



Chad Perras
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VIA EMAIL – nhawkins@cwa-union.org

August 5, 2026

Nick Hawkins
Assistant to the Vice-President
Communications Workers of America District 3
4100 Perimeter Park S
Atlanta, GA 30341
Office: (404) 296-5553

RE: SE Combination Technician – Staffing Letter

Nick,

This letter confirms the Company's staffing approach for the newly created **SE Combination Technician** title. The Company will staff the SE Combination Technician title using the same selection criteria it applies when filling current job vacancies, which includes: (1) Skills and Knowledge; (2) Conduct/Behavior; (3) Attendance/Punctuality; and (4) Production Expectancy.

Because the SE Combination Technician title encompasses duties currently performed by employees in the titles listed below, the Company has determined that employees in any of the following titles will be deemed to satisfy the **Skills and Knowledge** factor for the SE Combination Technician position:

- Facility Technician
- Services Technician
- Electronic Technician
- Digital Technician
- Outside Plant Technician

Employees in the above titles who apply for the SE Combination Technician position will still be evaluated under the remaining three factors — **Conduct/Behavior**, **Attendance/Punctuality**, and **Production Expectancy** — in accordance with the Company's established staffing practices.

Consistent with Articles 12.02B and 12.02C of the Agreement, where multiple applicants are equally qualified under the applicable evaluation factors, seniority will govern the selection.

The staffing approach outlined in this letter will remain in effect through the expiration of the 2024 Working Agreement and will not extend beyond that agreement unless otherwise mutually agreed by the parties.

Please do not hesitate to contact me if you have any questions regarding this staffing approach.

Sincerely,

A handwritten signature in black ink, appearing to read "Chad Perras", written over a light blue rectangular background.

Chad Perras

Assistant Vice President
AT&T Labor Relations