Article 7 Force Adjustments of the 2015 BST Collective Bargaining Agreement and has ranked all stay on payroll options (excluding bumping) and has not been placed, may by order of seniority, displace the most junior Wire Technician in the U-Verse Field Operations within 35 miles. If no Wire Technician is available within 35 miles, then that OPT may displace the most junior Wire Technician, within the state, provided that he/she meets the basic qualifications of the Wire Technician job title and is satisfactorily meeting performance and attendance requirements in his/her current title. However, no surplus or bumped OPT shall displace a Wire Technician if 12% or more of the employees in the Wire Technician job title within the exchange and exchanges within 35 miles have economic protections pursuant to Section 14, Economic Protection Following Placement Into The Wire Technician Position Of Surplus BST Employees in the Network Addendum – UFO and; Section 13, Force Movement Of Employees in the Network Addendum – UFO, Sub Section I, Treatment of Surplus Employees Who Move To The Wire Technician Job Title From A Job Title Under the BST Agreement.

Displaced ST, FT and OPT identified herein will maintain 7.01K rights.

Duration:

This Memorandum of Agreement will expire at the end of the 2015 Working Agreement between the Parties, unless the Parties mutually agree to extend.

Michael J. Fahrnholt Sr.
Michael J. Fahrnholt, Sr.
CWA Staff Representative
District 3

John P. Trageser
John P. Trageser
Executive Director
Labor Relations

Date 12/10/2015

Date 12/10/15

Memorandum of Agreement Supplemental Screening

BellSouth Telecommunications, LLC (the Company) and the Communications Workers of America (the Union) recognize that employees must comply with the Florida state statute, known as the Jessica Lunsford Act, that requires background screening of all employees who may be required to be on school premises as part of their regular job duties.

The Company and the Union agree to the following:

Any employee may, in accordance with the Supplemental Screening Policy, take an unpaid absence for up to 90 days and their benefits will remain intact.

Employees who fail to pass the Supplemental Screening required by this act must cooperate by providing appropriate information required by the Company to assist them before any alternatives are considered.

No combination of alternatives may extend beyond twelve (12) months from the date the Company is advised that an employee did not pass the screen.

To protect the employee's continuity of service with the Company and to allow continued employment while these screening discrepancies are being addressed by the employee, the following alternatives may be offered:

Employees may be allowed to temporarily transfer to other areas identified by the Company. These employees' seniority will take precedence over others' seniority for the purposes of application of Article 12.05C. Such transfers will be reviewed by Labor Relations before such transfers are permitted.

Or,

if a temporary transfer is not available, the employee must use any remaining paid time off while resolving issues identified during the screening process unless they enter the PARTNERSHIP Job Bank as described below before any other alternatives are offered.

Otherwise at the end of the temporary transfer and / or after the employee exhausts all paid time off:

The employee may enter the PARTNERSHIP Job Bank for the number of weeks provided in Article 24.05D2, and receive termination pay incrementally while participating in the PARTNERSHIP Job Bank (PJB). The termination pay will be based on Article 8.05C. The employee may exit the PJB by resolving the issue and returning to their previous position or by being selected for a position that does not require the Screen.

The PJB is offered as an alternative solely to protect an employee's service while resolving issues associated with the screening process.

Employees exiting the PJB and returning to a position must repay the termination pay received while in the PJB in the amount not less than 5% or more than 10% of the basic wage per week per month.

Or,

Eligible employees may take a Personal Leave of Absence that is unpaid for up to twelve (12) months. At the end of the Personal LOA, employees will be granted termination pay if they are not reengaged by the Company.

The provisions of this memorandum are not retroactive, and are only effective from the date of the agreement. Anyone affected by the Supplemental Screening requirements who has already exhausted their paid time off will be eligible for the provisions of this agreement. This memorandum does not affect or modify any employee's rights with respect to the grievance or arbitration process.

Scope:

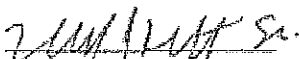
All active employees holding titles in Florida subject to the Supplemental Screening requirements.

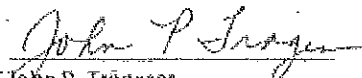
Duration:

This Memorandum of Agreement is for the life of 2015 BST Working Agreement unless terminated or modified by mutual agreement of the parties.

For the Union:

For the Company:


Michael J. Fahrenholt, Sr.
CWA State Representative
District 3


John P. Trageser
Executive Director
Labor Relations

Date: 12/10/2015

Date: 12/10/15

Memorandum of Agreement Flexible Vacation Day (FVD)

This Memorandum of Agreement between BellSouth Telecommunications, LLC (the Company) and the Communications Workers of America (the Union) outlines the agreement reached to allow one vacation day to be used flexibly. The parties recognize that it is in the best interest of the employees to have the ability to take time off for short intervals because of personal reasons. The provisions are outlined below:

Scope

All titles within the Customer Assistance Bureau in Orange Park, Florida.

Guidelines

1. Employee may designate one (1) scheduled vacation day to be used flexibly.
2. This time shall be taken in increments of no less than one (1) hour.
3. The employee must request the FVD 24 hours in advance of time granted. The Administrative Manager (or his/her designee) or the Center Manager has the discretion to grant FVD with shorter advanced notice based on special situations and/or the needs of the business.
4. An increment may be taken at any time during the trial period up to and including the actual scheduled FVD provided the employee notifies the Administrative Manager or duty supervisor of his/her repair center, and not more than 25% of the work group is already off. In the event more than 25% of the work group is off, then the time may be granted consistent with the needs of the business.
5. Such time should not be taken on Mondays, except for emergencies unless the needs of the business will allow otherwise.
6. If there is unused time available on the scheduled vacation day so designated by the employee as their FVD, the employee must take the remaining time on the scheduled day.

7. The FVD may be rescheduled to any remaining available time at the request of the employee provided no portion of the FVD has been used.
8. The Administrative Manager (or his/her designee) or the Center Manager will be the single point of contact for granting such time.
9. Either party reserves the right to terminate this agreement by giving 30 days advance notification to the other party at the Bargaining Level. Should the agreement be terminated, employees who have taken less than a full FVD, will have 90 days from the date of the notification to schedule and take the remaining hours of the FVD. If an employee has not taken any of their FVD as of the date of the notification, the day will be converted back to a regular vacation day.

Duration

This Memorandum of Agreement is for the life of 2015 BST Working Agreement.

For the Union:

For the Company:

Michael J. Farhenholt Sr.
Michael J. Farhenholt, Sr.
CWA State Representative
District 3

John P. Trageser
John P. Trageser
Executive Director
Labor Relations

Date: 12/10/2015

Date: 12/10/15

**Memorandum of Agreement
Safe Load Limit**

This agreement between the Communications Workers of America (the Union) and BellSouth Telecommunications, LLC (the Company) outlines the understanding reached by the parties during Bargaining in regard to the following:

APPLICATION

As of the effective date of the MOA, the employee must be within 30 days of the 60 days allowed to secure another position under the current Safe Load Limit Guidelines.

GUIDELINES

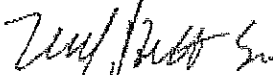
Once it has been determined the employee has been unsuccessful in their weight loss efforts under the Safe Load Limit Guidelines, the employee will have five (5) calendar days to make the irrevocable choice of the following:

1. The employee may follow the current Safe Load Limit Guidelines.
Or,
2. The employee may have 30 days, which include the five days above, from the date of the initial unsuccessful weight loss effort to secure another job. If they are unsuccessful at securing another job by the end of the 30 day period, they will go directly into the PARTNERSHIP Job Bank.
 - a. If the employee is selected for a vacancy which has a report date later than the end of the 30 day period, the employee may elect to take eligible time off until the report date.
 - b. The employee may only bid on jobs that do not require adherence to the Safe Load Limit Guidelines.

DURATION


This MOA shall remain in effect for the life of the 2015 Working Agreement.

For the Union:


Michael J. Fahrenholt, Sr.
CWA State Representative
District 3

Date: 12/10/2015

For the Company:


John P. Trageser
Executive Director
Labor Relations

Date: 12/10/15



John Trageser
Executive Director
Labor Relations

122 E. Lake Dr.
Room 300
Decatur, Ga. 30030

T: 404 986-5633
F: 404 370-8259
jt9467@att.com

August 10, 2016

Mr. Nick Hawkins
Assistant to the Vice President
Communications Workers of America
3516 Covington Highway
Decatur, Georgia 30032

Dear Nick:

During 2009 Bargaining the Company and the Union agreed to create a leveraged title, Sales Consultant. Any new vacancies in the Sales Associate position would be filled with leveraged title, Sales Consultant. Sales Associates and Sales-Consultants are grouped together for a surplus. The Sales Associates were given an opportunity to convert to the leveraged title, but the Company committed it would not force a Sales Associate to a leveraged position.

This letter is in response to your request for clarification of several steps in the force adjustment procedures for Sales Associates impacted by force adjustments.

- Follow the Work Opportunities – Under the provisions of Article 7.01A4, if given the opportunity to follow their work, Sales Associates will maintain their title and wage scale 27 wages. If they declined to follow their work and are processed through the force adjustment options as outlined in Article 7.01C and are not placed into a position, Sales Associates may under the provisions of 7.01C5 elect to follow their work and maintain the title and wages if opportunities still exist in the follow the work location.

Vacancies for the Sales Consultant title would be handled as follows:

- Article 7.01C1 - Job Assignments – If Sales Consultant vacancies are available in the exchange or any exchange within 35 miles, in the organizational unit or any other organizational unit, the Sales Associates will have the option to accept the position. If they accept, they will move to the Sales Consultant title and compensation. If they choose to decline, they will not be penalized as outlined in Article 7.01C3a.
- Article 7.01C3 - Vacancies within 35 miles – Employees will be given the opportunities for consideration for equal and lower level vacancies, and if offered and decline a Sales Consultant vacancy, will not forfeit their right to bump or termination pay.



If employee(s) appear on the bump list, SIPP or ESIPP list that hold the Sales Consultant title, and the surplus Sales Associate elects to exercise one of these options, the employee would maintain their Sales Associate title and wage scale 27 compensation.

If you agree, please concur below and return a copy for our records.

Sincerely,

John Trageser
Executive Director Labor Relations

CONCUR:

Nick Hawkins
Assistant to the Vice President
Communications Workers of America



Robert G. Zurovec
Executive Director
Labor Relations

AT&T Services, Inc.
4544 S. Lamar
MS 4401-LR
Austin, TX 78745

T: 512.436.7267
F: 512.436.7468

October 20, 2016

Richard Honeycutt
Vice President District 3, CWA
3516 Covington Highway
Decatur, GA 30032

Via email

Dear Richard,

Pursuant to recent conversations between the parties, the Company and the Union hereby agree to replace paragraph 13 of the "Memorandum of Agreement: Transition of Newly Employed DirecTV LLC Employees" ("MOA") regarding the transition of certain newly-represented Company employees into the Network Addendum for U-verse Field Operations ("Addendum") to the 2015 CWA/BellSouth Telecommunications, LLC (BST) Working Agreement ("Agreement") executed on September 29, 2016, (attached). Paragraph 13 of the MOA will now read:

This MOA is subject to ratification by the Unit Employees. For purposes of this MOA, the ratification date shall be the date that the Company receives written notification from an authorized representative of the Union that this MOA has been duly ratified by the Unit Employees. Said notification must be received on or before November 4, 2016. If such notification is not received on or before November 4, 2016, this MOA shall have no force or effect, and all proposals made by the Company up to that time are withdrawn.

All other terms and conditions of the MOA shall remain unchanged.

Please sign and date in the space below to acknowledge your agreement with this change.

Sincerely,

FOR THE UNION:

FOR THE COMPANY:

By:

By:

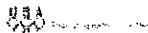
Title: District 3 Vice President

Title: Executive Director Labor Relations

Date: October 21, 2016

Date: October 20, 2016

Attachment



September 27, 2016

MEMORANDUM OF AGREEMENT

Transition of Newly-Represented DIRECTV LLC Employees

This Memorandum of Agreement ("MOA") is entered into as of September 27, 2016, between BellSouth Telecommunications, L.L.C. and DIRECTV LLC (collectively "Company" or "Management") and the Communications Workers of America (hereinafter referred to in this MOA as "CWA" or the "Union"), and sets forth the terms and conditions agreed to by the Company and the Union (hereinafter referred to collectively in this MOA as the "Parties") regarding the transition of certain newly-represented Company employees into the Network Addendum for U-verse Field Operations ("Addendum") to the 2015 CWA/BellSouth Telecommunications, L.L.C. (BST) Working Agreement ("Agreement").

1. Recognition. Effective with ratification of this MOA, DIRECTV LLC ("DTV") shall be a participating employer in the Agreement. Per the Certification of Results issued by the American Arbitration Association for the AT&T/DTV Technician, Warehouse, Administrative Support Unit in the cases below,

- 01-16-0001-3667, Alabama, April 20, 2016
- 01-16-0001-7137, Florida, May 12, 2016
- 01-16-0001-6028, Georgia, May 5, 2016
- 01-16-0001-3666, Kentucky, April 20, 2016
- 01-16-0001-7137, Louisiana, May 12, 2016
- 01-16-0001-7145, Mississippi, May 18, 2016
- 01-16-0001-7140, North Carolina, May 12, 2016
- 01-16-0001-0988, Tennessee, April 5, 2016

the Company recognizes the Union as the duly authorized bargaining agent for the titles listed below ("Unit Employees"):

Administrative Support Assistant
Office Coordinator
Field Coordinator
Warehouse Assistant
Installation Technician

2. Term of Employment. Effective January 1, 2017, Unit Employees' Term of Employment [(TOE), also known as Net Credited Service (NCS)] will be established based on the DIRECTV Workday Continuous Service date, and the TOE date will be subject to adjustments due to future employment events per the terms of the AT&T Pension Benefit Plan.
3. Transfers to Job Titles. Effective December 25, 2016 ("Effective Date"), Unit Employees referenced in paragraph 1 above shall be placed into the Addendum in the job titles of

B. AS

September 27, 2016

Administrative Support Assistant, Office Coordinator, Wire Technician and Warehouse Assistant as provided in Attachment 1 to this MOA.

- A. The wage schedules for the titles in paragraph 3 above are listed in Attachment 2 to this MOA. The Parties agree that these titles are fully and finally established with no further steps required.
- B. Upon Ratification of this MOA and in accordance with Article 15.03A of the Agreement the locations listed in Table 1 below will be added to existing exchanges in the Exchanges By States and Zone Classifications of Appendix A, Part II to the Agreement.

Table 1 - Locations Added to Existing Exchanges

STATE	CITY	EXCHANGE	ZONE
Alabama	Eastaboga	Anniston	C
Mississippi	Flowood	Jackson	C
North Carolina	Hillsborough	Chapel Hill	C
Tennessee	La Vergne	Smyrna	C

- C. Until the Effective Date and except as provided specifically in this MOA, current terms and conditions of employment for Unit Employees will not change without discussion between the Company and the Union.
- D. At the time of the Effective Date referenced above, the Addendum shall contain the entire agreement between the Parties with respect to all Unit Employees in titles referenced in paragraph 1 above, except that such Unit Employees: i) will maintain their current benefits until their benefits are replaced on January 1, 2017 and the benefits that will apply at that time are the benefits provided under this MOA rather than those provided in the Addendum; ii) shall not become eligible for any paid or unpaid time off (e.g., vacation, holidays, personal days off, etc.) under the Addendum until January 1, 2017; and iii) will remain eligible for DTV Paid Time Off and holidays through December 31, 2016 subject to needs of the business. On the Effective Date, Unit Employees shall be subject to all policies that apply to employees covered by the Addendum. Such policies shall be implemented as soon as practicable after the Effective Date.
- E. Unit Employees shall be exempt from the test qualifications required for their new job title for purposes of their initial placement into such title.
- F. Unit employees who transition to the Wire Technician title may be sent to Pole Climbing training. Unit Employees who are unable to pass Pole Climbing training will be allowed to remain as Wire Technicians. Wire Technicians who are unable to pass Pole Climbing training that voluntarily transfer to another location or title that requires Pole Climbing will be required to pass Pole Climbing training to remain in the new position or location.

B. HS

September 27, 2016

G. Unit Employees' current DTV time-in-title will be credited toward their new Addendum title.

4. Wages. The payment of wages to Unit Employees shall be made as follows:

- A. As soon as practicable after ratification of this MOA, Unit Employees will be placed into the wage schedule in Attachment 2 to this MOA that corresponds to their new title in Attachment 1 to this MOA.
- B. Unit Employees shall transition to the step of the corresponding wage schedule that is closest to but not less than the Unit Employee's then-current weekly wage rate. The date on which Unit Employees move to the wage schedules in Attachment 2 to this MOA in accordance with paragraph 4(A) above will be the start date for calculation of the wage progression interval.
- C. Those Unit Employees whose current wages are above the maximum weekly rate of the appropriate wage schedule in Attachment 2 to this MOA at the time of the transition will be pay protected until their base pay is at or below the maximum weekly rate of the appropriate wage schedule or they elect to move to another job title or location. "Pay protected" means that their base pay will remain the same.

5. Benefits. Unit Employees covered by this MOA on January 1, 2017 shall be called "Original Unit Employees", unless they are subsequently terminated and rehired. Other employees covered by this MOA that are not Original Unit Employees shall be called "Other Unit Employees".

Effective January 1, 2017, Original Unit Employees and Other Unit Employees will be eligible for:

- AT&T's non-bargained-level health and welfare and disability benefit plans, programs, and policies as they may change from time to time.
- The following retirement benefits:
 - o Pension
 - Original Unit Employees hired or rehired prior to January 1, 2016 will be eligible for the DIRECTV Pension Plan, which will become a component program under the AT&T Pension Benefit Plan, as similarly situated non-bargained employees.
 - Other Unit Employees, who were hired or rehired prior to January 1, 2016, will be eligible for the Bargained Cash Balance #2 Program of the AT&T Pension Benefit Plan.
 - Original Unit Employees and Other Unit Employees who were hired or rehired on or after January 1, 2016 will not be eligible to participate in any company sponsored pension plan as similarly situated non-bargained employees.
 - o The AT&T Retirement Savings Plan as provided to similarly situated non-bargained employees.

September 27, 2016

- AT&T's non-bargained medical, dental, vision and life insurance programs for eligible former employees, subject to the terms of such programs, provided that nothing in this MOA shall be construed to provide benefits for any period subsequent to the term of this MOA or for any employee other than Unit Employees who terminate employment during the term of this MOA.

Effective June 1, 2017, Unit Employees will be eligible for the health and welfare, disability, savings, and pension benefit plans, programs, and policies as set forth in the Agreement. Employees will be eligible for benefits as provided under the Agreement based on the employee's TOE date as of January 1, 2017 for Original Unit Employees and the hire, rehire or transfer date for Other Unit Employees as follows:

- If the TOE date is on or before August 17, 2012, those employees shall be referred to as "2009 New Hires".
- If the TOE date is after August 17, 2012 but on or before December 4, 2015, these employees shall be referred to as "2012 New Hires".
- If the TOE date is after December 4, 2015 and before January 1, 2017, these employees shall be referred to as "2015 New Hires".
- Any employee that is hired or rehired on or after January 1, 2017 shall be referred to as "2015 New Hires".
- Any employee that transfers into a Unit Employee job title on or after January 1, 2017 shall be treated as if they transferred into an Addendum job title.

The deductible and out-of-pocket dollars accumulated during 2017 for participants in the AT&T Medical Program self-funded benefit option, prior to the mid-year plan change, will apply toward the deductible and out-of-pocket maximums for those participants that enroll under the bargained program, provided the employee and dependents remain in the Company self-funded benefits and the employee continues to be a Unit Employee as of May 31, 2017. If an employee changes their coverage option during the mid-year election period from self-funded to FMO or vice versa, the deductibles and out-of-pocket dollars accumulated prior to the change in options will not apply to the new coverage.

Original Unit Employees that transfer into a job title in the Agreement not covered by this MOA shall be treated as a "2009 New Hire", "2012 New Hire", or "2015 New Hire" designation as defined above. Other Unit Employees that transfer into a job title in the Agreement not covered by this MOA shall be treated as if they transferred from an Addendum job title.

The means for fulfilling the terms of this MOA may be the Company's adoption of its own plan and associated plan document or participation in an equivalent plan having a plan document that includes, for bargained-for employees, the benefits agreed to be provided pursuant to this MOA and substantially the terms, provisions and conditions under which such benefits are to be provided. The sole remedy for issues with respect to the validity or amount of any claim for benefits is the claim and appeal process as defined in the individual benefits plans and programs. The parties agree to the plans and programs described above. Copies of the plan documents, Summary Plan Descriptions (SPDs) and Summary of Material Modifications (SMMs) of these plans, policies and

September 27, 2016

programs have been provided to the Union. If there is any difference between these SPDs and the ERISA plans or programs (including amendments thereto), the plan texts shall govern.

Benefit Rules for Movement

Any individual who moves after January 1, 2017 from a job title not covered by the Agreement, where the circumstances of the move are not specifically accounted for below will be treated as a 2015 New Hire.

DTV employees that are represented by the CWA, not covered by this MOA, that move pursuant to the National Transfer Plan ("NTP") to a job title covered by the Agreement will be defined as follows:

Move to:	TOE as of January 1, 2017 or subsequent rehire date is:	Treated as:
Any job title covered by the Agreement	On or before August 17, 2012	Transferred 2009 New Hire
Any job title covered by the Agreement	After August 17, 2012 and on or before December 4, 2015	Transferred 2012 New Hire

6. Terms Effective Following Ratification, Effective with ratification of this MOA but subject to the administrative limitations of Company systems, the following provisions of the Addendum will apply to Unit Employees:

- * Section 1, but only the following provisions incorporated by reference from the Core agreement as a result of section 1.03:
 - o Article 2 – Wages, Section 2.07
 - o Article 15 – Job Descriptions, Titles and Classifications, Section 15.03
 - o Article 17 – Union Functioning, Sections 17.01, 17.03C, 17.05 and 17.06
 - o Article 20 – Union-Management Conferences
 - o Article 21 – Grievance Procedure
 - o Article 23 – Arbitration, Expedited Arbitration and Mediation
 - o Article 26 – Absences for Union Duties, Section 26.01
 - o Article 27 – Distribution of Agreement
 - o Article 28 – Responsible Union-Company Relationship

B. HS

September 27, 2016

- o Article 29 – Application, Exclusions and Amendments, Section 29.03
 - o Article 30 – Non-Discrimination
 - o Article 31 – Duration of Agreement
 - o Appendix A, Part-II – Exchanges by States and Zone Classification
 - Section 2 – Classification of Employees
 - Section 3 – Seniority
 - Section 4 – Working Conditions, sections: 4.05(A) and 4.05(B) – Sunday Hours Worked and Absence for Union Business (paid and unpaid) and sections 4.06 – 4.08
 - Section 6 – Force Adjustment, sections 6.02 – 6.05
 - Section 7 – Health and Safety
 - Section 11 – Compensation
 - Section 16 – Conclusion
 - Scope of Work for Wire Technicians
7. On the Effective Date, DTV will be a participating company in the NTP and Unit Employees will be eligible to participate in the NTP in agreements where DTV has been added as a participating company.
 8. Unit Employees moving into the Wire Technician title will be allowed to continue to participate in the DTV Home Garaging program until August 1, 2017.
 9. Accrued DTV Paid Time Off that has not been used by Unit Employees by December 31, 2016 will be paid out in cash in 2017.
 10. For the life of this MOA, staffing levels for the Administrative Support Assistant, Office Coordinator and Warehouse Assistant titles will not exceed the number of employees in each of the titles as of the date of ratification.
 11. The Union waives and releases any and all claims or potential claims against the Company relating to the recognition or transfer of Unit Employees into the Addendum.
 - A. The Union further agrees that it will not seek to alter any existing bargaining units in any AT&T company on the basis of any movement or transfer of employees as a

J. HS

September 27, 2016

result of this MOA. Further, the Union will not, on the basis of this MOA, on the basis of the negotiations that preceded this MOA, or on the basis of any change in operations or practices or assignments of work as a result of this MOA, in any pleading, petition, complaint, filing or proceeding before the National Labor Relations Board, an arbitrator or panel of arbitrators, or any court of competent jurisdiction, assert, claim, charge or allege that any companies are a single or joint employer or enterprise, alter egos, accretions or successors of one another, or that any bargaining units of said entities represented by or sought to be represented by CWA are a single bargaining unit, or are or should be otherwise altered in their scope or composition, other than by function of this MOA, Addendum or the Agreement with respect to the employees covered by this MOA, Addendum or the Agreement. This commitment, as well as the commitments made in the Logistics Agreement, on the part of CWA will survive the expiration of this MOA, unless and until such time as this commitment is terminated by the mutual written agreement of the Parties.

B. The Parties agree that this MOA sets forth the full and complete agreement between the Union and the Company regarding the transfer of Unit Employees into job titles in the Addendum as provided in Attachment 1 to this MOA. If there is any conflict between the provisions of this MOA and provisions in the Addendum or Agreement, the provisions of this MOA will prevail.

12. Active regular full-time Unit Employees on the payroll as of the date of ratification and on the payout date will receive a single \$250 lump sum ratification bonus. Each active regular part-time Unit Employee on the payroll as of the date of ratification and on the payout date will receive a prorated ratification bonus based on their part-time classification (or "part-time equivalent work week") on the ratification date. All ratification bonus payments will have appropriate deductions withheld. Such payments shall be made as soon as practicable following ratification.
13. This MOA is subject to ratification by the Unit Employees. For purposes of this MOA, the ratification date shall be the date that the Company receives written notification from an authorized representative of the Union that this MOA has been duly ratified by the Unit Employees. Said notification must be received prior to November 1, 2016. If such notification is not received prior to November 1, 2016, this MOA shall have no force or effect, and all proposals made by the Company up to that time are withdrawn.
14. This MOA shall expire on August 3, 2019 unless otherwise mutually agreed in writing by the Parties.

The Parties have caused this MOA to be executed by their respective representatives, duly authorized, as of the day and year first written below.

J. HS

September 27, 2016

FOR THE UNION:

By: *[Signature]*

Title: Dist. #3 UP

Date: September 29, 2016

FOR THE COMPANY:

By: *[Signature]*

Title: Executive Director Labor Relations

Date: September 29, 2016

RHS

GARRETT, CAROL G (LABOR)

From: TRAGESER, JOHN P (LABOR)
Sent: Friday, November 04, 2016 9:03 PM
To: GARRETT, CAROL G (LABOR)
Cc: BAILEY, PATTI S (LABOR); LACEY, BELINDA K (LABOR)
Subject: FW: Re:
Attachments: 2015-10-08 Discounts.pdf

Carol,
Would you please file Nick's reply with the discount MOA?

Thanks,

Trag

From: Nick Hawkins [mailto:nhawkins@cwa-union.org]
Sent: Wednesday, November 02, 2016 7:42 PM
To: TRAGESER, JOHN P (LABOR) <jt9467@att.com>
Cc: KEITH, MICHAEL (LABOR) <mk4362@att.com>; Richard Honeycutt <rhoneycutt@cwa-union.org>
Subject: Re:

Yes, John we are in agreement that the MOA applies to bargaining unit employees at Utility Operations & AT&T Billing Southeast.

On Wed, Nov 2, 2016 at 9:41 AM, TRAGESER, JOHN P (LABOR) <jt9467@att.com> wrote:

Nick,

Per our conversation yesterday, I'm glad we were able to resolve this one so quickly. It appears that the Company and CWA agree that the attached MOA AT&T Employee Discounts signed October 8, 2015 includes bargaining unit employees at Utility Operations and AT&T Billing Southeast, so that those employees are eligible for the discounts as spelled out in the MOA.

Please let me know if I got that right or if you have any other questions.

Trag

John Trageser
Executive Director, AT&T SE Labor Relations

Office: 404.927.3462
Cell: 404.218.5788

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In Unity,

Nick Hawkins
Assistant to the Vice President
Communications Workers of America District 3
3516 Covington Highway
Decatur, GA 30032
Office: (404) 296-5553
Cell: (502) 706-1237

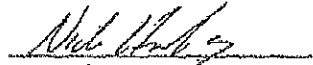


Memorandum of Agreement

Regarding the Warehouse Assistant title and staffing levels as outlined in the DTV Transition Agreement dated September 27, 2016, the Communications Workers of America (CWA) and BellSouth Telecommunications, LLC (the Company) agree:

The addition of warehouses and the volume of work has created a situation where an increase in headcount is needed in the Warehouse Assistant title. The staffing level cap for the Warehouse Assistant title will increase to 40.

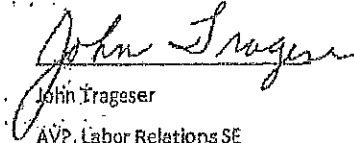
For the Union:



Nick Hawkins
Assistant to the Vice President
CWA District 3

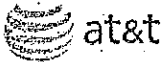
7/26/2017
Date

For the Company:



John Trageser
AVP, Labor Relations SE
AT&T

7/26/2017
Date



Michael L. Matthews
Vice President
Labor Relations

3535 Colonnade Parkway -
North
Suite 115H
Birmingham, AL 35243

T: 205 977-0722
F: 205 977-1587
Mike.matthews@att.com

February 8, 2008

Mr. Noah Savant
Vice President, District 3
Communications Workers of America
3516 Covington Highway
Decatur, Georgia 30032

Dear Noah,

This is to confirm and clarify the intent of the application of Article 1.17 effective with the processing of first quarter 2008 surplus.

If an employee is transferred at the Company's instance from one organizational unit to another during the life of the 2004 BST Working Agreement, due to reorganization (not through surplus placements) and there is a subsequent force adjustment in either the old or the new organizational unit the following scenarios would occur:

Scenario 1

If there is a force adjustment in their former organizational unit and he/she is still performing the same basic job duties as he/she performed in the previous organization, then the employee will be grouped back with their former organization as if the move did not occur.

- From this combined grouping a determination will be made to identify the most junior employees in the title performing essentially the same type work in the exchange to be processed through Article 7.
- This grouping of combined employees would also be used to identify SIPP takers who are performing essentially the same type work and to build bump lists.
- If the most junior employees in the surplus organization were not identified as the surplus, they will pre-bump the most junior employees in the other organization that have been identified as the surplus employees. This physical movement would take place in conjunction with the displacement date.
- If the employees that were moved to the new organizational unit are not performing essentially the same type work as the declared surplus but are in the same family of skills, they could still be at risk for bumping.

Scenario 2

If there is a force adjustment in the new organizational unit where the employee was moved to, and that employee is still performing the same basic job duties as he/she performed in their previous organization, and he/she is identified as a surplus employee in their new unit, then that employee will be grouped back with their former organization as if the move did not occur.

- From the combined grouping a determination will be made to identify the most junior employees in the title performing essentially the same type work in the exchange to be processed through Article 7.
- This grouping of combined employees would also be used to identify SIPP takers who are performing essentially the same type work and to build bump lists.
- If the most junior employees in the surplus organization were not identified as the surplus, they will pre-bump the most junior employees in the other organization that have been identified as the surplus employees. This physical movement would take place in conjunction with the displacement date.
- If the employees in the former organizational unit are not performing essentially the same type work as the declared surplus but are in the same family of skills, they could still be at risk for bumping.

Scenario 3

If there is a force adjustment in the new organizational unit where the employee was moved to, and that employee is not identified as surplus in that force adjustment, he/she could still be at risk to be bumped and would be treated as a surplus employee in the new organizational unit and would not have any options to their former organizational unit.

If you concur, please sign and return.



Labor Relations
AT&T Southeast

Concurred:

Date:

Mark A. Annett
Vice President
CWA District 3

7-28-08

Article 1:17

February 8, 2008

Scenario 1

The following Electronic Technicians in the Network organization were moved to the Interconnect organization:

<u>Employee Name</u>	<u>NCS</u>
Employee A	6/1/69
Employee B	6/5/96
Employee C	12/31/98

There is a surplus declared in the Network organization of 3 Electronic Technicians and the most junior in that organization doing ESTW are:

<u>Employee Name</u>	<u>NCS</u>
Employee D	1/1/90
Employee E	4/2/91
Employee F	5/2/92
Employee G	6/1/95

February 8, 2008

Scenario 1 (continued)

The following is the listing of the combined groups:

<u>Employee Name</u>	<u>NCS</u>
Employee A	6/1/89 (Interconnect)
Employee D	1/1/90 (Network)
Employee E	4/2/91 (Network)
Employee F	5/2/92 (Network)
Employee G	6/1/95 (Network)
Employee B	6/5/96 (Interconnect)
Employee C	12/31/98 (Interconnect)

If it is determined that all of these employees are doing ESTW.

The 3 most junior that will be identified as surplus are:

Employee Name
Employee G
Employee B
Employee C

February 8, 2008

Scenario 1 (continued)

Since the two most junior employees (Employee C and Employee B) are in the Interconnect organization, the 2 most senior of the potential surplus group would pre-bump Employee C and Employee B. This physical movement would take place in conjunction with the displacement date.

Employee A is locked into SIPP. He would be granted SIPP to save the most senior surplus employee, Employee G, and the remainder would be processed through the force adjustment procedures.

If it is determined that the employees in the Interconnect organization do not do ESTW as the declared function in Network:

The following employees would be identified as surplus:

<u>Employee Name</u>	<u>NCS</u>
Employee E	4/2/91
Employee F	5/2/92
Employee G	6/1/95

February 8, 2008

Scenario 1 (continued)

The bump list for these 3 employees would be built as follows:

<u>Employee Name</u>	<u>NCS</u>	<u>Employee Name</u>	<u>NCS</u>
Employee E	4/2/91	Employee C	12/31/98
Employee F	5/2/92	Employee B	6/5/96
Employee G	6/1/95		

February 8, 2008

Scenario 2

There is a surplus declared of 3 Electronic Technicians in the Interconnection organization and the 3 most junior in that organizational unit are the following:

<u>Employee Name</u>	<u>NCS</u>
Employee A	6/1/69
Employee B	6/5/96
Employee C	12/31/98

These employees would be grouped back with their former organizational unit of Network.

<u>Employee Name</u>	<u>NCS</u>
Employee A	6/1/69 (Interconnect)
Employee D	1/1/90 (Network)
Employee E	4/2/91 (Network)
Employee F	5/2/92 (Network)
Employee G	6/1/95 (Network)
Employee B	6/5/96 (Interconnect)
Employee C	12/31/98 (Interconnect)

February 8, 2008

Scenario 2 (continued)

It is determined that all of these employees do ESTW as the function that was declared surplus.

The surplus employees would be:

<u>Employee Name</u>	<u>NCS</u>
Employee G	6/1/95 (Network)
Employee B	6/5/96 (Interconnect)
Employee C	12/31/98 (Interconnect)

Employee A would pre-bump Employee G and would move to his position in the Network organization. That physical movement would take place in conjunction with the displacement date.

February 8, 2008

Scenario 3

There is a surplus declared in the Interconnect organization of Testing Technicians. The 3 Electronic Technicians Employee A, Employee B and Employee C are on a potential bump list and are bumped by senior employees. These employees would have the options that the original surplus employees had and would have no options tied back to the former unit of Network.

February 8, 2008

MEMORANDUM OF AGREEMENT

Force Administration (Customer Services)

Upon review by the Joint Job Review Team, the parties do hereby agree there are some center administrator job functions currently being performed by management that appropriately belong in the bargaining unit. Furthermore, it is agreed that these bargaining unit duties will be performed by Administrative Reports Clerks (WS 10). These duties include, but are not limited to, the following:

- Monitors force data and makes necessary adjustments as directed
- Records open/closed key time as directed by management
- Documents and reports system outages
- Relays available closed key time according to needs/priorities as provided by management
- Answers telephonic for manager and assistant managers and takes messages
- Other responsibilities as outlined in the Job Brief and Qualifications for this title.

Placement of these duties within the bargaining unit will begin upon the signing of this agreement by the parties and will be fully implemented no later than October 1, 1991.

[Signature]
Signed for the Communications
Workers of America

[Signature] 7-8-91
Signed for Southern Bell Telephone
& Telegraph and South Central Bell
Telephone & Telegraph

MEMORANDUM OF AGREEMENT

Systems Designer I, Systems Educator, Project Control Manager, Vendor Account Coordinator, Account Executive (formerly Small Business Account Executive), Service Consultant

The above jobs were reviewed by the Joint Job Review Team to determine proper placement within or outside of the bargaining unit. The job functions performed by the Vendor Account Coordinator and Account Executive (SBAB) are considered by the parties to be outside of the bargaining unit. The job functions performed by the Service Consultant and Systems Educator are considered by the parties to be in the bargaining unit and will be performed by the Service Consultant. Moreover, it is agreed there are some job functions currently being performed by the Systems Designer I and Project Control Manager that appropriately belong in the bargaining unit.

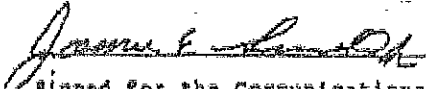
With few exceptions, functions performed by the Systems Designer I and the Project Control Manager in the pre-sale environment are considered to be management and outside of the bargaining unit. This includes, but is not limited to, account planning, analysis and design, pricing, customer technical support, and other responsibilities as outlined in the job descriptions. However, Service Consultants may be required to perform some non-management activities in the pre-sale environment such as physical inventory/station review, as distinguished from system configuration, which is a management function. Further, in some instances, it may be appropriate for the Service Consultant to interact with the customer in the pre-sale environment to discuss such things as feature capabilities, training and implementation schedules. Such functions are considered to be bargaining unit work.

Functions performed by the Systems Designer I and Project Control Manager in the post-sale environment that appropriately are bargaining unit Service Consultant job duties are: service order issuance; implementation; customer education; and bill explanation.

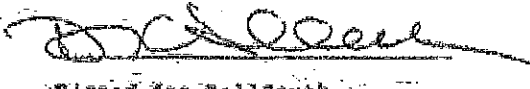
Further, from among the current aforementioned management employees, the company will designate those to be assigned as Service Consultants. Placement of these employees will not cause a force surplus. For those assigned as Service Consultants, their wage length of service and placement will be on the appropriate wage step (or next higher, if between) of Wage Scale 36. This will be determined according to their management base rate of pay as of October 31, 1991, converted to a weekly wage rate (annual base rate divided by 52.2), not to exceed the maximum rate of Wage Scale 36. Those whose management base rate of pay exceeds the maximum rate of Wage Scale 36 will receive a semi-monthly supplement in the amount of the difference that

their management pay, converted to a weekly wage rate as described above, exceeds the applicable Wage Scale 36 top rate of pay. They will continue to receive this supplement until such time as their wage entitlements on Wage scale 36 equals or exceeds their October 31, 1991 management base rate of pay, or until October 31, 1994, or reassignment to another job, whichever comes first. All wage and wage related treatment under the Labor Agreement (e.g., overtime, pay for work on Sunday, differentials, etc.) will be based on Wage Scale 36, exclusive of the supplement. Provisions of Article 17.03C will be applicable for these employees.

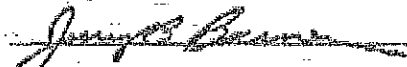
Placement of these duties within the bargaining unit will be implemented no later than six months following the signing of this agreement by the parties.



Signed for the Communications
Workers of America



Signed for BellSouth
Corporation



Signed for BellSouth Services,
South Central Bell Telephone
Company, and Southern Bell
Telephone and Telegraph Company

Date: 11/21/91

EMPLOYEE INFORMATION PACKAGE

- Q. Please explain how the pay will be reconciled for the Service Consultants who are assigned to the title from management positions.
- A. Their wage length of service and placement on the appropriate Wage Scale 36 wage step (or next higher step if between) will be effective as of the date of the downgrade and will be calculated by dividing their annual management base rate of pay as of October 31, 1991 by 52.2 (converts to a weekly wage rate). This weekly wage rate cannot exceed the maximum rate for Wage Scale 36.
- Q. What about those whose weekly wage rate (figured by dividing the October 31, 1991 annual management rate by 52.2) exceeds the maximum weekly rate for Wage Scale 36?
- A. They will receive a semi-monthly supplement in the amount of the difference that their management pay, converted to a weekly wage rate as described above, exceeds the applicable Wage Scale 36 top rate of pay.
- Q. How long will this supplement be paid?
- A. They will continue to receive the supplement until such time as their wage entitlements on Wage Scale 36 equal or exceed their October 31, 1991 management base rate of pay or when they are reassigned to another job, whichever comes first.
- Q. For those Service Consultants receiving the supplement, will it be included in computation of overtime, differentials, etc.?
- A. No. All wage and wage related treatment under the Labor Agreement (e.g. overtime, Sunday work, differentials, etc.) will be based on Wage Scale 36 exclusive of the supplement.
- Q. At what intervals will this supplement be paid?
- A. It will be paid in the same bi-weekly clerical pay draft in which non-management wages are paid.

- Q. All Service Consultants receiving the supplement will be at the maximum pay rate for Wage Scale 35. Will his/her total pay increase with any Wage Scale 36 maximum?
- A. No. A schedule increase in the Wage Scale 36 maximum (through bargaining) plus any cost of living adjustments (COLA) will decrease the amount of the supplement. Remember, the purpose of the supplement is to maintain the affected Service Consultants rate of pay at his October 31, 1991 management pay level, when that rate exceeded the maximum for Wage Scale 36.
- Q. Will the payment of any differentials, such as evening and night, or supervisory relief, reduce the supplement?
- A. No, such differential payments are over and above an employee's basic rate of pay and are not considered as changed in the Wage Scale 36 maximum. Therefore, the supplement would be unaffected.
- Q. If, through the Upgrade and Transfer Procedures, a Service Consultant transfers to another Wage Scale 36 job will he/she continue to receive the supplement?
- A. No, the supplement will be paid only as long as you remain in the Service Consultant job title.
- Q. Is the supplement considered management pay? In other words, will a Service Consultant also be considered to be on the management payroll as long as he receives a supplement?
- A. No. Effective October 31, 1991 those former management employees assigned to the Service Consultant title will be on the non-management payroll. Although the supplement will be paid on the same basis as management pay, it is a separate payment and should not be considered as management pay.

- Q. What do you mean when you say that the supplement, although not management pay, will be paid "on the same basis" as management pay?
- A. By that, we mean that it will be paid according to the same criteria by which management salary is paid. For example, assume that the net credited service of a Service Consultant recipient of the supplement is such that under the terms of the Labor Agreement there is a two day waiting period, without pay, for illness prior to eligibility for payments under the Employee Benefit Plan. In this situation, for the first two days of sickness absence the employee would be coded "T" and receive no Wage Scale 36 pay. However, there is no comparable waiting period in the payment of management salaries, so the supplemental pay would not be withheld for those two days.
- Q. If while receiving the supplement, a Service Consultant goes on Sickness Disability Benefits, how will his pay be handled?
- A. Let's assume, for example, that the Service Consultant's Sickness Disability Benefits eligibility entitles him to four weeks of full pay and forty-eight weeks of half pay. He would receive his full Wage Scale 36 pay and his full supplement for the first four weeks of disability. Thereafter, should the disability continue, he would receive one-half of his Wage Scale 36 pay and one-half of his supplement for up to forty-eight weeks. As explained previously, the supplement will be paid "on the same basis" as management pay. This would apply to benefit payments, pay during Anticipated Disability Leaves, pay during Military Leaves, etc.
- Q. How will an employee's eligibility for a Management Team Incentive Award (MTIA) for 1991 performance be affected by assignment to the Service Consultant title?
- A. The employee is not eligible for an MTIA. The employee is eligible to receive an NTIA. The NTIA amount will be determined based on six (6) months management service and six (6) months non-management service.
- Q. Will the Service Consultant also be eligible for an Individual Incentive Award (IIA) for 1991 performance for the six (6) months they were management?
- A. No, to be eligible for an IIA, an employee must be in a participating management pay grade on December 31 of the performance year. Since these employees will be in the bargaining unit on December 31, 1991, they will not be eligible for an IIA.

- Q. Will former Pay Grade 3 managers assigned to the Service Consultant title covered by the Company's Salary Transition Protection Plan?
- A. No, this plan is for employees who are transferred or reassigned to a lower pay grade within management.
- Q. According to the Working Agreement, a bargaining unit employee is entitled to one (1) unpaid and four (4) paid Excused Work Days each year. Will the Service Consultant be eligible for these EWDs on September 1, 1991 when reassigned to the bargaining unit?
- A. Yes, however, any management personal days taken will be deducted from the number of paid Excused Work Days for which they are eligible for the remainder of 1991.
- Q. The upgrade and transfer provisions of Article 12 of the Working Agreement require fifteen (15) months time-in-title and time-in-exchange for Wage Scale 36. Will this apply for this group of Service Consultants?
- A. These requirements will apply for any subsequent moves to another bargaining unit title, or to Service Consultant opening in another exchange. Their time-in-title waiting period began when they started performing the Service Consultant function. So, many of these Service Consultants' time-in-title has already expired.

Q. How is the assignment of these managers to the bargaining unit going to affect their pensions?

A. The rules explained on pages 16 -17 of the BellSouth Pension Plan Summary Plan Description apply. These rules apply to any employee who transfers from the BellSouth Management Pension Plan to the BellSouth Pension Plan, and are as follows:

"If you transfer to this Plan from the BellSouth Management Pension Plan, your pension for your term of employment will be based on the provisions of that plan in effect on the day preceding transfer. Plus your pension for your term of employment on and after the date of transfer will be based on the provisions of this Plan at retirement.

However, once you complete a term of employment of three years in this plan, you will receive the greater of:

- * the pension under this Non-Management Plan determined by using all years of your term of employment;
- or
- * your pension from the BellSouth Management Pension Plan computed under that plan as in effect on the day preceding your transfer, plus your pension under this Plan in effect at retirement.

For purposes of determining your eligibility for a pension, your service in both plans will be counted." (NCS date at Retirement thru date of Retirement.)

Pension computations can be rather involved, and vary between individuals. They should refer to the summary plan descriptions of both the BellSouth Pension Plan (non-salaried) and the BellSouth management Pension Plan for answers to their particular pension questions. If these booklets do not provide adequate answers, then they should call the Benefit Office (toll free) 1-857-6179 for SCB area, (toll free) 780-2029 for SB area, all others (203) 733-3001.

Q. How is this move going to affect their participation in the Management Savings Plan?

A. When a participating employee changes from a salaried to a non-salaried status for more than 30 days, contribution to the Management Savings Plan shall be suspended as of the effective date of the status change. Such employees wishing to resume participation under the non-salaried savings plan will have to call the TPC at 1-800-872-8722 to enroll in the SSP.

Q. What about the savings they now have in the Management Savings Plan up to the date of status change? What happens to those savings?

A. One may elect prior to the end of the six-month period (beginning with the end of the month in which the status changed to non-salaried) to transfer the value of the account to the BellSouth Savings and Security Plan. To do this, the employee should enroll first in the Savings and Security Plan and designate their preferred investment direction. Once enrolled, the employee should call the Transaction Processing Center at 1-800-872-8722 to transfer their entire balance from the Management Savings Plan to the Savings and Security Plan.

If one does not enroll in the Savings and Security Plan, the value of the employee's Management Savings Plan account will automatically be transferred, as soon as practicable, to an account established for the employee in the Savings and Security Plan and invested entirely in the BellSouth Shares Fund.

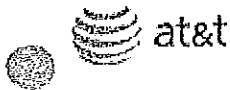
Q. But suppose one is later promoted to management after having transferred his balances from the management to the non-salaried savings plan?

A. The same basic rules would apply that applied when he went to the non-salaried plan. He would have six (6) months from the date of becoming a management employee to elect to transfer back to the Management Savings Plan.

Q. If he does not elect to transfer his balances from the management to the non-salaried plan within six (6) months from date of status change, and is promoted to management, what will happen to his account?

A. His account will still be in the Management Savings Plan and will remain there. His participation in the non-salaried plan would be suspended and he would need to re-enroll in the management plan. His balance in the non-salaried plan would need to be transferred to the management plan within six (6) months by calling the Transaction Processing Center 1-800-872-8722.

Additional savings plan questions may be referred to 1-357-6179 extension 3009 if SCB area or 780-2029 extension 3009 if SB area.



John Trageser
Executive Director
Labor Relations

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jtrageser@att.com

April 21, 2010

Mr. Don LaRotonda
Assistant to Vice President
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. LaRotonda:

In exchange for the Union agreeing to remove the provisions and references of the Working Agreement applicable solely to public communications work, the Company agrees to reinstate those provisions in the event that it reenters the same traditional public pay phone business that it exited March 31, 2004.

Specifically, this agreement involves removing the references to Public from the following articles and subparagraphs, as numbered in the 2001 Working Agreement:

Table of Contents

1.16

3.07 Table B

4.06B

5.05H

5.12A2

12.01A1

12.01B4a

13.02B6

Appendix A, Part I

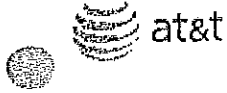
Appendix A, Part III

Appendix B, Part I -

- WS 11 - Public Communications Counting Processor
- WS 12 - Public Communications Operations Administrator
- WS 24 - Public Communications Technical Assistant
- WS 30 - Public Communications Technician
- WS 36 - Public Communications Consultant
- WS 40 - Coin Telephone Collector
- WS 45 - Public Telephone Technician

Appendix C, Part XV

Network Addendum



John Trageser
Executive Director
Labor Relations

675 West Peachtree ST. NW T. 404 927-3462
Suite 41110 F. 404 927-3470
Atlanta, GA 30375 jtrageser@att.com

Those individuals in the PARTNERSHIP Job Bank holding a title listed above at the expiration of the 2001 Agreement shall continue to be paid in accordance with the provisions of Article 24.04C3 as if the title remained in existence at the same wage scale.

John P. Trageser
John P. Trageser
Executive Director
Labor Relations



John Trageser
Executive Director
Labor Relations

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Atlanta, GA 30375

T. 404 927-3462
F. 404 927-3470
jtr3457@at&t.com

August 9, 2015

Mr. Michael J. Fahrenholt, Sr.
CWA Staff Representative
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Fahrenholt:

During 2015 bargaining, we discussed the treatment of Services Technicians, Outside Plant Technicians and Facility Technicians and their job security. As a result of bargaining, the Company agrees that it will not involuntarily lay off any Services Technicians, Outside Plant Technicians or Facility Technicians for one (1) year, from August 9, 2015 until August 9, 2016. Of course, the Company will still need to operate in an efficient manner, utilizing forces where necessary. The Company also retains the right to extend an upfront Supplemental Income Protection Plan (SIPP) as outlined in Article 7, Section 7.01A3 of the BST Agreement.

Sincerely,

John P. Trageser
Executive Director
Labor Relations





John Trageser
Executive Director
Labor Relations

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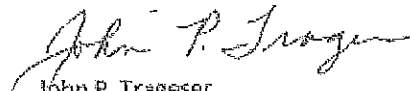
August 9, 2015

Mr. Michael J. Fahrenholt, Sr.
CWA State Representative
Communications Workers of America
District 3
3516 Covington Highway
Decatur, GA 30032

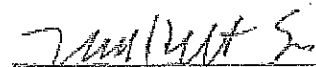
Dear Mr. Fahrenholt:

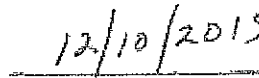
This will confirm our understanding that while the Parties reached a tentative agreement on the Union Dues Memorandum Of Understanding, the Parties have further agreed that the Company will work with CWA National Secretary-Treasurer's office prior to implementing a modified monthly electronic transmission of information to the Union to replace Sensitive Personal Information such as Social Security Numbers and date of birth for employees with dues deductions.

Sincerely,


John P. Trageser
Executive Director
Labor Relations

Acknowledged:


Michael J. Fahrenholt, Sr.


Date

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.31.01	Company Proposal	BST	BST

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Letter of Intent dated October 4, 1995	

Summary	This letter of intent will replace the letter dated October 4, 1995 regarding Staffing issues. This letter incorporates the items from the 1995 letter and adds the items from this bargaining cycle.
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Proposal ID: CP.31.01

AT&T Proprietary (Restricted)

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John Trageser
Assistant Vice President
Labor Relations

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Atlanta, GA 30308

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jt9467@att.com

August 4, 2019

Mr. Nick Hawkins
Assistant to the Vice President
CWA
3516 Covington Highway
Decatur, Georgia 30032

Dear Mr. Hawkins:

This is to confirm and clarify the intent of Staffing issues discussed in bargaining. This letter will replace the letter from October 4, 1995. This letter includes the items discussed in the October 1995 letter that are still applicable and incorporated the changes the parties agreed to during 2019 bargaining.

Sincerely,

John Trageser
Assistant Vice President
Labor Relations

**1995 & 2019 BARGAINING INTENT
STAFFING ISSUES**

Article 1.17 (formerly Article 1.15)

(2019) For the purposes of force adjustment, the organizational units were redefined and the tie back language was eliminated. The provisions of 7.01A5 will still apply in the declaration, but the name of the leader of the organizational unit will be used in the surplus declaration to identify the unit. This modification is not intended to be utilized to shift employees between organizational units in an effort to target them for a surplus or to protect them from a surplus, nor shorten the timeframe of the process, which is typically 90 days. Any dispute regarding the true intent of this understanding shall be grieved at the Executive Level and shall be subject to the arbitration procedures in the Agreement.

Additionally, if post ratification, the org unit under Barton (currently Consumer) is separated into multiple units and the employees in wage scale 27 and wage scale 27L continue to perform the same basic job duties performed in the previous combined organization, both units will be pooled for bumping in the event of a surplus in either unit during the life of this contract.

Article 7.01C

(2019) In the CPE organization, when the Company loses an account where a dedicated technician is assigned; the Company will retain the ability to declare a surplus in the CPE organization unit outside of the quarterly timeframe (Article 7.01A5*), but this is only to the dedicated technician positions. If the dedicated technician was previously assigned as a "load" technician, he/she will be returned to the "load" work group. If that results in a force adjustment in the "load" group, a surplus will be declared under 7.01A5. If the dedicated technician was hired into a dedicated CPE position, they can be reassigned to another dedicated CPE position, or a surplus will be declared of that position under 7.01A5*. The dedicated CPE technician will be provided all the options in Article 7, excluding SIPP and bumping. A "load" technician cannot bump a dedicated technician.

(2019) Consideration of priority candidates will be moved up in the order consideration to be before Article 10 requestors. Article 10 requestors will still be considered before promotions and transfers. The intent is to place priority candidates into positions before considering all other requestors. This does not change the Company's ability to make job assignments within the exchange as outlined in Article 10.01.

(2019) ESTW For WS 20 & Below - When a surplus is declared in any title in wage scales 20 and below, all employees within those titles will be considered as doing essentially the same type work within an organizational unit. This determination will be used in all aspects of the surplus process, determination of the surplus, granting SIPP, and creating bump list.

(2019) SIPP 7.01C2 - When surplus employees have not been assigned to SIPP positions within their organizational unit, there are 2 new steps to the process to assign surplus employees to positions in their title, in other organizational units.

(2019) - 7.01C4c - In building bump lists for the titles of Facility Technician, Digital Technician, Services Technician and Outside Plant Technician these titles, regardless of organizational unit, will be pooled together along with the other titles in the surplus employees' Family of Skills.

(2019) - Per the changes in the MOA dated February 12, 2016, all references to a Work Reporting Area (WRA) in Article 7 and 8.03 have been removed, so that exchanges will be used in the CPE organization in all aspects of the surplus process.

(1995 & 2019) Article 7.01C4 Master Ranking Sheet (MRS) - Once given information on all their options (7.01C, 7.01C2, new reference 7.01C4), surplus and potentially bumped employees will have 7 calendar days to rank their choices

(1995) - Bumping lists will be "trued up" (last added, first removed) as the surplus is satisfied through other means up until the time the first assignment is made from the bumping list.

(1995) - At 7.01C2, SIPP provisions for bumped employees are just the same as described in 7.01C2 (old reference 7.01C1a) for surplus employees, including ESIPP.

(1995 & 2019) - Article 8.03A1e - Revised Optional ESIPP choices allowing for two requests for equal and lower level titles in their Family of Skills in any organizational unit within their home state. Additionally, when an employee's title appears in multiple Skill Groups, that employee may expand to titles in those Skill Groups to equal and lower wage scale within their home state. Staffing managers will not automatically search for such placement opportunities, but will work with employees on jobs/locations that they identify.

(1995) - As a general practice, ESIPP will not be used to create vacancies in exchanges where there is an announced or declared surplus.

(1995) - The bumping choices of employees in the new Article 7 are, as in the past, limited to the same, equal or lower rated titles held by the employees who are junior to them.

(1995) – The bumped employee may remain on the job for the period of time it takes to train the senior employee who has claimed his or her job if training is required.

(1995) – Article 7.01C4c (formerly 7.01C1f(2)) – employees to bump will be in any exchange within 35 miles, including the affected employee’s present exchange. Our intent was that the ESTW, Title and Family of Skills categories on the 35-Mile List will include employees “in the exchange or any exchange within 35 miles”.

(1995) – Employees bumped from State List at 7.01C4c (formerly 7.01C1f3) are entitled to relocation expenses under 7.01H.

(2019) – Appendix A, Part III – Family of Skills – Added the title of Material Service Coordinator to Skill Groups 3 and 9, with asterisk, indicating that they can also bump in both Skill Groups to lower level title.

CONCURRED:

For the Company:

For the Union:

John Trageser
Assistant Vice President
Labor Relations

Nick Hawkins
Assistant to the Vice President
CWA District 3

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.32.00	Company Proposal	BST	BST

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Appendix C, PartVII	

Summary	Update Job Review Committee
---------	-----------------------------

Proposal ID: CP.32.00
AT&T Proprietary (Restricted)

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JOB REVIEW COMMITTEE

It is hereby agreed that the Joint Job Review Committee will be continued during the term of the 2015 Working Agreement. The purpose of this committee is to examine jobs identified by the parties to determine their appropriate placement within or outside the bargaining unit.

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.06.03	Company Counter	BST	BST

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Network Addendum – UFO Sections 1.02, 1.03, 6.01, 11.02 and 13.	UP.06.00, CC.06.00, UP.06.01, UP.06.02, CC.06.02

Summary	
	Memorializes the DTV MOA into the Network Addendum – U-Verse Field Operations.

Proposal ID: CC.06.03
AT&T Proprietary (Restricted)

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Section 1 – Application

1.03 This Addendum contains the entire agreement between the Union and the Company with respect to ~~Wire Technician~~ *all positions referenced in Section 1.02*. The following provisions of the BST Agreement (unless specifically modified or excepted below) will apply: Articles 1.02, 1.10, 1.12, 2.07, 11.02, 15, 16, 17, 20, 21, 22, 23, 25, 26, 27, 28, 29, 30, 31, Appendix A Part I, Appendix A Part II, Appendix B Part I, Appendix B Part III and the Benefits Agreement.

4.15 Work Apparel.

The Company may, at its discretion, implement appearance standards and/or a dress code consistent with State and Federal laws. The Company may change the standards and code at its discretion.

For the employees in the *Wire Technician title in the Network Addendum – UFO*, participation in the U-verse Branded Apparel Program (BAP) is mandatory.

The Company can modify or discontinue this program at its discretion. If the BAP is discontinued for the employees listed in the Network Addendum – UFO, the Company will give those employees a minimum notice of thirty (30) days prior to such discontinuance.

6.01 Transfer.

The Company may, in its discretion, hire employees off the street or from outside of the bargaining unit to fill vacancies ~~in the Wire Technician job title~~ in the Network Addendum – UFO. However, if the Company determines that a vacancy is to be filled from within the Network Addendum – UFO, it will post a notice of the vacancy. Regular full-time employees with at least thirty (30)

months of time in title, unless waived by the Company, who have satisfactory attendance and work performance may apply for the vacancy.

Regular full-time employees covered under this Addendum who have at least thirty (30) months time in title, unless waived by the Company, who have satisfactory attendance and work performance will have the opportunity to be considered for transfers to available positions, covered by this Addendum or the BST Contract, at the discretion of the Company.

In deciding who will be selected for a vacancy, the Company will determine which employee is most qualified to fill the position. The Company will consider an employee's qualifications and where, in the judgment of the Company, such qualifications are equal, it will use seniority. The Company may elect to retreat an employee within the first nine (9) months from the date the employee accepted the position.

When an employee transfers to a higher or a lower wage schedule the employee will move to the same wage schedule step on the new wage schedule that the employee was at on the old wage schedule. In addition, the employee's time spent, months and days, at the step on the old wage schedule will count towards the time required for the employee to progress to the next higher step on the new wage schedule.

11.02 Wage Credit/Changes in Start Rate.

B. New hires with no prior experience may be granted up to 24 months wage credit to meet market conditions (tight labor market) as determined by the Company. Thereafter, each such employee shall progress in keeping with the steps for the wage scale in which the employee was hired. The Company will adjust the wage rate of all ~~Wire Technicians~~ *employees in the title where wage credit was granted and* on the payroll in the exchange where the tight labor market is declared to the new rate established if they are currently below the new rate.

Before any adjustments are made to increase or decrease the wage credit given to potential new hires, the Company will advise CWA.

Section 13 – Force Movement of Employees

13.01 The following terms apply to the movement of surplus employees and/or employees identified for layoff under Article 7 of the ~~2015~~ BST Agreement, into the Wire Technician job title in the Network Addendum – UFO and to the treatment to be afforded to such employees, and employees who voluntarily move into ~~or are newly hired directly into the Wire Technician job title in the~~ Network Addendum - UFO. In the event of a discrepancy or inconsistency between the terms and conditions in the Network Addendum - UFO and any applicable provisions of the BST Agreement, the terms contained in Network Addendum - UFO and any associated agreement(s) shall prevail.

I. Treatment of Surplus Employees Who Move to the Wire Technician Job Title from a Job Title under the BST Agreement.

The Company, at its discretion, may offer vacancies that exist in the Wire Technician title in the Network Addendum – UFO to employees identified as surplus under the BST Agreement through the force adjustment process in Article 7 of the BST Agreement. A surplus employee covered by the BST Agreement placed into the Wire Technician title under the Network Addendum - UFO may utilize the BST Article 12 non-management staffing process to be considered for either lateral or downgrade positions, or former titles for which they are qualified for the term of this Agreement without serving the time in title referenced in Section II below.

The terms and conditions of the Network Addendum - UFO for Wire Technicians will apply to surplus employees who accept a Wire Technician position within the Network Addendum - UFO. If a surplus employee accepts a Wire Technician position in the Network Addendum - UFO, and the employee's current weekly

rate of pay is above the maximum weekly wage rate for the new title, there will be no change in the employee's rate of pay until the weekly rate of pay in the new job title exceeds the employee's weekly rate of pay at the time of the transfer. If, however, the employee's current weekly pay is at or below the maximum weekly wage rate for the Wire Technician title, the employee will be placed on the lowest step of the new wage schedule that will not result in a wage reduction.

II. Treatment of Employees Who Voluntarily Move from a ~~Wire Technician~~ Title in the Network Addendum.

Regular full-time employees ~~in the Wire Technician job title~~ are eligible to transfer to a position under the BST Agreement once they have reached at least thirty (30) months time in title (unless waived by the Company) and have satisfactory attendance and work performance, using the BST Article 12 transfer process. All requirements of the transfer process are applicable for such transfers, including, but not limited to, eligibility requirements, in addition to any additional eligibility requirements provided for under this Addendum.

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.22.05	Company Proposal	BST	BST

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Appendix C, Part XII	UP.22.00, CC.22.00, UP.22.01, CC.22.01, CC.22.02, CC.22.03, CC.22.04

Summary	
	Change dates in Personal Illness Absence letter in Appendix C Part XII and Remove names and titles.

Proposal ID: CC.22.05
AT&T Proprietary (Restricted)

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PERSONAL ILLNESS ABSENCE

~~Dear Richard:~~

This will confirm that in addition to the provisions of Article 6.02A, with regard to one approved disability absence during one of the calendar years *2020, 2021, 2022, 2023 and 2024* an employee who:

- has exhausted the current year maximum paid days of personal illness; or
- will exhaust the current maximum paid days of personal illness leading up to the approved disability;

will be paid for the otherwise unpaid personal illness days leading up to the approved disability subject to the other limits in Article 6.02A as applicable.

~~Michael Keith
Vice President
Labor Relations~~

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.51.03	Company Counter	BST	BST

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Network Addendum -- UFO Section 4.12	UP.51.00, UP.51.01, UP.51.02

Summary	
	Eliminates the need for meal receipts under Overnight Trips Section 4.12 of the NA-UFO.

Proposal ID: CC.51.03
AT&T Proprietary (Restricted)

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4.12 Overnight Trips.

If the Company determines that overnight travel is required, the employee will be reimbursed for expenses, which are supported by receipts as follows:

- A. Transportation expenses as described in Section 4.11 (D) above.
- B. Lodging, approved in advance by the Company.
- C. Meals, not to exceed thirty-seven dollars (\$37) per day, unless management approves a higher amount in advance, *without need for receipts*.
- D. The Company will determine when overnight trips are required. Insofar as the service requirements and abilities of the employees will permit, as determined by management, employee preference in order of seniority shall be taken into account in the assignment of overnight trips.

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.62.03	Company Counter	BST	BST

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Network Addendum – UFO Section 5.12	UP.62.00, UP.62.01, CC.62.00, CC.62.01, 62.02

Summary	
	This proposal eliminates the requirement for a minimum of 24 hour notice for the second requested day off.

5.12 Guaranteed Personal Time Off.

An employee will be allowed, on request, to take off two (2) single days (Personal Day Off or Vacation Day) per year with the following restrictions:

- May not be taken during the months of June, July or August;
- ~~A minimum of twenty four hour notice required for the second (2nd) requested day off;~~
- May be taken in half (1/2) day increments;
- One (1) person per work group, per day (unless otherwise mutually agreed locally);
- May not be taken on a Company recognized holiday; and
- May only be utilized Monday through Saturday

Proposal ID: CC.62.03
AT&T Proprietary (Restricted)

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Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.65.03	Company Counter	BST	BST

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Network Addendum – UFO Sections 6.03 and 6.04	UP.65.00, UP.65.01, UP.65.02, UP.66.00

Summary	Section 6.03 adds a week for notification to employees and a week for employees to bid for other open positions prior to being laid off, going from 3 weeks to 4 weeks. Additionally, 6.03 provides for layoff by inverse seniority among the group identified by the Company. Section 6.04 adds an additional week of pay for those employees who have 72 – 95 months of seniority and an additional two weeks of pay for those employees who have 96 months or more of seniority.
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Proposal ID: CC.65.03

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6.03 Force Adjustment.

Whenever force conditions, as determined by the Company, are considered to warrant a surplus and the possible layoff of employees *in any group identified by the Company*, the Company shall notify the Union (in writing, prior to notifying the affected employees) *of the number of surplus employees in each such group. Layoffs in each such group shall occur in inverse order of seniority.* ~~Employees will be laid off in a process to be determined by the Company based on the needs of the business and all business needs being equal, such adjustments shall occur in inverse order of seniority.~~ The surplus employees designated for layoff will be notified a minimum of ~~three (3)~~ *four (4)* weeks prior to the layoff date, unless otherwise provided by law.

A U-verse employee scheduled to be laid off shall for a minimum of ~~three (3)~~ *four (4)* weeks prior to layoff, be allowed to submit the required form(s) to Staffing in an effort to be matched to available open positions for which they are qualified, in the appropriate order of consideration.

If the Company deems it appropriate for reason other than surplus, a layoff allowance may be offered to employees to leave the service of the Company in accordance with the table in Section 6.04 below in a process determined by the Company.

6.04 Layoff Allowance.

Employees who are laid off will be paid a layoff allowance based on their seniority and their base weekly wage rate in effect at the time of the layoff, in accordance with the following:

Completed Length of Service	Layoff Allowance
0 - 12 Months	1 week of pay
13 - 24 Months	2 weeks of pay
25 - 47 Months	3 weeks of pay
48 - 71 Months or More	4 weeks of pay
<i>72 - 95 Months</i>	<i>5 weeks of pay</i>
<i>96 Months or More</i>	<i>6 weeks of pay</i>

**The Parties
have Agreed
thru
Package
Bargaining**

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.08.01	Company Proposal	BST	BST

Step	Date Proposed	Time Proposed
Proposal	7/26/2019	11:43 AM
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Appendix C Part XVII	

Summary	CP.08.01 Update Uniform program Language. Added caps and specific balance carry-over language.
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Proposal ID: CP.08.01
AT&T Proprietary (Restricted)

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UNIFORM PROGRAM

The Company and the Union recognize the importance of our employees presenting a professional image to our customers and the general public. In order to assure consistency in dress and present a professional image, the Company and the Union agree to the following uniform policy.

Employees in the following titles are covered by these provisions of the program:

Digital Technician
*Electronic Technician
Facility Technician
Field Services Technician
~~Material Service Coordinator~~
Outside Plant Technician
Services Technician
Switching Equipment Technician
All Customer Visible Employees in CPE except
Service Consultants/CPE

*The Electronic Technician title listed above applies only to non-center positions.

- Employees in these titles new to the program will be provided an initial vendor credit of ~~\$443.55~~ \$503.88 to purchase uniforms from an approved catalog.
- Employees in these titles will receive a vendor cost increase adjustment credit as necessary.
- An annual credit of ~~\$194.10~~ \$220.50 will be provided to program participants.
- Central Office ET employees and ~~Material Service Coordinators~~ may opt out of the Uniform Program during an annual opt out period.

~~Employees in the following titles are covered by these provisions of the program:~~

Electronic Technician
Testing Technician

- ~~• Center ET and TT employees may opt out of the Uniform Program during an annual opt-out period.~~
- ~~• Employees in these titles will receive a vendor cost increase adjustment credit as necessary.~~
- ~~• An annual credit of \$172.90 will be provided to program participants.~~

Any employee entering the Electronic Technician, Testing Technician or Material Service Coordinator title will not be eligible for the uniform program. *Uniform accounts shall be frozen for employees who have announced retirement; are Surplus, on Leave of Absence, in the Safe Load or PMR Program; or have accepted a job not covered by this Uniform Program.*

For all titles in the program, unused balances *up to the initial vendor allowance* may be carried over from one year to the next.

Maximum number of items per category per year will apply as follows:*

<i>Catalog Item</i>	<i>Maximum #</i>
<i>Shirts</i>	<i>15</i>
<i>Pants</i>	<i>10</i>
<i>Hats</i>	<i>5</i>
<i>Socks</i>	<i>15</i>
<i>Jackets</i>	<i>2</i>

**Supervisor approval is needed to exceed any category maximum.*

Additional uniform items may be purchased from the catalog at discounted prices at the employee's expense.

Employees in the above titles will wear the approved uniforms while on Company business. Individual exceptions to the Company's uniform

policy may be allowed on a daily case-by-case basis with prior supervisory approval.

The Company shall provide shorts as an option for employee selection, except for CPE. Both the Company and the Union recognize that Company safety rules and obligations will not be lessened in any degree to accommodate employee wearing of the shorts.

The Company and the Union understand that if the employee chooses to wear a uniform with a Union logo, an approved Union logo will be placed on the uniform shirt sleeve, cap, and outerwear (except overalls) by the vendor and be the same size as the Company logo. Clothing needing replacement as a result of work related damage will be the responsibility of the Company. Additionally, both parties understand that employees will not suffer any financial risk due to a change in vendor or increases in clothing costs.

The Company and the Union are committed to working together on the Uniform Program and to discussing problems of mutual concern.

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.19.00	Company Proposal	BST	BST

Step	Date Proposed	Time Proposed
Proposal	6/27/2019	2:54 PM
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
4.06B; Appendix A, Part I; Appendix B, Part I	

Summary	
	Eliminate obsolete titles: Billing Verification Assistant, Investigation Assistant, Processor Technician, and Senior Office Assistant.

Proposal ID: CP.19.00
AT&T Proprietary (Restricted)

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4.06 Equalization of Premium Pay Work Opportunity. (CPE see Customer Markets Addendum)

- A. Opportunity for premium pay work shall be equalized insofar as practicable within each work group.
1. Insofar as practicable, overtime shall be assigned to employees who desire it.
 2. In connection with the Union's review of an alleged grievance, the Company will furnish the record of premium pay hours worked by employees within the work group involved.
- B. The allocation of non-scheduled non-connecting overtime for: (overtime for any titles listed in 4.06B utilized in Consumer Services, Finance, Operator Services, and Small Business Services is governed by overtime language contained in Appendix C, Part X) Circuit Layout Assigner, Collections Representative, Customer Service Assistant, Communications Technician, Digital Technician, Dispatch Assistant, Electronic Technician, Facilities Assignment Specialist, Facility Technician, Frame Attendant, Line Translations Specialist, Maintenance Administrator, Material Service Coordinator, Network Attendant, Operator, Outside Plant Technician, ~~Processor Technician~~, Provisioning Specialist, Repair Service Attendant, Sales Associate, Sales Consultant, Service Representative, Services Technician, Switching Equipment Technician, Systems Specialist Technician, Systems Technician and Testing Technician will be on the following basis:

The following table shows current titles and wage scale assignments.

Titles and Wage Scale Table

(A)	(B)
Wage Scale	Title
16	Accounting Assistant
18	Accounting Specialist (1)
16	Billing Verification Assistant
32	Circuit Layout Assigner
18	Claims Specialist
18	Collections Representative
21	Communications Assistant
3, 19	Communications Sales Specialist
30	Communications Technician
14	Computer Attendant (2)
16	Customer Service Assistant
27	Customer Service Associate
32	Digital Technician
12	Dispatch Assistant
14	Drafting Assistant
32	Electronic Technician
16	Engineering Assistant (1)

- 1) These titles are normally filled through promotions from within the department in which the vacancy exists.
- (2) These titles are normally filled through promotions from Wage Scale 10 in the department in which the vacancy exists.
- (3) Employees who were in these titles effective August 8, 1998, will remain in these titles as long as they perform these duties. No employees will be placed in these titles subsequent to August 9, 1998.
- (4) Employees in these titles effective August 9, 1986, will remain in these titles as long as they perform these duties. No employees will be placed in these titles subsequent to August 10, 1986.

(A)	(B)
Wage Scale	Title
20	Facilities Assignment Specialist
32	Facility Technician
5	Field Services Technician
24	Frame Attendant
16	Independent Company Assistant
16	Investigation Assistant
20	Line Translations Specialist
20	Maintenance Administrator
25	Material Service Coordinator
10	Messenger (3)
32	Multi-Media Technician
16	Network Administration Assistant
18	Network Analysis Specialist
14	Network Assistant
12	Network Attendant
16	Network Translations Assistant
10	Office Assistant
2	Office Clerical Assistant
11	Operator
31	Outside Plant Technician
4	Payment Processing Assistant

- 1) These titles are normally filled through promotions from within the department in which the vacancy exists.
- (2) These titles are normally filled through promotions from Wage Scale 10 in the department in which the vacancy exists.
- (3) Employees who were in these titles effective August 8, 1998, will remain in these titles as long as they perform these duties. No employees will be placed in these titles subsequent to August 9, 1998.
- (4) Employees in these titles effective August 9, 1986, will remain in these titles as long as they perform these duties. No employees will be placed in these titles subsequent to August 10, 1986.

(A)	(B)
Wage Scale	Title
10	Processing Assistant
32	Processor Technician
20	Provisioning Specialist
12	Repair Service Attendant (3, except CPE)
27	Sales Associate
27L	Sales Consultant
14	Secretarial - Stenographer (4)
10	Senior Office Assistant
14	Service Assistant
36	Service Consultant
36	Service Consultant/CPE
23	Service Representative
25	Service Specialist
31	Services Technician
14	Special Assistant (2)
16	Special Services Assistant
10	Supplies Assistant
32	Switching Equipment Technician
32	Systems Specialist Technician
32	Systems Technician
32	Testing Technician
6	Wire Technician

- 1) These titles are normally filled through promotions from within the department in which the vacancy exists.
- (2) These titles are normally filled through promotions from Wage Scale 10 in the department in which the vacancy exists.
- (3) Employees who were in these titles effective August 8, 1998, will remain in these titles as long as they perform these duties. No employees will be placed in these titles subsequent to August 9, 1998.
- (4) Employees in these titles effective August 9, 1986, will remain in these titles as long as they perform these duties. No employees will be placed in these titles subsequent to August 10, 1986.

FAMILY OF SKILLS

TITLE	WAGE SCALE	SKILL GROUP
Service Consultant*	36	1
Customer Service Associate	27	1
Sales Associate	27	1
Sales Consultant	27L	1
Service Representative	23	1
Communications Sales Specialist	19	1
Collections Representative	18	1
Material Service Coordinator	25	2
Facility Technician*	32	3
Digital Technician*	32	3
Services Technician*	31	3
Outside Plant Technician*	31	3
Communications Technician*	30	3
Field Services Technician	5	3
Multi-Media Technician	32	4
Switching Equipment Technician-Other*	32	5
Frame Attendant	24	5
Electronic Technician*	32	6
Testing Technician*	32	6
Systems Specialist Technician*	32	6
Processor Technician*	32	6
Switching Equipment Technician-ESS*	32	6
Frame Attendant*	24	6
Line Translations Specialist	20	6
Network Assistant	14	6
Circuit Layout Assigner*	32	7
Service Specialist*	25	7
Facilities Assignment Specialist	20	7

TITLE	WAGE SCALE	SKILL GROUP
Maintenance Administrator	20	7
Provisioning Specialist	20	7
Sales Associate*	27	8
Sales Consultant*	27L	8
Customer Service Associate*	27	8
Service Representative*	23	8
Communications Assistant*	21	8
Communications Sales Specialist	19	8
Accounting Specialist	18	8
Collections Representative	18	8
Customer Service Assistant	16	8
Special Services Assistant	16	8
Processing Assistant	10	8
Office Assistant	10	8
Digital Technician*	32	9
Systems Technician*	32	9
Systems Specialist Technician*	32	9
Communications Technician*	30	9
Field Services Technician	5	9
Service Consultant/CPE*	36	10
Service Representative*	23	10
Communications Assistant*	21	10
Special Assistant	14	10
Senior Office Assistant	10	10
Office Assistant	10	10
Office Clerical Assistant	2	10

Employees in Wage Scales 2, 4, 5, 7, 10, 11, 12, 14, 16, 18, 19 and 20 will be grouped with the most junior people in the organizational unit in their Wage Scale, then with the most junior people in the organizational unit in Wage Scales below them.

* Only these titles may bump in this skill group.

**BELLSOUTH TELECOMMUNICATIONS, LLC
WAGE SCALE 10
TITLES**

**MESSENGER
OFFICE ASSISTANT
PROCESSING ASSISTANT**

**SENIOR OFFICE ASSISTANT
SUPPLIES ASSISTANT**

Weekly Wage Rates

Wage Length of Service	Start	End of	End of	End of	End of	End of	End of	End of	End of	End of
	Month	6th Month	12th Month	18th Month	24th Month	30th Month	36th Month	42nd Month	48th Month	
Zone A / Wage Area I										
09/06/15	499.50	544.00	593.00	646.00	703.50	766.50	835.50	910.00	991.50	
09/04/16	499.50	546.00	597.50	653.00	714.00	781.00	854.00	933.50	1021.00	
09/03/17	499.50	547.50	600.50	658.50	722.00	792.00	868.50	952.00	1044.00	
09/02/18	499.50	549.50	604.50	664.50	731.00	804.00	884.50	973.00	1070.00	
Zone B / Wage Area II										
09/06/15	449.50	494.50	544.50	599.00	659.50	725.50	798.50	878.50	967.00	
09/04/16	449.50	496.50	548.50	606.00	669.00	739.00	816.50	901.50	996.00	
09/03/17	449.50	498.00	551.50	611.00	676.50	749.50	830.00	919.50	1018.50	
09/02/18	449.50	499.50	555.00	616.50	685.00	761.00	845.50	939.50	1044.00	
Zone C										
09/06/15	405.00	451.50	503.00	560.50	625.00	696.50	776.00	865.00	964.00	
09/04/16	405.00	453.00	507.00	567.00	634.00	709.50	793.50	887.50	993.00	
09/03/17	405.00	454.50	509.50	571.50	641.50	719.50	807.00	905.50	1015.50	
09/02/18	405.00	455.50	513.00	577.00	649.50	730.50	822.00	925.00	1041.00	

Pension Band Zone A / Wage Area I - 106 Zone B / Wage Area II - 106 Zone C - 105

**BELLSOUTH TELECOMMUNICATIONS, LLC
WAGE SCALE 16
TITLES**

ACCOUNTING ASSISTANT
~~BILLING-VERIFICATION-ASSISTANT~~
CUSTOMER SERVICE ASSISTANT
ENGINEERING ASSISTANT
INDEPENDENT COMPANY ASSISTANT

~~INVESTIGATION ASSISTANT~~
NETWORK ADMINISTRATION ASSISTANT
NETWORK TRANSLATIONS ASSISTANT
SPECIAL SERVICES ASSISTANT

Weekly Wage Rates

Wage Length of Service	Start	End of							
		6th Month	12th Month	18th Month	24th Month	30th Month	36th Month	42nd Month	48th Month
Zone A / Wage Area I									
09/06/15	581.50	627.50	677.00	730.50	788.00	850.50	917.50	990.50	1068.50
09/04/16	581.50	630.00	682.00	738.50	800.00	866.50	938.50	1016.00	1100.50
09/03/17	581.50	631.50	686.00	745.00	809.00	878.50	954.00	1036.50	1125.50
09/02/18	581.50	633.50	690.00	752.00	819.00	892.00	972.00	1059.00	1153.50
Zone B / Wage Area II									
09/06/15	522.00	569.50	621.50	678.50	740.50	808.00	881.50	962.00	1050.00
09/04/16	522.00	572.00	626.50	686.00	751.50	823.00	901.50	987.50	1081.50
09/03/17	522.00	573.50	630.00	692.00	760.00	834.50	916.50	1007.00	1106.00
09/02/18	522.00	575.00	633.50	698.00	769.00	847.50	934.00	1029.00	1133.50
Zone C									
09/06/15	470.00	519.50	573.50	634.00	700.50	773.50	855.00	944.50	1043.50
09/04/16	470.00	521.00	578.00	641.00	711.00	788.50	874.00	969.50	1075.00
09/03/17	470.00	522.50	581.00	646.50	718.50	799.00	888.50	988.50	1099.00
09/02/18	470.00	524.50	585.00	652.50	727.50	811.50	905.50	1010.00	1126.50

Pension Band Zone A / Wage Area I - 108 Zone B / Wage Area II - 108 Zone C - 108

**BELLSOUTH TELECOMMUNICATIONS, LLC
WAGE SCALE 32
TITLES**

**CIRCUIT LAYOUT ASSIGNER
DIGITAL TECHNICIAN
ELECTRONIC TECHNICIAN
FACILITY TECHNICIAN
MULTI-MEDIA TECHNICIAN**

**PROCESSOR TECHNICIAN
SWITCHING EQUIPMENT TECHNICIAN
SYSTEMS SPECIALIST TECHNICIAN
SYSTEMS TECHNICIAN
TESTING TECHNICIAN**

Weekly Wage Rates

Wage Length of Service	Start	End of	End of	End of	End of	End of	End of	End of	End of	End of	End of	End of
		6th	12th	18th	24th	30th	36th	42nd	48th	54th	60th	
		Month	Month	Month	Month	Month	Month	Month	Month	Month	Month	Month
Zone A / Wage Area I												
09/06/15	782.50	830.00	880.50	934.50	991.50	1051.50	1116.00	1183.50	1256.00	1332.50	1413.50	
09/04/16	782.50	832.50	886.00	942.50	1003.00	1067.50	1136.00	1208.50	1286.00	1368.50	1456.00	
09/03/17	782.50	834.50	890.00	949.00	1012.00	1079.50	1151.00	1227.50	1309.00	1396.00	1489.00	
09/02/18	782.50	836.50	894.50	956.00	1022.00	1092.50	1168.00	1249.00	1335.00	1427.50	1526.00	
Zone B / Wage Area II												
09/06/15	705.00	754.00	806.50	862.50	922.50	986.50	1055.00	1128.00	1206.50	1290.50	1380.00	
09/04/16	705.00	756.00	811.00	870.00	933.50	1001.00	1074.00	1152.00	1235.50	1325.00	1421.50	
09/03/17	705.00	758.00	815.00	876.00	941.50	1012.50	1088.00	1170.00	1257.50	1352.00	1453.50	
09/02/18	705.00	760.00	819.00	882.50	951.00	1025.00	1104.50	1190.50	1283.00	1382.50	1490.00	
Zone C												
09/06/15	633.50	684.00	739.00	798.50	862.00	931.50	1006.00	1086.50	1173.50	1267.50	1369.00	
09/04/16	633.50	686.50	743.50	805.50	872.50	945.00	1024.00	1109.00	1201.50	1301.50	1410.00	
09/03/17	633.50	688.00	746.50	810.50	880.00	955.50	1037.50	1126.50	1223.00	1327.50	1441.50	
09/02/18	633.50	689.50	750.50	816.50	889.00	967.50	1053.00	1146.00	1247.50	1357.50	1477.50	

Pension Band

Zone A / Wage Area I - 119

Zone B / Wage Area II - 118

Zone C - 118

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.24.00	Company Proposal	BST	ALL

Step	Date Proposed	Time Proposed
Proposal	7/25/2019	2:11 PM
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Letter	

Summary	
	This proposal includes a letter that serves as notification of the recognition of the AT&T Tuition Aid Policy. This provides tuition aid for approved degree programs.

Proposal ID: CP.24.00

AT&T Proprietary (Restricted)

"For planning and discussion purposes only by the Labor Relations Collective Bargaining Team."
 Only for use by authorized individuals or any above-designated team member within the AT&T companies and not for general distribution. This is a planning document only and is not to be construed as a statement of company policy.



John Trageser
Assistant Vice President
Labor Relations

725 West Peachtree ST, NW
5th Floor, Room D506
Atlanta, GA 30308

T: 404 218-5788
jt9467@att.com

August 4, 2019

Mr. Nick Hawkins
Assistant to the Vice President
Communications Workers of America
District 3
2516 Covington Highway
Decatur, GA 30032

Dear Nick,

As you recall, the Company provided the employees the opportunity to participate in the AT&T Tuition Aid Policy when the Partnership funds were depleted during the 2015 Working Agreement. We will continue to offer the opportunity to participate in this program to our employees.

AT&T invests in the training and development of our employees. The Tuition Aid Policy will provide eligible employees assistance with tuition expenses for approved degree programs that expand their skills and prepare them for future careers at AT&T.

Should the employees have questions about the policy, they can contact HR OneStop or their local management team.

Sincerely,

John Trageser
Assistant Vice President
Labor Relations

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.27.00	Company Proposal	BST	BST

Step	Date Proposed	Time Proposed
Proposal	7/25/2019	2:11 PM
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Appendix C, Part IX	

Summary	
	Deletes appendix provision pertaining to Operator Services and Consumer Services forums.

Proposal ID: CP.27.00

AT&T Proprietary (Restricted)

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~~OPERATOR SERVICES~~

~~CONSUMER SERVICES~~

~~Dear Mr. *Fahrenheit*:~~

~~The Company recognizes the desirability of ongoing joint dialogue in Operator Services and Consumer Services organizations.~~

~~It is, therefore, in the best interest of both the Company and the Union that forums function under the direction of the Operations Board.~~

~~John P. Trageser
Executive Director
Labor Relations~~

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.07.00	Company Counter	BST	ALL

Step	Date Proposed	Time Proposed
Proposal	7/25/2019	2:11 PM
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Article 24.03	UP.07.00

Summary	
	This proposal updates language around Educational Assistance and removes the \$50.00 lump sum.

Proposal ID: CC.07.00
AT&T Proprietary (Restricted)

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24.03 Employee Development/Internal Opportunities.

A. Definition: The Employment Security PARTNERSHIP provides the information and support necessary for an employee to identify a path or direction for his/her career and to effectively pursue that path within or outside BellSouth. Through joint sponsorship of the PARTNERSHIP, CWA and BellSouth will ensure that personal and career development is made available to each employee so both our business and our employees can flourish.

B. Program Components: PARTNERSHIP consists of several components, each aimed at meeting special needs of participants. The components are:

1. A PARTNERSHIP Employee Orientation meeting, conducted jointly by the Union and Company, will be held on company time. During this meeting information will be provided on:

- Career Counseling and Assessment
- Internal Job/Career Development Plan
- Educational assistance

All services are available to employees who wish to pursue such development on their own time unless otherwise specified. An overview of the Career Transitions component will also be included.

2. Career Counseling and Assessment will be provided by professional career counselors associated with the Program. The counseling session could include internal and/or external focus. One counseling session per contract cycle will be offered on company time. However, this session may be scheduled on employee's own time at their request. Subsequent counseling would be available on the employee's own time. Additional counseling will be offered associated with Career Transitions (24.05C2).

3. Internal Job/Career Development Plan, which is personalized, may be jointly created by the employee, or

Job Bank participant (24.05D) and a professional career counselor. The acquisition of skills for a job title may be pursued through this plan which will identify the skills required for targeted jobs.

- Workshops, correspondence courses, home studies, customized courses, study guides, etc. associated with skills tests will be available to assist employees with their Internal Job/Career Development Plan.

4. Educational Assistance training under this Program will address vocational, personal, and general skills *that are ineligible for consideration under the AT&T Tuition Aid Policy*. Coursework that enhances employability (including courses that can be used inside or outside the Company) will be approved under educational assistance.

- a. All such training will be taken at an accredited *and PARTNERSHIP board* approved institution.

Tuition, textbooks, and fees for approved coursework will be reimbursed to the employee after successful course completion provided the employee meets all applicable administrative requirements.

- ~~b. A lump sum of \$50.00 will be paid to an employee upon submitting evidence that he/she has satisfactorily completed a PARTNERSHIP approved course. This sum is intended to defray expenses associated with pursuit of training.~~

eb. Successful completion by an employee of any training or course pursuant to such Program will be taken into account when considering the employee for an upgrade or transfer.

5. Career Transitions services are designed for employees declared surplus or surplus-affected. Such employees are eligible to participate in Program services defined in 24.03 as well as 24.05.

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.11.02	Company Proposal	BST	BST

Step	Date Proposed	Time Proposed
Proposal	8/9/2019	12:38 PM
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Appendix C Part XIII	UP.11.02

Summary	Service Observing
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Proposal ID: CC.11.02
AT&T Proprietary (Restricted)
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SERVICE OBSERVING

(Consumer Services, Finance and Small Business Services)

Service observing, used in the spirit of trust and respect, is a valuable tool to enhance customer service. To assure courteous treatment, accurate information and superior service, customer calls may be observed to assist in the training and development of employees, the identification of customer needs and to evaluate products and service.

Service observing will be used for non-evaluative purposes. It will not be used to harass an individual or group of employees, nor will it be used to create an atmosphere of pressure in the work environment. Feedback of all calls observed will be provided to the employee by the end of the next business day, unless prevented by employee-initiated absence. Supervisors will provide developmental feedback on no more than twenty-five (25) remote observations monthly for any individual employee. *Calls selected for developmental feedback observations shall be selected from calls that occurred after the employee's most recent call observations.*

Such feedback will be constructive with emphasis on the positive aspects of the employee's performance. Feedback may be conducted away from the employee's workstation. Any time the feedback discussion is expected to include information which may require extensive dialog between the observer and the employee, arrangements should be made to conduct the feedback away from the employee's workstation.

Notwithstanding the above procedures for selecting calls, ~~W~~when service observing uncovers any incident of gross customer abuse, fraud, non-compliance with any applicable legal or regulatory requirements, or violation of secrecy of communications, action may result. Employees will not be disciplined for customer abuse, non-compliance with any applicable legal or regulatory requirements or violation of secrecy of communications on the first occurrence. If action is taken as a result of remote service observing, appropriate documentation of the incident is necessary to support the action administered.

General

The Company will comply with any applicable laws regarding service observing.

Personal calls made on either telephones provided for personal use of employees or at employee's workstation will not be subject to supervisory observing. This is not to be construed as influencing present or future practices as to the making of such calls from employees' workstations.

This agreement does not restrict the Union's right of representation, including the processing of grievances and engaging in arbitration.

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.61.02	Company Counter	BST	BST

Step	Date Proposed	Time Proposed
Proposal	8/9/2019	12:38 PM
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Letter	UP.61.00, UP.61.01, UP.61.02

Summary	
	Letter stating that in accordance with Section 8.02 of the NA-UFO the supervisor will provide a copy of the entry to the employee at the conclusion of the meeting and further the entry will contain the step of discipline, the nature of the violation and a short factual description.

Disciplinary Entry Letter (UFO)

Proposal ID: CC.61.02
AT&T Proprietary (Restricted)

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John Trageser
Assistant Vice President
Labor Relations

725 West Peachtree ST, NW
5th Floor, Room D506
Atlanta, GA 30308

T: 404 218-5788
jt9467@att.com

August 4, 2019

Mr. Nick Hawkins
Assistant to the Vice President
CWA District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Hawkins:

There was much discussion during bargaining regarding Section 8.02 of the Network Addendum -- U-verse Field Operations and disciplinary entries. This is to clarify that when an employee is covered on discipline and a disciplinary entry is placed in the employee's personnel record, the manager will provide a copy of such entry to the employee by printing out and handing it to the employee or emailing a copy at the conclusion of the meeting.

The Company further agrees that the disciplinary entry form will indicate the step of discipline (counseling, warning, suspension or discharge), the nature of the violation (e.g. safety, attendance, misconduct, or performance) and a short factual description (e.g. working aloft without hardhat, vehicle unlocked while unattended, failure to input time reports daily).

Sincerely,

John Trageser
Assistant Vice President
Labor Relations

The Parties have TA'ed

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.01.00	Company Proposal	BST	BST

Step	Date Proposed	Time Proposed
Proposal	6/24/2019	1:36 PM
Status	Status Date	Status Time
TA	7/23/2019	3:53 PM

Art/App/Doc Modified	Mod Of or Counter To
Multiple Articles	

Summary	
	Clean up of contract language.

Proposal ID: CP.01.00

AT&T Proprietary (Restricted)

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ARTICLE 1 DEFINITIONS

1.07 Entity.

For purposes of force movement, an entity is defined as BellSouth Telecommunications, LLC, AT&T Billing Southeast, LLC, *and* Utility Operations, ~~and National Directory and Customer Assistance.~~

4.07J Differential Payments.

4. Central City Differential Areas.

The specific designated areas within which employees will receive the Central City Differential for each day they are assigned to, and report for work therein, are described as follows:

a. Atlanta, Georgia

Eastern Boundary

Beginning at a point where Cumberland Road intercepts Fulton County line. South following line to I-20.

Southern Boundary

West on I-20 to Cherokee Avenue, South on Cherokee Avenue to Georgia Avenue, West on Georgia Avenue into Ralph David Abernathy Boulevard to CSX Railroad.

Western Boundary

North on CSX Railroad to ~~Bankhead Highway~~ *Donald Lee Hollowell Parkway*, East on ~~Bankhead~~ *Donald Lee Hollowell Parkway* into Northside Drive, North on Northside Drive to Norfolk Southern Railroad

5.12 Vacation and Other Time Off Limitations.

A. Vacations and other time off may only be carried over to the following year as follows:

1. As provided under 5.06A2a.
2. A maximum of 5 days of eligible time off, excluding any Flexible Excused Work Day (FEWD) time. (FET for Large Business see Customer Markets Addendum, FET for DSG see Network Addendum) *or Easy Time (Appendix C Part IV).*

7.01H

H. Employees accepting offers of jobs that are not in the exchange/WRA or in an exchange/WRA within 35 miles under 7.01A4, ~~or 7.01C~~ *or 7.01N* will receive reasonable transfer and/or moving expenses as described in 9.01B

8.02B

B. RPPP (Reassignment Pay Protection Plan). When an employee is reclassified to a lower rated job under 7.01C, *7.01N*, 12.02F, 24.05D4d or as a result of being permanently medically restricted the employee's rate of pay will be reduced over a period of time based on the employee's length of seniority.

9.01B

B. When an employee is transferred from one town to another in accordance with 7.01A4, 7.01C, *7.01N* and 12.04, he/she will be given reasonable notice prior to the transfer (see 9.01C). Reasonable expenses incurred by the employee in connection with the transfer will be borne by the Company as follows:

8.03 Supplemental Income Protection Program and Extended Medical Coverage:

A. Supplemental Income Protection Program.

1. If during the term of this Agreement the Company notifies the Union in writing that an employee is unable to remain in his/her current job because of a permanent medical restriction or if a surplus in any job title in a work location will necessitate lay-offs or involuntary permanent reassignments of regular employees to different job titles involving a reduction in pay, employees in the affected job titles and work locations, who have at least 1 year of seniority may elect, in the order of seniority and to the extent necessary to relieve the surplus, to leave the service of the Company and receive Supplemental Income Protection Program (SIPP) benefits described in this Section. The Company will offer Expanded SIPP (ESIPP) as provided in 7.01C for surplus.
 - a. The Company will determine the job titles and work locations in which a surplus exists, the number of employees in such titles and locations who are considered to be surplus, and the period during which the employee may leave the service of the Company pursuant to this Section. Neither such determination by the Company nor any other part of this Section will be subject to arbitration.
 - b. The number of employees who may be considered will not exceed the number of employees determined by the Company to be surplus.
 - c. Employees may lock/unlock electronically from the 1st day of the month to the last day of the month, before midnight, Eastern time, preceding the surplus quarter. After this time period, the SIPP acceptance may not be revoked.

1) Acceptances will be valid for one quarter only. Employees must lock in during the specified time period.

~~2) There will be no penalty or Expression of Interest associated with SIPP/ESIPP.~~

ARTICLE 12

PROMOTIONS, TRANSFERS AND JOB VACANCIES

12.01 Advertising Anticipated Job Vacancies.

B. Requests must meet the following criteria in order to be valid:

1. Requests may be submitted to the staffing system by regular employees for a specific job title and exchange/WRA and must be on file before the close of the job ad. Transfer or promotional moves may be requested within and between the following entities: BellSouth Telecommunications, LLC, AT&T Billing Southeast, LLC, and Utility Operations, and ~~National Directory and Customer Assistance.~~

Appendix A

Part II

EXCHANGE BY STATE AND ZONE CLASSIFICATIONS

Louisiana

Exchange Zone

Benton *C*

**BELLSOUTH TELECOMMUNICATIONS, LLC
WAGE SCALE 14
TITLES**

COMPUTER ATTENDANT
DRAFTING ASSISTANT
NETWORK ASSISTANT

SECRETARIAL-STENOGRAPHER
SERVICE ASSISTANT
SPECIAL ASSISTANT

Weekly Wage Rates

Wage Length of Service	Start	End of							
		6th Month	12th Month	18th Month	24th Month	30th Month	36th Month	42nd Month	48th Month
Zone A / Wage Area I									
09/06/15	567.00	611.50	659.50	711.50	767.00	827.50	892.50	962.50	1038.00
09/04/16	567.00	614.00	664.50	719.00	778.50	843.00	912.50	987.50	1069.00
09/03/17	567.00	615.50	668.00	725.00	787.00	854.50	927.50	1007.00	1093.00
09/02/18	567.00	617.50	672.50	732.00	797.00	868.00	945.00	1029.00	1120.50
Zone B / Wage Area II									
09/06/15	510.00	556.50	607.50	662.50	723.00	789.00	861.00	940.00	1025.50
09/04/16	510.00	558.50	612.00	670.00	734.00	804.00	880.50	964.50	1056.50
09/03/17	510.00	560.00	615.50	676.00	742.50	815.50	895.50	983.50	1080.50
09/02/18	510.00	562.00	619.00	682.00	751.50	828.00	912.50	1005.00	1107.50
Zone C									
09/06/15	458.50	506.50	559.50	618.00	682.50	754.00	832.50	920.00	1016.00
09/04/16	458.50	508.50	563.50	625.00	692.50	768.00	851.50	944.00	1046.50
09/03/17	458.50	509.50	566.50	630.00	700.50	778.50	865.50	962.50	1070.00
09/02/18	458.50	511.50	570.00	636.00	709.00	791.00	882.00	983.50	1097.00

Pension Band Zone A / Wage Area I - 108 Zone B / Wage Area II - 107 Zone C - 107

BELLSOUTH TELECOMMUNICATIONS, LLC
WAGE SCALE 20
TITLES

FACILITIES ASSIGNMENT SPECIALIST MAINTENANCE ADMINISTRATOR
 LINE TRANSLATIONS SPECIALIST PROVISIONING SPECIALIST

Wage Length of Service	Weekly Wage Rates											
	Start	End of 6th Month	End of 12th Month	End of 18th Month	End of 24th Month	End of 30th Month	End of 36th Month	End of 42nd Month	End of 48th Month			
Zone A / Wage Area I												
09/06/15	596.00	646.00	700.00	759.00	822.50	891.50	956.00	1047.00	1135.00			
09/04/16	596.00	648.50	705.50	767.50	834.50	908.00	988.00	1074.50	1169.00			
09/03/17	596.00	650.00	709.50	774.00	844.00	921.00	1004.50	1096.00	1195.50			
09/02/18	596.00	652.00	713.50	781.00	854.50	935.00	1023.50	1120.00	1225.50			
Zone B / Wage Area II												
09/06/15	537.50	588.00	643.50	704.00	770.00	842.50	921.50	1008.00	1103.00			
09/04/16	537.50	590.00	648.00	711.50	781.50	858.00	942.00	1034.50	1136.00			
09/03/17	537.50	592.00	651.50	717.50	790.00	870.00	958.00	1055.00	1161.50			
09/02/18	537.50	593.50	655.50	724.00	800.00	883.50	976.00	1078.00	1190.50			
Zone C												
09/06/15	482.50	535.00	592.50	657.00	728.00	807.00	894.50	991.00	1098.50			
09/04/16	482.50	536.50	597.00	664.00	739.00	822.00	914.50	1017.00	1131.50			
09/03/17	482.50	538.00	600.50	670.00	747.00	833.50	930.00	1037.00	1157.00			
09/02/18	482.50	540.00	604.00	676.00	756.50	846.50	947.00	1060.00	1186.00			

Pension Band Zone A / Wage Area I 409110 Zone B / Wage Area II - 409110 Zone C - 409110

**BELLSOUTH TELECOMMUNICATIONS, LLC
WAGESCALE 32
TITLES**

CIRCUIT LAYOUT ASSIGNER
DIGITAL TECHNICIAN
ELECTRONIC TECHNICIAN
FACILITY TECHNICIAN
MULTI-MEDIA TECHNICIAN

PROCESSOR TECHNICIAN
SWITCHING EQUIPMENT TECHNICIAN
SYSTEMS SPECIALIST TECHNICIAN
SYSTEMS TECHNICIAN
TESTING TECHNICIAN

Weekly Wage Rates

Wage Length of Service	Start	End of 6th Month	End of 12th Month	End of 18th Month	End of 24th Month	End of 30th Month	End of 36th Month	End of 42nd Month	End of 48th Month	End of 54th Month	End of 60th Month
Zone A / Wage Area I											
09/06/15	782.50	830.00	880.50	934.50	991.50	1051.50	1116.00	1183.50	1256.00	1332.50	1413.50
09/04/16	782.50	832.50	886.00	942.50	1003.00	1067.50	1136.00	1208.50	1286.00	1368.50	1456.00
09/03/17	782.50	834.50	890.00	949.00	1012.00	1079.50	1151.00	1227.50	1309.00	1396.00	1489.00
09/02/18	782.50	836.50	894.50	956.00	1022.00	1092.50	1168.00	1249.00	1335.00	1427.50	1526.00
Zone B / Wage Area II											
09/06/15	705.00	754.00	806.50	862.50	922.50	986.50	1055.00	1128.00	1206.50	1290.50	1380.00
09/04/16	705.00	756.00	811.00	870.00	933.50	1001.00	1074.00	1152.00	1235.50	1325.00	1421.50
09/03/17	705.00	758.00	815.00	876.00	941.50	1012.50	1088.00	1170.00	1257.50	1352.00	1453.50
09/02/18	705.00	760.00	819.00	882.50	951.00	1025.00	1104.50	1190.50	1283.00	1382.50	1490.00
Zone C											
09/06/15	633.50	684.00	739.00	798.50	862.00	931.50	1006.00	1086.50	1173.50	1267.50	1369.00
09/04/16	633.50	686.50	743.50	805.50	872.50	945.00	1024.00	1109.00	1201.50	1301.50	1410.00
09/03/17	633.50	688.00	746.50	810.50	880.00	955.50	1037.50	1126.50	1223.00	1327.50	1441.50
09/02/18	633.50	689.50	750.50	816.50	889.00	967.50	1053.00	1146.00	1247.50	1357.50	1477.50

Pension Band

Zone A / Wage Area I - 119

Zone B / Wage Area II - 118

Zone C - 118

BELLSOUTH TELECOMMUNICATIONS, LLC
WAGE SCALE 46
TITLES

Administrative Support Assistant

		Weekly Wage Rates											
Wage Length of Service	Start	End of 6th Month	End of 12th Month	End of 18th Month	End of 24th Month	End of 30th Month	End of 36th Month	End of 42nd Month	End of 48th Month	End of 54th Month	End of 60th Month		
		Month	Month	Month	Month	Month	Month	Month	Month	Month	Month	Month	Month
Zone A / Wage Area I													
Upon Ratification	449.50	461.50	474.00	487.00	500.00	513.50	527.50	541.50	556.00	571.00	586.50		
09/03/17	449.50	462.50	476.00	490.00	504.50	519.00	534.50	550.00	566.00	582.50	599.50		
09/02/18	449.50	464.00	478.50	494.00	509.50	525.50	542.50	559.50	577.50	595.50	614.50		
Zone B / Wage Area II													
Upon Ratification	432.50	444.50	456.50	469.00	482.00	495.50	509.00	523.00	537.50	552.50	567.50		
09/03/17	432.50	445.50	458.50	472.50	486.50	501.00	516.00	531.50	547.00	563.50	580.50		
09/02/18	432.50	446.50	461.00	476.00	491.50	507.00	523.50	540.50	558.00	576.00	595.00		
Zone C													
Upon Ratification	420.00	431.50	443.00	455.00	467.00	479.50	492.50	506.00	519.50	533.50	548.00		
09/03/17	420.00	432.50	445.00	458.00	471.50	485.00	499.50	514.00	529.00	544.50	560.50		
09/02/18	420.00	433.50	447.00	461.50	476.00	491.00	507.00	523.00	539.50	556.50	574.50		

**BELLSOUTH TELECOMMUNICATIONS, LLC
WAGE SCALE 47
TITLES**

Office
Coordinator

		Weekly Wage Rates											
Wage Length of Service	Start	End of 6th Month	End of 12th Month	End of 18th Month	End of 24th Month	End of 30th Month	End of 36th Month	End of 42nd Month	End of 48th Month	End of 54th Month	End of 60th Month		
Zone A / Wage Area I													
Upon Ratification	500.00	516.50	533.50	551.50	569.50	588.50	608.00	628.00	649.00	670.50	692.50		
09/03/17	500.00	517.50	536.00	555.00	574.50	595.00	616.00	638.00	660.50	684.00	708.00		
09/02/18	500.00	519.00	538.50	559.00	580.50	602.50	625.50	649.00	673.50	699.00	726.00		
Zone B / Wage Area II													
Upon Ratification	461.50	479.00	497.50	517.00	536.50	557.50	578.50	601.00	624.00	648.00	673.00		
09/03/17	461.50	480.50	500.00	520.50	541.50	563.50	586.50	610.50	635.50	661.00	688.00		
09/02/18	461.50	481.50	502.50	524.00	547.00	570.50	595.50	621.00	648.00	676.00	705.50		
Zone C													
Upon Ratification	420.00	439.00	459.00	479.50	501.50	524.00	548.00	572.50	598.50	625.50	654.00		
09/03/17	420.00	440.00	461.00	483.00	506.00	530.00	555.00	581.50	609.50	638.50	668.50		
09/02/18	420.00	441.00	463.00	486.50	511.00	536.50	563.50	592.00	621.50	652.50	685.50		

BELLSOUTH TELECOMMUNICATIONS, LLC
WAGE SCALE 48
TITLES

Warehouse Assistant

		Weekly Wage Rates											
Wage Length of Service	Start	End of 6th Month	End of 12th Month	End of 18th Month	End of 24th Month	End of 30th Month	End of 36th Month	End of 42nd Month	End of 48th Month	End of 54th Month	End of 60th Month		
		Month	Month	Month	Month	Month	Month	Month	Month	Month	Month	Month	Month
Zone A / Wage Area I													
Upon Ratification	490.50	507.50	525.50	544.00	563.00	583.00	603.50	624.50	646.50	669.00	692.50		
	09/03/17	509.00	528.00	547.50	568.00	589.50	611.50	634.00	658.00	682.50	708.00		
	09/02/18	510.00	530.50	551.50	573.50	596.50	620.50	645.50	671.00	698.00	726.00		
Zone B / Wage Area II													
Upon Ratification	442.50	461.50	481.00	502.00	523.50	545.50	569.00	593.50	619.00	645.50	673.00		
	09/03/17	462.50	483.50	505.00	528.00	552.00	576.50	603.00	630.00	658.50	688.00		
	09/02/18	463.50	485.50	509.00	533.00	558.50	585.50	613.50	642.50	673.00	705.50		
Zone C													
Upon Ratification	420.00	439.00	459.00	479.50	501.50	524.00	548.00	572.50	598.50	625.50	654.00		
	09/03/17	440.00	461.00	483.00	506.00	530.00	555.00	581.50	609.50	638.50	668.50		
	09/02/18	441.00	463.00	486.50	511.00	536.50	563.50	592.00	621.50	652.50	685.50		

FLEXIBLE VACATION DAYS

Dear Mr. Fahrenholt:

During bargaining, we had lengthy discussions regarding the need for employees to have more flexibility in taking time off to handle personal obligations. It is the Company's intent to allow the business units the ability to grant more contractual time to be used flexibly when the business allows.

The business unit will determine the number of vacation days that can be used flexibly each year, above the current contractual provisions, prior to the vacation selection period. Since flextime may be different between business units, an employee leaving a work group shall be permitted to take the remainder of a partial day on the originally scheduled day. The business unit will provide the guidelines to employees for taking the flexible time.

John P. Trageser
Executive Director

SERVICE REQUIREMENTS

~~Dear Mr. Fahrenholt:~~

During 2001 bargaining, the CWA expressed concern that some managers continue to use the term "service requirements" in administering various sections of the Working Agreement. The CWA felt that some managers were too restrictive in scheduling and granting time off and were incorrectly using service requirements as the reason. The Company and the CWA also discussed the need to continue to provide our customers with excellent service and are fully aware that good customer service is an important competitive advantage to our Company.

The Company recognizes the need for our managers to exercise "service requirements" in a spirit of good faith. While service to our customers is more important than ever, we must carefully consider the needs of our employees and the economical operation of the business before invoking "service requirements".

~~John P. Trageser
Executive Director
Labor Relations~~

WIRE WORK

Dear Mr. ~~Fahrenheit~~:

During 1998 Bargaining, the parties agreed to move certain "wire work" functions that were performed by BellSouth Telecommunications ("BST") WS 31 Services Technicians to the Utility Operations bargaining unit. The specific wire work that is the subject of this agreement is described in Appendix B to the Utility Operations Working Agreement.

As a further condition to moving the wire work, the parties agree that in the event that work performed for BST by the Utility Operations bargaining unit is assumed by another company, the affected wire work will be retained by BST, and will be reassigned to BST Services Technicians.

~~John P. Trageser~~
~~Executive Director~~
~~Labor Relations~~

DRUG TESTING

CPE Only

Dear Mr. *Fahrenheit*:

In today's business environment there is an increasing demand from prospective customers that vendor service employees submit to random drug testing.

During 1998 Bargaining, the Union and the Company had lengthy discussions around this issue. The Union expressed considerable concern as to the impact on the employees that the CWA represents.

Subsequently, it was agreed by the Union and the Company that customer requirements for random drug testing would be followed if the requirements were a condition for all vendors. Additionally, the Company agreed to obtain exception to these customer drug testing requirements whenever possible.

~~John P. Trageser~~
~~Executive Director~~
~~Labor Relations~~

EMPLOYEE DEVELOPMENT -- CPE Only

~~Dear Mr. *Fahrenheit*:~~

There was considerable discussion during bargaining regarding the subject of achieving our growth aspirations through a close partnership with the CWA. One of the more critical areas of that partnership is the training and retention of highly skilled data technicians. In today's data-centric marketplace, demand for advanced skills is intense. As BellSouth and CWA partner in our quest to become the industry's foremost data provider, we must be aggressive in our efforts to realize a return on our training investment.

Therefore, to maximize our investment for our Customers, Employees and Shareholders, we have agreed to the following retention provisions:

- The Company has a modernized data-training curriculum that, upon successful completion, will provide our employees with the certifications and other training required to master the rapidly escalating technology challenges.
- We will continue a 24-month non-promotional transfer restriction for employees who complete the curriculum. This provision will restrict movement to other Departments and entities for lateral or downward movement only.
- We will continue an investment-recovery provision that gives the Company the right to recover the data curriculum training expenses, or appropriate prorated portions of the expenses, in the event an employee voluntarily leaves BellSouth within 24 months following successful completion of the curriculum. Such recovery is the sole responsibility of the Company.

The Company and the Union committed to work together on the implementation of the program. Together we can make this critical initiative a success.

~~John P. Trageser
Executive Director
Labor Relations~~

NETWORK ADDENDUM FOR U-VERSE FIELD OPERATIONS

Section 1 – Application

1.01 Employees covered by the Network Addendum – U-verse Field Operations (“UFO”) are governed by the terms and conditions contained in the Addendum and by the following provisions of the BST Agreement listed in 1.03 below.

1.02 Applicable Job Titles: - *Administrative Support Assistant, Office Coordinator, Warehouse Assistant, and Wire Technician.*

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.22.00	Company Proposal	BST	BST

Step	Date Proposed	Time Proposed
Proposal	7/24/2019	2:16 PM
Status	Status Date	Status Time
TA	7/29/2019	6:17 PM

Art/App/Doc Modified	Mod Of or Counter To
Letter - Article 7	

Summary	
	Updates the Definition of Essentially Same Type Work (ESTW) for all titles in Wage Scale 20 and below.

Proposal ID: CP.22.00
AT&T Proprietary (Restricted)

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T: 404 218-5788
jt9467@att.com

August 4, 2019

Mr. Nicholas Hawkins
Assistant to the Vice President
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Hawkins:

During bargaining, the Company and the Union agreed that when a surplus is declared under Article 7 in the Wage Scale 20 Title and below that all employees in that title will be considered as performing essentially the same type work within the organizational unit. This will be used in all steps of the force adjustment process: determining the identity of the surplus employee; granting SIPP; and creating the bump lists. This will drive the surplus to the most junior employee in the title in the exchange in the organizational unit. As in the case today, after the surplus has been processed, the department will make any necessary movement of employees in the exchange to realign forces.

Sincerely,

John P. Trageser
Assistant Vice President
Labor Relations

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.23.00	Company Proposal	BST	BST

Step	Date Proposed	Time Proposed
Proposal	7/24/2019	2:16 PM
Status	Status Date	Status Time
TA	7/29/2019	6:17 PM

Art/App/Doc Modified	Mod Of or Counter To
Letter - Article 7	

Summary	
	The titles of Facility Technician, Digital Technician, Services Technician, and Outside Plant Technician will be pooled together regardless of organizational unit for the purposes of building the bump list.

Proposal ID: CP.23.00
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August 4, 2019

Mr. Nicholas Hawkins
Assistant to the Vice President
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Hawkins:

When a surplus is declared for the titles of Facility Technician, Digital Technician, Services Technician or Outside Plant Technician in lieu of the provisions of Article 7.01C4c the following will apply:

Surplus employees who receive no equal level job offer in an exchange within 35 miles may elect to bump junior employees from the following groups:

1) 35 Mile List –

- Same title in the exchange and in any exchanges within 35 miles, in any organizational unit, THEN
- Family of Skills in the exchange and in any exchanges within 35 miles, any organizational unit.

2) State Lists:

- Same title within the state, any organizational unit, AND
- Family of Skills, including the surplus title, within the state, any organizational unit.

Jobs that require extensive training (more than 14 weeks) will be excluded except when the surplus is in the same Family of Skills. Refusal of an offer to bump qualifies the employee for termination pay.

Sincerely,

John P. Trageser
Assistant Vice President
Labor Relations

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.29.00	Company Proposal	BST	BST

Step	Date Proposed	Time Proposed
Proposal	7/29/2019	5:24 PM
Status	Status Date	Status Time
TA	7/29/2019	6:17 PM

Art/App/Doc Modified	Mod Of or Counter To
Letter	

Summary	Letter to Clarify Article 1.17
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Proposal ID: CP.29.00

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August 4, 2019

Mr. Nick Hawkins
Assistant to the Vice President
Communications Workers of America
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Nick:

During 2019, both the Union and the Company agreed to modify Article 1.17 of the BST Working Agreement, with the understanding that this modification is not intended to be utilized to shift employees between organizational units in an effort to target them for a surplus or to protect them from a surplus, nor shorten the timeframe of the process, which is typically 90 days. Any dispute regarding the true intent of this understanding shall be grieved at the Executive Level and shall be subject to the arbitration procedures of the BST Working Agreement.

Additionally, the Union expressed concern with organizational movements of Wage Scale 27 and 27L employees and subsequent surpluses, which the Company has addressed by agreeing to pool such organizational units for purposes of bumping in certain situations.

For example, if post ratification, the org unit under Barton (currently Consumer) is separated into multiple units and employees in wage scale 27 and wage scale 27L continue to perform the same basic job duties performed in the previous combined organization, both units will be pooled for bumping in the event of a surplus in either unit during the life of the contract.

Similarly, if post ratification, the org unit under Chow (currently Small Business) is separated into multiple units and employees in wage scale 27 and wage scale 27L continue to perform the same basic job duties performed in the previous combined organization, both units will be pooled for bumping in the event of a surplus in either unit during the life of the contract.

Additionally, the Union requested and the Company agreed to provide a quarterly list of employees identifying the organizational unit in which they reside. The Company will not change the organizational unit for purposes of surplus during the quarter.

Sincerely,

John Trageser
Assistant Vice President
Labor Relations

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.09.00	Company Counter	BST	BST

Step	Date Proposed	Time Proposed
Proposal	6/26/2019	11:45 AM
Status	Status Date	Status Time
TA	7/29/2019	6:17 PM

Art/App/Doc Modified	Mod Of or Counter To
Article 1.17	UP.09.00

Summary	
	Revise the definition of the organizational unit and eliminate the tie back requirement.

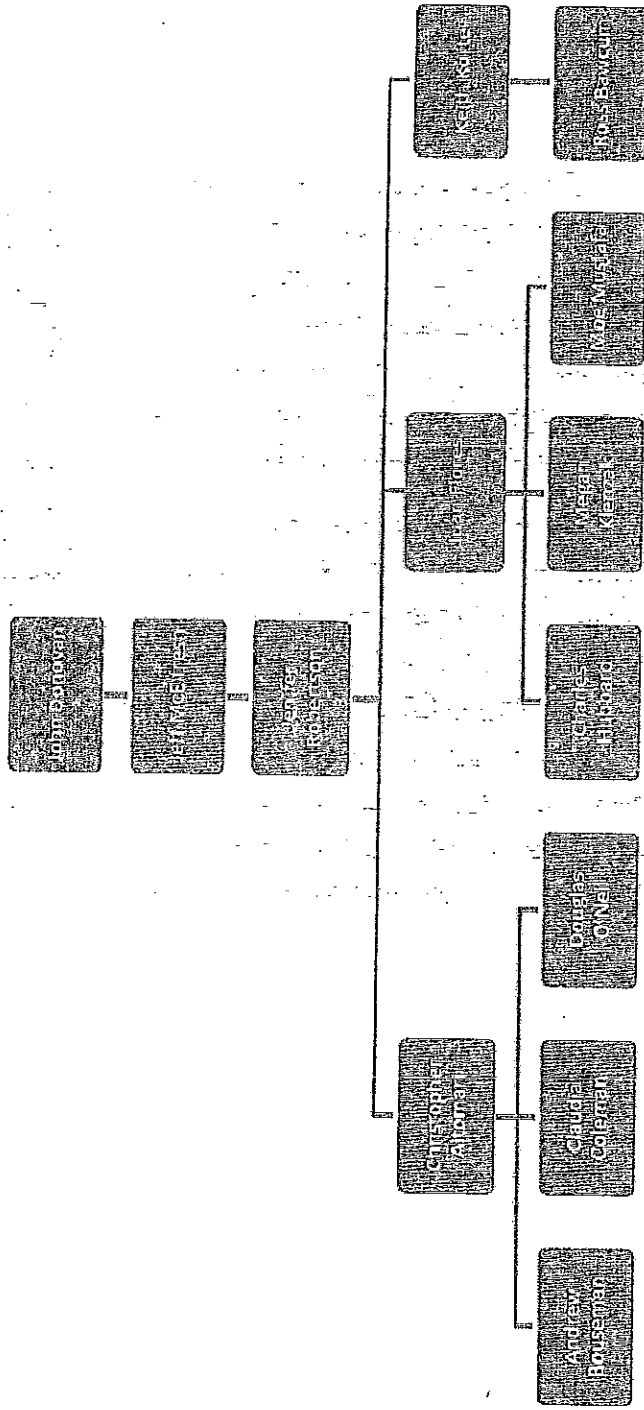
Proposal ID: CC.09.00
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1.17 Organizational Unit.

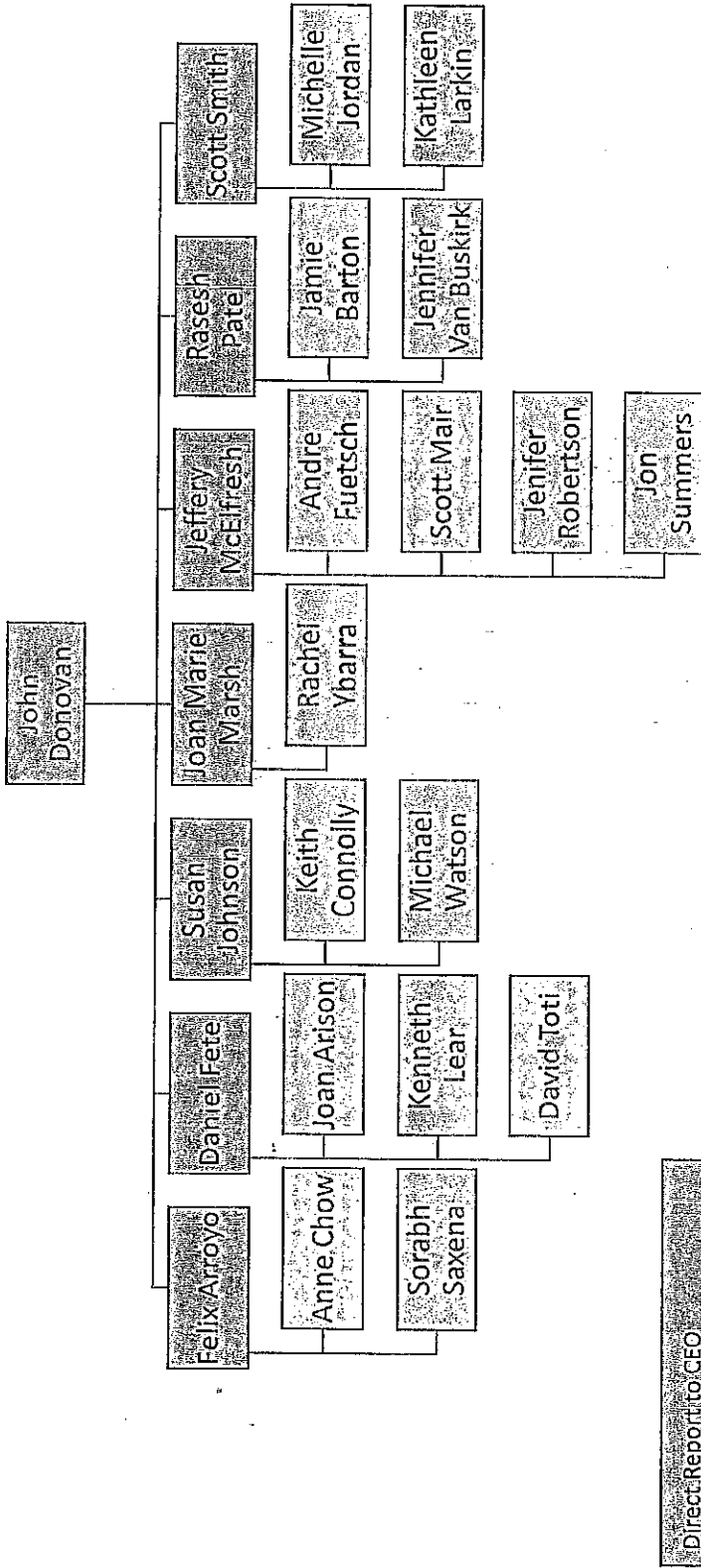
For purposes of force adjustment, an organizational unit is defined *as the employees who fall in the chain of command of the direct report of a direct report to the CEO of AT&T Communications.* ~~as one of the following: (1) ABS (AT&T Business Solutions) Customer Services, (2) Consumer Markets (1) AT&T Digital, Retail and Cars, (3) (2) CPE Business Field Services Operations, (4) Customer Information Services, (5) (3) Finance, (6) (4) Network Field Operations, (7) Network Operations, (8) Organization Support (includes Human Resources, Regulatory, External Affairs, Executive, Security, Strategic Management, Auditing), (9) Shared Services, Global Supply Chain (10) Small Business Solutions, AT&T Business National Business and (11) Wholesale.~~

These designations are for the life of this Working Agreement unless otherwise negotiated at the Bargaining Level. ~~If an employee is transferred at the Company's instance from one organizational unit to another after the effective date of this Agreement and there is a subsequent force adjustment in either the old or the new organizational unit, the employee will be grouped back with his/her previous organizational unit providing he/she is performing the same basic job duties as he/she performed in the previous organization.~~



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Proposed Organizational Units



Direct Report to CEO

Direct Report to Direct Report of CEO - Proposed Organizational Unit

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.10.00	Company Counter	BST	BST / BBI

Step	Date Proposed	Time Proposed
Proposal	7/24/2019	2:16 PM
Status	Status Date	Status Time
TA	7/29/2019	6:17 PM

Art/App/Doc Modified	Mod Of or Counter To
Articles 7, 10 and 12	UP.10.00

Summary
To ensure that priority candidates are given the highest consideration for vacancies.

Proposal ID: CC.10.00

AT&T Proprietary (Restricted)

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August 4, 2019

Mr. Nicholas Hawkins
Assistant to the Vice President
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Hawkins:

During bargaining, the Company and the Union agreed to move the consideration of priority candidates before Article 10 requestors. Priority candidates (as outlined in Article 7.01C) are surplus; employees on technological or sabbatical leaves whose leaves of absence are expiring in the exchange/WRA; 7.01K return rights; job bank participants; 12.02F employees; employees with a PMR; and employees holding part-time jobs in the same title where a vacancy exists. Article 10 requests would still be considered before Article 12 requestors.

Sincerely,

John P. Trageser
Assistant Vice President
Labor Relations

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.28.00	Company Counter	BST	BST

Step	Date Proposed	Time Proposed
Proposal	7/24/2019	2:16 PM
Status	Status Date	Status Time
TA	7/29/2019	6:17 PM

Art/App/Doc Modified	Mod Of or Counter To
Article 7 and Article 8.03	UP.28.00

Summary	
	Outline the force adjustment process of the dedicated technician in CPE; update 7.01A5 to define title that can be declared off cycle in CPE organization; incorporate the language of the MOA dated February 12, 2016 regarding the use of exchanges in lieu of WRA in Article 7 and 8.03; Add two steps to SIPP in 7.01C2; Increase the number of days for Master Ranking Sheets in Article 7.01C4; Revises Optional ESIPP as outlined in 8.03A1e to any organizational unit within the home state.

Proposal ID: CC.28.00

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August 4, 2019

Mr. Nicholas Hawkins
Assistant to the Vice President
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Hawkins:

This letter is in response to the CWA's question regarding dedicated CPE technicians, and is to clarify the intent with respect to dedicated technicians.

Given the Company's ability to staff dedicated technician positions for specific skill sets when securing an account with a customer, dedicated technicians are not included in the grouping, bumping or applications of SIPP or ESIPP provisions of a regular load technician surplus. In the event the Company loses a customer contract associated with a dedicated technician or the number of dedicated technicians is reduced on a customer account, the following provisions will be applied:

- The dedicated technician in the CPE organization may be assigned to another dedicated account following the provisions of Article 1.05.
- If the Company cannot at the time of the loss of the contract determine whether the dedicated technician can be utilized, the Company may take up to 60 days to make the decision. In the interim 60 day period, the Company does have the ability to job assign the dedicated technician to a position where he/she can be utilized. Once the decision has been made, and if a surplus is required, the following steps will apply:

- If the dedicated technician was previously a regular load technician but was job assigned, either voluntarily or involuntarily, to the dedicated position, then the dedicated technician will be returned to the load work group. The provisions of Article 7.01A5 will apply for any surplus declaration timeline. The surplus employees identified in this declaration will be processed under all the provisions of Article 7.01C.
- If the dedicated technician was hired for a dedicated position, then a surplus declaration of a dedicated technician can be made as outlined in Article 7.01A5. In this situation, only the dedicated technician will be impacted by the surplus declaration. These dedicated technicians do not have the ability to bump other technicians. Dedicated technicians are not eligible for SIPP under 7.01C2. All other provisions of Article 7 would be applicable. If the Company determines that there is a need in the regular load, a job requisition will be opened and the dedicated technician will be assigned under 7.01C1 to the position.

Sincerely,

John P. Trageser
Assistant Vice President
Labor Relations

ARTICLE 7 FORCE ADJUSTMENTS

7.01 Reduction in Force. (Also see Appendix A - Family of Skills).

A. The Company will determine the necessity, extent and procedures for adjusting forces, subject to the procedural limitations set forth in this Article.

1. These procedures apply to both technological/operational efficiency and economic surplus except where specified.
2. The Company will endeavor to keep at a minimum the number of regular, full-time employees within a work group who will become surplus. To this end, the Company will utilize temporary employees as appropriate to supplement affected work groups prior to a known change which will diminish the total number of employees.

Notwithstanding 1.33, the Company may hire such employees on a temporary basis for an 24-month period (or less) prior to the scheduled date of a technological change. In the event the actual date of the change exceeds the scheduled date by 6 months, temporary employees will be reclassified to regular employees. Such temporary hiring may take place in the exchange ~~AWRA~~ where the change is to occur and in other exchanges ~~AWRA~~ to which the Company reasonably believes that regular employees affected by the change may desire to transfer.

3. The Company may extend an upfront Supplemental Income Protection Plan (SIPP) offer to employees prior to adjusting forces and outside of the force adjustment process. Such offers may be made by title, performing essentially the same type work within an exchange ~~AWRA~~. The number of employees accepting SIPP will not exceed the number of employees determined by the Company. This procedure will be handled in accordance with the following:

- a. SIPP is granted in seniority order to employees performing essentially the same type work, in the organizational unit, in the exchange/WRA.
 - b. Employees opting to take SIPP must have at least 1 year of seniority, are not entitled to enter the PARTNERSHIP Job Bank, and do not have recall rights.
 - c. Employees will have 10 calendar days from the date of the offer to accept SIPP. After the 10 day period, the SIPP acceptance cannot be revoked.
 - d. Upfront SIPP may be combined with a Transitional Leave.
 - e. The Company will determine the date the employees will leave the payroll. Neither such determination by the Company nor any other part of 7.01A3 will be subject to arbitration.
4. A vacancy will not be considered to exist when an employee desires to follow his/her work to another exchange due to reorganization, relocation of existing work or centralization.
 - a. If the number of employees performing the work in the current exchange(s)/WRA(s) exceeds the number needed to perform the work in the new exchange/WRA, affected employees will be allowed, in seniority order, regardless of their current exchange/WRA, to follow their work to the extent that jobs are available.
 - b. Employees may elect to follow their work across state lines.
 5. Surplus declarations will be made effective among regular employees performing essentially the same type of work within the surplus exchange/WRA* and the affected organizational unit. (See 1.17 for definition.) The Company will notify, in writing, by 15th of month preceding surplus quarter the Vice President and

appropriate State Director of the Union or their designees all anticipated force reductions prior to the reductions.

* Timeline for notification not applicable for economic surplus declaration within CPE organization of *dedicated technician positions*.

6. Except as limited by 7.01C3, employees announced surplus are eligible for Employment Security PARTNERSHIP services as described in Article 24. This program provides guidance to surplus employees on career counseling, training and retraining, job opportunities, etc.
7. The seniority of employees will be determined as of the date of displacement.

B. Temporary employees hired under 7.01A2 will be separated first.

In the event it is unnecessary to terminate the services of all such employees, those to be retained will be selected in the order of seniority.

C. If further force reductions are necessary, the following procedures should be followed.

If there is more than one force adjustment occurring simultaneously or within the same general time frame in the same exchange/~~AWRA~~, the affected employees should be grouped for the purpose of reclassifying such employees to vacancies for which they qualify. However, subsequent force surpluses announced within the same general time frame will not affect the status of an employee who has previously been notified of assignment to a vacancy under these procedures.

The following employees (regardless of their present organizational unit) will, in order of seniority, receive priority consideration when the Company fills vacancies at and below the employee's current wage scale (regardless of the organizational unit in which the vacancies exist).

- Surplus employees identified in 7.01A5.
- Employees on technological or sabbatical leaves whose leaves of absence are expiring in the exchange/~~AWRA~~.

- Employees who have return rights to the title pursuant to 7.01K. (Present title or previous title in original exchange~~AWRA~~.)
- Employees who are participants in the Job Bank as described under 24.05D4.
- Employees described under 12.02F.
- Employees displaced from their current jobs because of permanent medical restrictions. (See 8.05B.)
- Employees holding part-time jobs in the same title where the vacancy exists, who were displaced into such status. The failure of an employee to accept a full-time status offer relieves the Company of any further obligation to offer that employee full-time status.

The normal sequence for handling this procedure shall be in accordance with the following steps and shall apply to both technological and economical surplus unless excluded in the step(s):

1. They will be reassigned to equal level vacancies for which they qualify within the Family of Skills in the exchange~~AWRA~~ or any exchange~~AWRA~~ within 35 miles.

THEN

They will be reassigned to equal level vacancies for which they qualify within the Family of Skills table (any organizational unit) in the exchange~~AWRA~~ or any exchange~~AWRA~~ within 35 miles.

2. SIPP:

- SIPP as described in 8.03, is granted in seniority order to employees performing essentially the same type work, in the organizational unit, first in the exchange~~AWRA~~, then in any exchange~~AWRA~~ within 35 miles of the surplus exchange~~AWRA~~.

THEN

- SIPP is granted in seniority order to employees in title, in the organizational unit, first in the exchange~~AWRA~~,

- then in any exchange ~~AWRA~~ within 35 miles of the surplus exchange ~~AWRA~~. SIPP in title will not be offered if the employee is not qualified or for whom extensive training in excess of 14 weeks would be required.

THEN

- *SIPP is granted in seniority order to employees in title, in any organizational unit, first in the exchange, then in any exchange within 35 miles. SIPP in title will not be offered if the employee is not qualified or for whom extensive training in excess of 14 weeks would be required.*
 - Employees opting to take SIPP must have at least 1 year of seniority, are not entitled to enter the PARTNERSHIP Job Bank, and do not have recall rights.
3. Surplus employees may fill available vacancies for which they qualify, first in the exchange ~~AWRA~~ or in an exchange ~~AWRA~~ within 35 miles.
 - a. Employees who decline an equal level vacancy will forfeit bumping rights and will forfeit termination pay unless equal level vacancy is filled with surplus employee.
 4. Surplus/bumped employees will be provided with information on the current surplus and all their options and will have ~~five (5)~~ *seven (7)* calendar days to rank their options:
 - Current vacancies within state
 - Supplemental Income Protection Program (SIPP), including ESIPP
 - Transitional Leave of Absence
 - Sabbatical Leave of Absence
 - Technological Displacement Leave of Absence

- Bumping rights or for bumped employee (remaining choice, if applicable, from the list of the original surplus employee who bumped).
- a. Surplus employees may fill available vacancies for which they qualify anywhere in the state.
- b. The Company will expand the SIPP option (ESIPP) to other employees or groups not affected by force adjustment as an additional method to reduce the surplus. Expanded SIPP will not be offered in order to create placement opportunities for employees who are not qualified or for whom extensive training in excess of 14 weeks would be required.

To be considered for SIPP or ESIPP, all employees other than surplus employees must notify the appropriate Company representative in advance that they will accept such an offer.

Any placement opportunities created by SIPP and ESIPP will be filled in the order of seniority by surplus employees and will not be treated as vacancies under other provisions of the contract relating to the filling of vacancies.

SIPP may also be granted when the return of a regular employee at the expiration of a leave of absence with mandatory return rights will create or add to a surplus. A senior employee performing essentially the same type work in the exchange ~~AWRA~~ or in an exchange ~~AWRA~~ within 35 miles may relieve such a surplus with SIPP. If no such employee has volunteered, the employee on leave may choose not to return to work and will be paid a termination allowance computed under 8.04B in lieu of processing. Otherwise, except for a Sabbatical Leave of Absence, the employee on leave will return to active employment and all the provisions of 7.01C will be applied.

c. Surplus employees who receive no equal level job offer in an exchange within 35 miles may elect to bump junior employees from the following groups:

1) 35-Mile List:

- Same title in the exchange ~~AWRA~~ and in any exchanges ~~AWRA(s)~~ within 35 miles, same organizational unit, THEN
- Family of Skills in the exchange ~~AWRA~~ and in any exchanges ~~AWRA(s)~~ within 35 miles, same organizational unit.

2) State Lists:

- Same title within the state, same organizational unit, AND
- Family of Skills, including the surplus title, within the state, same organizational unit.

Jobs that require extensive training (more than 14 weeks) will be excluded except when the surplus is in the same Family of Skills. Refusal of an offer to bump qualifies the employee for termination pay.

d. Surplus employees who are within 36 months of actual age and/or service requirements for service pension eligibility may take a Transitional Leave of Absence. Both SIPP and ESIPP may be combined with a Transitional Leave.

e. Surplus employees with at least 5 years seniority who have not taken a Sabbatical in the past 5 years may take an unpaid Sabbatical Leave of Absence for nine to 24 months. An expiring Sabbatical may be extended at the employee's option in increments of at least three months up to the maximum total period of 24 months. At the expiration of a Sabbatical Leave, if no equal level vacancy is available, the employee will be eligible to enter the PARTNERSHIP Job Bank as described in Article 24.

- f. Surplus employees (unless the surplus is economic) may take a Technological Displacement Leave of Absence. An employee who chooses to accept a leave of absence does not thereby forfeit his/her right to accept a transfer to another location to perform the same or related work or to be paid a termination allowance (technological leaves only), provided he/she gives notice that he/she wishes to change his/her option to accept a transfer or the allowance before the expiration of one year following his/her acceptance of the leave. In the event notice of a desire to change his/her option is given:
- 1) The employee will be notified, in the order of seniority, of the next job vacancy at the exchange/~~AWRA~~ of his/her preference by letter to his/her last known address; or
 - 2) He/She will receive a termination allowance computed under 8.04B as of the date of his/her leave of absence.
5. An employee to be laid off who previously declined an opportunity under 7.01A4 may follow his/her work, provided vacancies still exist in the new location. Any such moves will be considered to have been made at the instance of the Company.

- D. Surplus and bumped employees who cannot be placed under 7.01C are laid off with termination allowance computed under 8.04B. They are eligible for recall under 7.02.
- E. The determination by the Company of the qualifications of an employee under 7.01 will be subject to the grievance procedure set forth in Article 21, and after the exhaustion of such procedure a charge of arbitrary action or bad faith will be subject to the arbitration procedure set forth in Article 23.
- F. In the event the Company proposes, or agrees, to a termination allowance under 8.04A3 within 6 months after an employee has been reclassified under 7.01C and has been given training and has unsuccessfully performed new duties, such employee will be given a termination allowance under 8.04B, or, at the option of the employee, a transfer to an available vacancy for which he/she is qualified. (If the employee elects the termination allowance he is eligible to enter the PARTNERSHIP Job Bank as described in Article 24).
 - 1. Prior to invoking these provisions, the procedures outlined in 12.02F1 and F2 will be applied.
 - 2. In the event an employee offers impelling personal reasons for not accepting reassignment within the exchange ~~AWRA~~, and elects not to accept a transfer to another exchange ~~AWRA~~, he/she will be entitled to a termination allowance under 8.04B and will have recall rights under 7.02 as if he/she had been laid off from his/her former job.
- G. Employees accepting lower-rated jobs under 7.01C will be treated under the provisions of the Reassignment Pay Protection Plan (8.02B or C, as appropriate).
- H. Employees accepting offers of jobs that are not in the exchange ~~AWRA~~ or in an exchange ~~AWRA~~ within 35 miles under 7.01A4 or 7.01C will receive reasonable transfer and/or moving expenses as described in 9.01B.
- I. Any regular employee whose job is affected by a force surplus may refuse reassignment under conditions 1 or 2 below and be paid a termination allowance. Employees whose options fall

under condition 3 below and refuse a vacancy WILL NOT BE PAID A TERMINATION ALLOWANCE:

1. Equal level vacancy to an exchange/~~AWRA~~ over 35 miles away
 2. Lower rate of pay vacancy anywhere in the state
 3. Equal or greater rate of pay vacancy within 35 miles
- J. An employee one step out of the bargaining unit who is notified by the Company that his/her job is declared surplus locally may, if he/she has 5 or more years of seniority, be reassigned to a bargaining unit job within the same organizational unit in a title which he/she formerly held including "acting" titles, or to a job which he/she can satisfactorily perform, provided there are no employees with Article 7.01K rights and further provided such moves will not create a force surplus. The temporary loss of seniority provisions of 12.01G will apply if there is a subsequent force adjustment of any type.
- K. Employees transferred (including transfers across state lines) and/or demoted under 7.01A4, 7.01C or 12.04 shall have the right, in order of their seniority, to return within 5 years to service in the exchange/~~AWRA~~ from which they were displaced as jobs become available in the job title they now hold or which they were holding at the time of transfer provided the employee has a valid request on file under 12.01B. The employee may only have one 7.01K request on file. The rejection by the employee of an offer of a job pursuant to the above shall discharge the Company of any further obligation hereunder.

Employees demoted within the exchange/~~AWRA~~ under 7.01C above shall have the right, in order of their seniority, to be reinstated in a vacancy within 5 years, in the exchange/~~AWRA~~, in the job he/she held at the time of his/her demotion, provided he/she has a valid request on file to be reinstated in such job. The rejection of an offer of a job, in the exchange/~~AWRA~~, in the title held at the time of the demotion

shall discharge the Company of any further obligation hereunder.

Employees who were originally displaced in this bargaining unit as a result of a surplus condition and as a result accepted a lower level job in the same exchange/~~AWRA~~ or an equal or lower level job in another exchange/~~AWRA~~, and who were subsequently transferred at the instance of the Company to another bargaining unit, or voluntarily accept a position to a lower level job in the same exchange/~~AWRA~~ or an equal or lower level job in another exchange/~~AWRA~~ to either AT&T Billing Southeast, LLC or Utility Operations due to being surplus, may be considered under the provisions of 7.01K if there are no surplus employees within this bargaining unit who have rights for these vacancies.

Vacancies that are filled under the provisions of 7.01K by such reinstatements will not be subject to the provisions of Article 12.

- L. The smallest appropriate subdivision which the Company may designate under 7.01 will be the organizational unit in an exchange/~~AWRA~~. Company Headquarters will be considered as if it were a separate exchange/~~AWRA~~ except that Company Headquarters employees located outside of that exchange/~~AWRA~~ will be considered as being in the organizational unit and exchange/~~AWRA~~ where they are located.
- M. Although the filling of vacancies across entity lines under Article 7 is not subject to the grievance and arbitration procedures, the Company will consider employees who have been identified as surplus in other entities and may place such employees in equal or lower level vacancies.
- N. After all stay-on-payroll options for a surplus employee have been exhausted, the employee may rank a vacancy in another state, equal to their wage scale or below. They will be given consideration after all priority candidates in that state have been considered, but before regular Article 12 candidates.

- O. Employees who are to be laid off as a result of being processed under 7.01 are eligible for participation in the PARTNERSHIP Job Bank as described in Article 24.
- P. Once regular employees have been displaced (separated or transferred) under the Force Adjustment procedures, temporary employees will not be utilized performing essentially the same type work in the same organizational unit, title, and exchange ~~AWRA~~ of the surplus declaration for at least two calendar quarters following the declared displacement date. These provisions will not apply when there are emergency conditions over which the Company has no control or advance notice.

7.02 Recalled After Layoff.

- A. Laid off employees will have the right to be recalled as follows:
 - 1. When a vacancy exists for a regular employee in an exchange ~~AWRA~~ and there are no employees who are to be placed in the vacancy under the procedures described in 7.01C, 7.01M, 7.01N, 12.02F, 12.04, 24.05D4, or employees who have mandatory return rights, any employee(s) who is on layoff from the same Family of Skills in which that vacancy exists and who has requested such job will be offered the equal or lower level vacancy in order of seniority, from the list of laid off employees, provided they are qualified to perform the duties of the vacant job, and provided they were laid off from any exchange ~~AWRA~~ within the same state in which the vacancy exists.
 - a. Vacancies that are filled by the recalling of such laid off employees will not be considered as vacancies to be filled by the transfer and upgrade provisions of the Agreement.

2. When a vacancy exists for a regular employee in an exchange/~~WPA~~ and there are no employees who are to be placed in the vacancy under the procedures described in 7.01C or employees who have mandatory return rights, any employee who is laid off in an equal or higher level title, who has an Article 12 request on file for the vacant title will be considered for the vacancy along with other active employee requestors under the appropriate provisions of Article 12.
3. Laid off employees may submit up to 6 requests for equal or lower rated titles; anywhere in the Company. Such requests will remain active for a period of 5 years from the date of layoff.
4. Any refusal of an offer of a requested equal or lower level job will discharge the Company of all obligations hereunder.
5. Notification under "A1" and "A2" above, will be sent by certified mail to such employee's last known address. The employee is responsible for keeping the Company advised of any change in address.
6. A former employee who wishes to accept such offer of re-employment will notify the Company of such intention within 5 work days and will normally return to the employment of the Company within 14 days from the date of such notification, which is conclusively to be presumed to have been given as of the date of the mailing of such notification.
 - a. Where the time periods specified in "A6" above will work an undue hardship on an employee, they may be extended.
7. No impairment which existed at termination of last preceding period of Company service will be considered as just cause for a denial of re-employment.
8. Any employee recalled under the provisions of this section within 5 years from the date of his/her layoff will have the

continuity of his/her service protected, including seniority, and if his/her layoff was not for more than 6 months duration, he/she will be allowed service and seniority credit for such layoff unless it began within 12 months of a previous layoff.

9. Laid off employees selected for a lower rated job than the one from which they were laid off will not be eligible for the Reassignment Pay Protection Plan (RPPP), as outlined in 8.02B of the Agreement.
10. Laid off employees selected for jobs under 7.02A, in other exchanges/~~WRAs~~ or who are selected for lower level jobs will have return rights as described under 7.01K.
11. Laid off employees will be recalled based upon their seniority date on the date of layoff.
12. Laid off employees who are subsequently rehired into a higher rated job and who are unsuccessful within the first six months, shall retain their 7.02 recall from layoff status to their original laid off position.
13. Decisions regarding the recall and filling of vacancies of employees under the provisions of 7.02 may be discussed between the appropriate CWA and Company representative. Such decisions, however, are not subject to the grievance and arbitration procedures.

7.03 Temporary Hiring of Laid Off Employees.

As a general practice the Company will endeavor to offer laid off employees any temporary vacancies for which they are qualified. Acceptance of such vacancies will not affect their status as a laid off employee.

8.03 Supplemental Income Protection Program and Extended Medical Coverage:

A. Supplemental Income Protection Program.

1. If during the term of this Agreement the Company notifies the Union in writing that an employee is unable to remain in his/her current job because of a permanent medical restriction or if a surplus in any job title in a work location will necessitate lay-offs or involuntary permanent reassignments of regular employees to different job titles involving a reduction in pay, employees in the affected job titles and work locations, who have at least 1 year of seniority may elect, in the order of seniority and to the extent necessary to relieve the surplus, to leave the service of the Company and receive Supplemental Income Protection Program (SIPP) benefits described in this Section. The Company will offer Expanded SIPP (ESIPP) as provided in 7.01C for surplus.
 - a. The Company will determine the job titles and work locations in which a surplus exists, the number of employees in such titles and locations who are considered to be surplus, and the period during which the employee may leave the service of the Company pursuant to this Section. Neither such determination by the Company nor any other part of this Section will be subject to arbitration.
 - b. The number of employees who may be considered will not exceed the number of employees determined by the Company to be surplus.
 - c. Employees may lock/unlock electronically from the 1st day of the month to the last day of the month, before midnight, Eastern time, preceding the surplus quarter. After this time period, the SIPP acceptance may not be revoked.

- 1) Acceptances will be valid for one quarter only. Employees must lock in during the specified time period.
 - 2) There will be no penalty or Expression of Interest associated with SIPP/ESIPP.
- d. Job titles and locations of employees who have committed to accept ESIPP will be made available to surplus and PMR employees. Placement into equal or lower level jobs created through ESIPP will be made in seniority order among interested, qualified surplus employees.
- e. Surplus employees are allowed to submit two requests for an equal or lower level job title in their Family of Skills, in ~~their~~ *any* organizational unit, in any exchange/~~WRA in the Company~~. ~~One request may be in any organizational unit, in their Skill Group, in any exchange/WRA in their home state.~~ *Additionally, when an employee's title appears in multiple Skill Groups that employee may submit their requests to any title, in an equal or lower level wage scale, in those Skill Groups in their home state.*
- f. In a surplus situation, SIPP will first be granted in seniority order to any employees with Irrevocable SIPP/ESIPP Acceptance forms on file who are performing essentially the same type work in the surplus exchange/~~WRA~~ and exchanges/~~WRA(s)~~ within 35 miles of the surplus exchange/~~WRA~~. Then if the surplus is not satisfied, SIPP is granted in seniority order to employees in title, in the organizational unit, first in the exchange/~~WRA~~, then in any exchange/~~WRA~~ within 35 miles of the surplus exchange/~~WRA~~. SIPP in title will not be offered if the employee is not qualified or for whom extensive training in excess of 14 weeks would be required. Employees who continue to be surplus after this step will have the opportunity to take SIPP,

even though they do not have Irrevocable SIPP/ESIPP Acceptance forms on file in advance.

2. SIPP/ESIPP payments for employees who leave the service of the Company in accordance with "1" above will begin within one month after such employee has left the service of the Company and continue until payments have been made for 48 months. The employee may elect to receive this payment in one lump sum should he/she so desire or in two equal payments, one paid as the employee leaves the service of the Company and the other paid on February 1 of the year following.
3. The following SIPP/ESIPP payment table is designed for use with surplus under 7.01 and for permanently medically restricted placement as described in 8.05. Employees who receive either voluntary SIPP or ESIPP will not be entitled to a termination allowance under this article or further processing under Article 7.

a. Voluntary SIPP/ESIPP Payment Table

Completed Years of Seniority	Wage Scales in Pension Band Up to 107	Wage Scales in Pension Band 108-109	Wage Scales in Pension Band 110-111	Wage Scales in Pension Band 112-114	Wage Scales in Pension Band 115-118	Wage Scales in Pension Band 119-120	Wage Scales in Pension Band 121+
1	\$ 800	\$ 800	\$ 800	\$ 800	\$ 800	\$ 800	\$ 850
2	1,700	1,750	1,800	1,800	1,800	1,800	1,900
3	2,800	2,900	3,000	3,000	3,000	3,000	3,100
4	4,000	4,300	4,400	4,400	4,400	4,400	4,600
5	5,050	5,400	5,500	5,700	6,000	6,200	6,600
6	5,600	6,000	6,100	6,350	6,700	6,950	7,400
7	6,150	6,600	6,700	7,000	7,400	7,700	8,200
8	6,700	7,200	7,300	7,650	8,100	8,450	9,000
9	7,250	7,800	7,900	8,300	8,800	9,200	9,800
10	8,500	8,800	9,100	9,400	10,200	10,400	10,800
11	8,500	8,800	9,100	9,400	10,200	10,400	10,800
12	10,200	10,500	10,800	11,300	12,200	12,600	13,000
13	10,200	10,500	10,800	11,300	12,200	12,600	13,000
14	11,800	12,300	12,800	13,400	14,300	14,800	15,300
15	11,800	12,300	12,800	13,400	14,300	14,800	15,300
16	13,400	14,100	14,600	15,300	16,600	17,200	17,800
17	13,400	14,100	14,600	15,300	16,600	17,200	17,800
18	15,400	16,100	16,800	17,600	19,100	19,800	20,400
19	15,400	16,100	16,800	17,600	19,100	19,800	20,400
20	16,800	17,500	18,300	19,200	20,900	21,700	22,500
21	18,200	19,000	19,900	20,800	22,700	23,500	24,500
22	19,600	20,500	21,500	22,600	24,500	25,400	26,400
23	21,100	21,900	22,900	24,100	26,300	27,300	28,300
24	22,500	23,500	24,500	25,800	28,100	29,100	30,300
25	23,900	25,000	26,100	27,500	29,900	31,000	32,400
26	25,300	26,300	27,500	29,000	31,700	32,900	34,300
27	26,600	27,800	29,200	30,600	33,500	34,800	36,300
28	28,100	29,300	30,700	32,300	35,300	36,700	38,300
29	30,700	32,100	33,700	35,400	38,700	40,300	42,100
30	30,700	32,100	33,700	35,400	38,700	40,300	42,100

4. Upon the happening of any of the following:
 - a. Re-employment of the recipient by the Company as a regular employee;
 - b. Employment of the recipient by an affiliate or subsidiary company, within the same control group of companies as is the Company, as a regular employee;

or

 - c. Employment of the recipient by a competitor of the Company or competitive self-employment;

monthly SIPP/ESIPP payments will cease permanently. Recipients who obtained SIPP/ESIPP as a lump sum or in two equal payments will repay to the Company an amount equal to the total monthly payments yet to be received had they elected SIPP/ESIPP payment on a monthly basis. Repayment will be handled as stated in the last sentence of 8.04D2.

B. Extended Medical Coverage.

1. Employees (1) whose employment is terminated as a result of layoff or application of the force adjustment procedures; or (2) who elect to leave the service of the Company pursuant to the provisions of the Supplemental Income Protection Program or Expanded Supplemental Income Protection Program or (3) who elect, pursuant to the technological displacement provisions in the Agreement, to accept a termination allowance and leave the service of the Company in lieu of reassignment to a different job title involving a reduction in pay or to locations requiring a change in residence, will continue to remain eligible for coverage for up to 12 months under the Company's Medical Assistance Plan or its successor plan, as follows:
 - a. An employee whose seniority is 5 years or more will be eligible for coverage at Company expense for a period of 6 months following the month in which employment is terminated. The employee may elect to continue such

- coverage for an additional 6 months at the employee's expense by paying the monthly premium amount.
- b. An employee whose seniority is at least one year but less than 5 years will be eligible for coverage at Company expense for a period of 3 months following the month in which employment is terminated. The employee may elect to continue such coverage for an additional 9 months at the employee's expense by paying the monthly premium amount.
 - c. An employee with less than one year of seniority who is eligible for coverage at the time of termination of employment may elect to continue such coverage at the employee's expense for a period of 12 months following the month in which employment is terminated by paying the monthly premium amount.
 - d. When permitted by applicable federal law, employees may elect to continue such coverage at their own expense for longer periods than those indicated above.
2. The extended medical coverage will be on the same basis and in the same amount to which the employee was entitled immediately prior to leaving the service of the Company. If during the period of any extended medical coverage, as set forth above, the medical expense coverage is changed for employees who remain on the payroll, the same changes will be applied to persons participating in this extended medical coverage program.

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.29.00	Company Counter	BST	BST

Step	Date Proposed	Time Proposed
Proposal	7/24/2019	2:16 PM
Status	Status Date	Status Time
TA	7/29/2019	6:17 PM

Art/App/Doc Modified	Mod Of or Counter To
Appendix A, Part III	UP.29.00

Summary	
	Updating of Skill Group 3 and 9.

Proposal ID: CC.29.00

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FAMILY OF SKILLS

TITLE	WAGE SCALE	SKILL GROUP
Service Consultant*	36	1
Customer Service Associate	27	1
Sales Associate	27	1
Sales Consultant	27L	1
Service Representative	23	1
Communications Sales Specialist	19	1
Collections Representative	18	1
Material Service Coordinator	25	2
Facility Technician*	32	3
Digital Technician*	32	3
Services Technician*	31	3
Outside Plant Technician*	31	3
Communications Technician*	30	3
<i>Material Service Coordinator*</i>	25	3
Field Services Technician	5	3
Multi-Media Technician	32	4
Switching Equipment Technician-Other*	32	5
Frame Attendant	24	5
Electronic Technician*	32	6
Testing Technician*	32	6
Systems Specialist Technician*	32	6
Processor Technician*	32	6
Switching Equipment Technician-ESS*	32	6
Frame Attendant*	24	6
Line Translations Specialist	20	6
Network Assistant	14	6
Circuit Layout Assigner*	32	7
Service Specialist*	25	7
Facilities Assignment Specialist	20	7

TITLE	WAGE SCALE	SKILL GROUP
Maintenance Administrator	20	7
Provisioning Specialist	20	7
Sales Associate*	27	8
Sales Consultant*	27L	8
Customer Service Associate*	27	8
Service Representative*	23	8
Communications Assistant*	21	8
Communications Sales Specialist	19	8
Accounting Specialist	18	8
Collections Representative	18	8
Customer Service Assistant	16	8
Special Services Assistant	16	8
Processing Assistant	10	8
Office Assistant	10	8
Digital Technician*	32	9
Systems Technician*	32	9
Systems Specialist Technician*	32	9
Communications Technician*	30	9
<i>Material Service Coordinator*</i>	25	9
Field Services Technician	5	9
Service Consultant/CPE*	36	10
Service Representative*	23	10
Communications Assistant*	21	10
Special Assistant	14	10
Senior Office Assistant	10	10
Office Assistant	10	10
Office Clerical Assistant	2	10

Employees in Wage Scales 2, 4, 5, 7, 10, 11, 12, 14, 16, 18, 19 and 20 will be grouped with the most junior people in the organizational unit in their Wage Scale, then with the most junior people in the organizational unit in Wage Scales below them.

* Only these titles may bump in this skill group

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.52.00	Company Counter	BST	BST

Step	Date Proposed	Time Proposed
Proposal	7/26/2019	11:43 AM
Status	Status Date	Status Time
TA	7/29/2019	6:19 PM

Art/App/Doc Modified	Mod Of or Counter To
Network Addendum – UFO Section 1.03	UP.52.00

Summary	
	Adds Article 6.06 Military Service to Section 1.03 of the Network Addendum – U-verse Field Operations.

- 1.03 This Addendum contains the entire agreement between the Union and the Company with respect to Wire Technician in UFO. The following provisions of the BST Agreement (unless specifically modified or excepted below) will apply: Articles 1.02, 1.10, 1.12, 2.07, **6.06**, 11.02, 15, 16, 17, 20, 21, 22, 23, 25, 26, 27, 28, 29, 30, 31, Appendix A Part I, Appendix A Part II, Appendix B Part I, Appendix B Part III and the Benefits Agreement.

Proposal ID: CC.52.00

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Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.69.00	Company Counter	BST	BST

Step	Date Proposed	Time Proposed
Proposal	7/24/2019	2:11 PM
Status	Status Date	Status Time
TA	7/29/2019	6:21 PM

Art/App/Doc Modified	Mod Of or Counter To
Network Addendum – UFO Section 7.01	UP.69.00

Summary	
	This proposal removes Section 7 of the Network Addendum – UFO Health and Safety. Article 16 of the core agreement which is listed in Section 1.03 of the Network Addendum-UFO will now apply without modification.

~~Section 7 – Health and Safety~~

~~7.01 – The provisions of Article 16, Health and Safety, of the 2015 BST Labor Agreement shall apply with the following modification:~~

~~When applying Article 16.01 of the 2015 BST Labor Agreement regarding work during inclement weather, employees who are on duty and because of inclement weather are, in the opinion of the supervisor, unable safely to perform their regular work, may be assigned other work as may be available or the supervisor may cancel the employee's scheduled hours in accordance with the Section 4.04, Cancellation of Hours.~~