



Chad Perras
Assistant Vice President
Labor Relations

208 S Akard St
Room 2270
Dallas, Texas 75202

C: 248-705-6887
cp2563@att.com

VIA EMAIL – nhawkins@cwa-union.org

August 6, 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 – Failure to Obtain a CDL

Nick,

This letter memorializes the parties' understanding regarding CDL requirements for employees in the SE Combination Technician title following the initial period in accordance with Article 12.02.F.

In the event an employee in the SE Combination Technician title is required to obtain a CDL and fails to secure such license, after the initial period in accordance with Article 12.02.F, the employee will be treated in accordance with Article 8.04 of the Working Agreement.

Additionally, the Company agrees that any employee affected under these circumstances will be eligible to participate in the Partnership Job Bank pursuant to Article 24.05.D (in lieu of the eligibility requirement identified in Article 24.05.D2) of the Working Agreement.

Sincerely,

Chad Perras

Assistant Vice President
AT&T Labor Relations