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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:

Noah V. Arment  
Vice President  
CWA District 3

3-28-08