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Nick Hawkins
Assistant to the Vice-President
Communications Workers of America District 3
4100 Perimeter Park S
Atlanta, GA 30341
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RE: SE Combination Technician – Wire Technician Bumping

Nick,

This letter addresses the Union's concerns that employees currently holding the title of Services Technician (ST) or Facilities Technician (FT) may lose the ability to exercise Wire Technician bumping rights if they move, voluntarily or involuntarily, into the Combination Technician (CT) title and are subsequently declared surplus or bumped.

To address these concerns, the Company agrees to grandfather employees who hold the titles of Services Technicians (ST) or Facility Technicians (FT) as of the date of this letter who subsequently move to the title of Combination Technician under the provisions of the "Memorandum of Agreement - Services Technicians and Surplus/Affected Facility Technicians, and Outside Plant Technicians Surplus Employees" as set forth in the 2024 Working Agreement. (Attached as Exhibit A is list of grandfathered employees).

Accordingly, if an employee who was a Services Technician or Facility Technician as of the date of this letter subsequently moves to the Combination Technician title and is later surplus or bumped, that employee will retain the right to exercise the Wire Technician bumping provisions contained in the Memorandum of Agreement.

Sincerely,

Chad Perras

Assistant Vice President
AT&T Labor Relations