

Memorandum of Agreement

This Memorandum of Agreement ("Agreement") is entered into as of the date executed below, between Communications Workers of America ("CWA" or the "Union") and BellSouth Telecommunications, LLC., and AT&T Services, Inc. (collectively referred to as the "Company" or "Management") (the Company and Union are jointly referred to as the "Parties"). This agreement modifies and amends the existing agreement regarding the pooling of surplus employees.

Through the settlement of Executive Level Grievance B25-ALL-001, the parties agreed to pool the Digital Technician title across organizational units and across Family of Skills Groups. This agreement ensured that Digital Technicians in Family of Skills Group 3 would be pooled with Digital Technicians in Family of Skills Group 9 for the purposes of bumping.

The parties now agree to modify and amend the existing pooling letter to add the Combination Technician job title, and to pool the Combination Technician job title across organizational units and across Family of Skills Groups. This will ensure that Combination Technicians in Skill Group 3 will be pooled with all job titles in Skill Group 3 and with Digital Technicians in Skill Group 9 for the purposes of bumping.

Additionally, the parties now agree to modify and amend the existing pooling letter to add the Electronic Technician* job title, and to pool the Electronic Technician job title in Skill Group 6 across organizational units with Combination Technician job title in Family of Skills Group 3 for the purposes of bumping. This pooling shall operate as a one-way bump only: an Electronic Technician may bump a Combination Technician, but a Combination Technician (or any other title in Skill Group 3 or Digital Technician in Skill Group 9) may not bump an Electronic Technician.

**This agreement applies only to "4-Wall" Electronic Technicians, commonly referred to as "Central Office ETs" and "Power ETs"*

August 6, 2026

Nick Hawkins
Assistant to the Vice President
CWA District 3
4100 Perimeter Park South
Atlanta, GA 30341

RE: Pooling **ETs, CTs, FTs, DTs, STs, and OPTs** for Bumping

Nick,

When a surplus is declared for the titles of **Combination Technician ("CT")**, Facility Technician ("FT"), Digital Technician ("DT"), Services Technician ("ST") or Outside Plant Technician ("OPT") 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. (**CT, FT, DT, ST, and OPT** titles considered equal level.)

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. (**CT, FT, DT, ST, and OPT** titles considered equal level.)

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.

When a surplus is declared for the title of Electronic Technician* (ET), in addition to Article 7.01C4c the following will apply:

1) 35 Mile List:

- **Combination Technician within Family of Skills 3 in the exchange and in any exchanges within 35 miles, any organizational unit.**

or

2) State Lists:

- **Combination Technician within Family of Skills 3 within the state, any organization unit**

**This agreement applies only to "4-Wall" Electronic Technicians, commonly referred to as "Central Office ETs" and "Power ETs".*

Sincerely,

Chad Perras
Assistant Vice President
AT&T Labor Relations

For The Union:



Nick Hawkins
Assistant to the Vice President
CWA District 3

Date: 08/06/2026

For The Company:



Chad Perras
Assistant Vice President
AT&T Labor Relations

Date: 8/6/2026