



TO: AT&T SE Local Presidents, District 3 Staff, & Secretaries
FROM: Nick E. M. Hawkins, Assistant to the Vice President
RE: **Economic Protections for Surplus Core Employees from the BST Agreement Who Accept a Wire Technician Position**
DATE: March 20, 2017

MEMORANDUM

As a result of the AT&T Southeast/BST first quarter surplus, many of our members across the District have accepted Wire Technician vacancies. To ensure that all Locals and District Staff provide a consistent message to the membership, I have listed the contractual economic protections afforded to these employees below:

If a surplus employee accepts a Wire Technician position in the Network Addendum - UFO, and the employee's current weekly rate of pay is above the maximum weekly wage rate for the new title, there will be no change in the employee's rate of pay until the weekly rate of pay in the new job title exceeds the employee's weekly rate of pay at the time of the transfer. If, however, the employee's current weekly pay is at or below the maximum weekly wage rate for the Wire Technician title, the employee will be placed on the lowest step of the new wage schedule that will not result in a wage reduction.

When surplus employees from the BST Agreement are placed into a Wire Technician position in the Network Addendum - UFO as a result of surplus procedures contained in the BST Agreement as applied in Section 13 above, the following provisions of the BST Agreement shall continue to apply to such employees in lieu of any otherwise applicable provisions of the Network Addendum - UFO for Wire Technicians while they remain in the position in which they are placed:

- A. Overtime and premium pay pursuant to sections 4.01 through 4.05;**
- B. Personal illness treatment pursuant to sections 6.02 through 6.03;**
- C. Shift and differential treatment pursuant to sections 4.07A - E;**
- D. Recognized holidays pursuant to sections 5.01 through 5.04;**
- E. Excused work days pursuant to section 5.05;**
- F. Vacation pursuant to sections 5.06, 5.08 through 5.12;**
- G. Guaranteed 40 hour workweek;**

H. Definitions pursuant to sections 1.08, 1.11, 1.21, 1.24, 1.31, 1.35, and 2.03;

I. Force Adjustment pursuant to Article 7;

J. Suspension and discharge pursuant to sections 11.01A2 and A3; and

K. Employment Security Partnership pursuant to Article 24.

As always, should you have any questions or concerns, please feel free to contact me at the District 3 Office.

CC: Richard Honeycutt, Vice President
Thelma Dunlap, Administrative Director
Billy O'Dell, Administrative Director
John Quinn, District Counsel

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