

working days after receiving an assignment, the case will be passed to the next arbitrator. If no one can hear the case within 10 working days the case will be assigned to the arbitrator who can hear the case on the earliest date.

C. The procedure for expedited arbitration will be as follows:

1. The parties will notify the arbitrator in writing on the day of agreement or date of arbitration demands to settle a grievance by expedited arbitration. The arbitrator will notify the parties in writing of the hearing date.
2. The parties may submit to the arbitrator prior to the hearing a written stipulation of all facts not in dispute.
3. The hearing will be informal without formal rules of evidence and without a transcript. However, the arbitrator will be satisfied himself/herself that the evidence submitted is of a type on which he/she can rely, that the hearing is in all respects a fair one, and that all facts necessary to a fair settlement and reasonably obtainable are brought before the arbitrator.
4. Within 5 working days after the hearing, each party may submit a brief written summary of the issues raised at the hearing and arguments supporting its position. Such summaries are not to exceed 10 pages in cases involving discharge or 5 pages in cases involving suspension. The arbitrator will give his/her settlement within 5 working days after receiving the briefs. He/She will provide the parties a brief written statement of the reasons supporting his/her settlement.
5. The decision of the arbitrator will settle the grievance; however, it will only apply to the grievance being arbitrated and will not be precedent-setting, unless the settlement or a modification thereof is adopted by the written concurrence of the representatives of each party at the Executive Level of the grievance procedure.

6. The time limits in "1" and "4" of this Section may be extended by agreement of the parties or at the arbitrator's request, in either case only in emergency situations. Such extensions will not circumvent the purpose of this procedure.
7. In any grievance arbitrated under the provisions of this Section, the Company will under no circumstances be liable for back pay for more than 9 months (plus any time that the processing of the grievance or arbitration was delayed at the specific request of the Company or time between original proposed dates and actual arbitration resulting from the Company's inability to comply with original dates) after the date of the disciplinary action. In grievances which were scheduled for mediation prior to expedited arbitration, the liability for back pay will be no more than 12 months. Delays requested by the Union in which the Company concurs will not be included in such additional time.
8. The arbitrator will have no authority to add to, subtract from or modify any provisions of this Agreement.
9. The decision of the arbitrator will settle the grievance, and the Company and the Union agree to abide by such decision. The compensation and expenses of the arbitrator and the general expenses of the arbitration will be borne by the Company and the Union in equal parts. Each party will bear the expense of its representatives and witnesses. Any expenses incurred because of any cancellation or postponement of an expedited arbitration hearing will be borne by the party requesting such cancellation or postponement.

23.03 Mediation.

- A. Where mutually agreed, grievances may be mediated once at either the 2nd or 3rd Step, with the exception of those dealing with matters of contract interpretation.

1. Once a grievance has been appealed to arbitration, if the Union at the Executive Level requests mediation and the Company concurs, the grievance will be presented at a mediation hearing.
 - a. Grievances to be mediated at the 2nd Step are not required to be approved for arbitration prior to mediation.
2. Within 45 days of the Union's request for arbitration, the parties will schedule and hold a mediation hearing. This hearing will normally be held in the grievant's exchange/WRA and in either a Company or Union facility. Should the availability of a mediator unnecessarily delay the processing of the grievance, either party may request that the mediation step be bypassed and the grievance be scheduled for arbitration.
3. Spokespersons for the mediation hearing will normally be as follows:

	2nd Step	3rd Step
CWA	Local President/ designee	CWA Staff Rep
Company	Management designee	Director/designee with primary LR responsibility

An attorney will not be used by either party at the mediation hearing. The number of employees who will suffer no loss in pay under 21.03 of the Agreement will be no more than 2. Should additional employees be necessary for the complete discovery of facts at the hearing, the parties will agree in advance to the number of additional employees who will attend the conference and suffer no loss in pay under 21.03.

4. The mediation hearing will normally be attended by the grievant, the Local President/designee, the grievant's

supervisor and the Director/designee. Attendance at the mediation hearing will be limited to those people actually involved.

5. All written material that is presented to the mediator will be returned to the party presenting the material at the termination of the mediation hearing. The mediator may, however, retain one copy of the written grievance, to be used solely for purposes of statistical analysis.
6. Proceedings before the mediator will be informal in nature. The presentation of evidence is not limited to that which has been presented in the grievance proceedings; however, the issue mediated will be the same as the issue the parties have tried to resolve through the grievance process. The rules of evidence will not apply, and no record of the mediation hearing will be made.
7. The mediator will have the authority to meet separately with any person or persons, but will not have the authority to compel the resolution of a grievance.
8. The Company and Union spokesperson at the mediation hearing may accept the resolution proposed by the mediator and such settlement or any other settlement resulting from the conference will not be precedent-setting, unless both parties agree.
9. If no settlement is reached during the mediation hearing, the mediator will provide the parties with an immediate oral advisory opinion, including the grounds for his/her opinion, unless both parties agree that no opinion will be provided. The grievance is then subject to being scheduled for arbitration.
10. In the event that a grievance which has been mediated subsequently is arbitrated, no person serving as a mediator between these parties may serve as arbitrator. Nothing said or done by the mediator may be referred to at arbitration. Any settlement proposal made by either party

at the mediation hearing will not be referred to at the arbitration hearing.

- B. The parties will share equally the costs associated with mediations held at the 3rd Step. Costs associated with mediations at the 2nd Step are outlined in 21.01C2b5a.

ARTICLE 24

EMPLOYMENT SECURITY PARTNERSHIP

24.01 General Information.

- A. Definition: The Employment Security PARTNERSHIP is intended to benefit our employee body because we acknowledge that employees represent our best competitive advantage. Employees and their jobs will continue to be affected by technological developments and structural changes, therefore CWA and BellSouth realize the need for ongoing employee development, career preparation and career transition.
- B. Eligibility: All regular full-time and regular part-time employees with at least 6 months of seniority will be eligible to participate in the Program.
- C. Participation: Participation in all components of the Program are on the employee's own time with the exception of Orientation meetings and Career Counseling (as specified in 24.03 and 24.05).
- D. Funding: The Program will be funded through an Employment Security PARTNERSHIP account. This account will be computed by multiplying term of contract (years) x \$130 x the total number of regular full-time *and regular part-time* employees in the company as used in wage and benefits calculations for *2004* contract negotiations. The PARTNERSHIP Board of Directors will monitor Employment Security PARTNERSHIP funding levels and, from time to time, may recommend to the Company that it provide

additional funds in order to maintain approved programs, training courses, and other PARTNERSHIP activities.

1. Costs to be charged to the Employment Security PARTNERSHIP account include:
 - a. All training and associated costs for the PARTNERSHIP Program, including educational assistance and the PARTNERSHIP Job Bank.
 - b. PARTNERSHIP Representatives' time and expenses in accordance with 9.02 involved in delivering orientation meetings or other services of this Program.
 - c. All employees' scheduled time associated with participation in the orientation meetings, career counseling and assessment.
 - d. All administrative costs of this Program.
 - e. All temporary transfer costs as defined in 9.02 and relocation expenses as defined in 24.05D4d4.
 - f. All training costs and wages for employees while in training associated with 24.05D3a1.
 - g. All costs associated with the supplemental training (24.04A) and career counseling, as well as the costs for administration of subsequent job-specific training as described in 24.04A.
 - h. Other costs intended to enhance employment security.
 - i. Reasonable expenses incurred by ESP Board of Directors associated with their participation on the Board.
2. Credits to the Employment Security PARTNERSHIP account include:
 - a. Training and associated costs reimbursed by a department for required training successfully completed by participants selected to fill vacancies in that department.

- b. Reimbursement by a department for work performed under the provisions of 24.05D3b.
3. If the Account is fully depleted prior to contract expiration, services will be discontinued.
- E. Grievances: Provisions of Article 24 will not be subject to the grievance and arbitration procedure, except decisions in the filling of vacancies with Job Bank participants which will be subject to the grievance procedures up to and including arbitration within each BellSouth entity.

24.02 Program Administration.

- A. Definition: The Program is jointly governed and administered by the Company and CWA.
- B. Employment Security Board of Directors: The Board will consist of 5 Company and 5 CWA Representatives and may include up to two non-voting external advisors who will meet periodically and have responsibility for:
 1. Providing direction and guidance for the Employment Security PARTNERSHIP Program.
 2. Reviewing the progress of the Program through periodic status reports, quarterly report of the Employment Security Account expenditures. In addition, an annual report will be provided detailing the Program components made available to employees and the overall number of participants in the services.
 3. Establishing amount available/limits for program participants.
 4. Furnishing advice to the Company on personal or career development and job displacement training courses and curricula.
 5. Reviewing and making recommendations regarding training delivery systems (Technical Schools, Colleges, home study programs, Computer Based Training, and Web Sites, etc.) available to be used by the Company.

6. Evaluating the effectiveness and progress of the Program.
 7. Encouraging employees to participate in and successfully complete available training courses.
- C. PARTNERSHIP Staff: The PARTNERSHIP Staff will co-administer the day-to-day operation of the PARTNERSHIP Program. Responsibilities include:
1. Tracking data, costs, and Program participation in order to provide reports to the Board of Directors.
 2. Maintaining the PARTNERSHIP office (formerly Career Resource Center) which will house facilities for counseling, workshops, clerical support and a resource library. The office will be open to all participants for assistance and support in their career objectives. It will also function to coordinate and monitor throughout BellSouth all components of the ESP Program, including the Job Bank.
 3. Ensuring the timely and effective delivery of the Program components.
 4. Evaluating the delivery systems (inside and outside BellSouth) necessary to meet employee training needs.
- D. PARTNERSHIP Representatives: Local PARTNERSHIP Representatives will exist for linkages and assistance in delivery of Program services throughout the region. Duties include:
1. Presenting Article 24 in joint Career Transitions Orientations (24.05C1).
 2. Assistance in surveying employee training requirements and identifying training delivery options.
 3. Conducting meetings to present Program components to employees.

24.03 Employee Development/Internal Opportunities.

- A. Definition: The Employment Security PARTNERSHIP provides the information and support necessary for an

employee to identify a path or direction for his/her career and to effectively pursue that path within or outside BellSouth. Through joint sponsorship of the PARTNERSHIP, CWA and BellSouth will ensure that personal and career development is made available to each employee so both our business and our employees can flourish.

B. Program Components: PARTNERSHIP consists of several components, each aimed at meeting special needs of participants. The components are:

1. A PARTNERSHIP Employee Orientation meeting, conducted jointly by the Union and Company, will be held on company time. During this meeting information will be provided on:

- Career Counseling and Assessment
- Internal Job/Career Development Plan
- Educational assistance

All services are available to employees who wish to pursue such development on their own time unless otherwise specified. An overview of the Career Transitions component will also be included.

2. Career Counseling and Assessment will be provided by professional career counselors associated with the Program. The counseling session could include internal and/or external focus. One counseling session per contract cycle will be offered on company time. However, this session may be scheduled on employee's own time at their request. Subsequent counseling would be available on the employee's own time. Additional counseling will be offered associated with Career Transitions (24.05C2).

3. Internal Job/Career Development Plan, which is personalized, may be jointly created by the employee, or Job Bank participant (24.05D) and a professional career counselor. The acquisition of skills for a job title may be

pursued through this plan which will identify the skills required for targeted jobs.

- Workshops, correspondence courses, home studies, customized courses, study guides, etc. associated with skills tests will be available to assist employees with their Internal Job/Career Development Plan.
4. Educational Assistance training under this Program will address vocational, personal, and general skills. Coursework that enhances employability (including courses that can be used inside or outside the company) will be approved under educational assistance.
 - a. All such training will be taken at an accredited/approved institution.
 - 1) Prepay Plan: Tuition and fees for such coursework will be paid directly to the approved institution (which is in compliance with our billing procedures) or
 - 2) Reimbursement Plan: The employee will be reimbursed for payment of approved tuition and fees after successful course completion.
 - b. An employee may be required to reimburse the amount advanced for prepaid tuition if a course is not satisfactorily completed.
 - c. A lump sum of \$50.00 will be paid to an employee upon submitting evidence that he/she has satisfactorily completed a PARTNERSHIP-approved course. This sum is intended to defray expenses associated with pursuit of training.
 - d. Successful completion by an employee of any training or course pursuant to such Program will be taken into account when considering the employee for an upgrade or transfer.
 5. Career Transitions services are designed for employees declared surplus or surplus-affected. Such employees are

eligible to participate in Program services defined in 24.03 as well as 24.05.

24.04 Future Technological Change.

A. Old Work Environment to New Work Environment: An employee who is in an organization which has been identified by the Company as being affected by a future technological change which will have immediate and significant impact on an incumbent's job responsibilities will receive, on Company time, information on these technological changes as well as general information on the skills and training requirements of the new environment. An employee who does not desire to go to the new environment will be treated as outlined in 13.03C3.

1. In accordance with 12.02E, eligible incumbents will receive Company sponsored job-specific training.
2. Incumbents who successfully complete the job-specific training will be eligible for immediate transfer to the new environment.
3. If work exists in the "old" environment, incumbents who do not successfully complete training will be retained in title and be provided supplemental training, on Company time, for a maximum of 6 months or until the old work has been exhausted, whichever is less. Such supplemental training will be designed to help incumbents understand the subject matter of the training.

Incumbents who are assigned the supplemental training will be afforded the opportunity to successfully complete the job-specific training within the 6 months period. Incumbents may retake the entire training or the appropriate modules that were not initially successfully completed.

Incumbents who successfully complete the job-specific training during the 6 months period will become eligible for immediate transfer to the new work environment. Incumbents who do not successfully complete the job-

specific training during this period will receive treatment at the appropriate time under Article 7.

4. If work in the “old” environment does not exist, incumbents who do not successfully complete training will be offered supplemental training, on Company time, to prepare them to repeat the training. Generally, such supplemental training will immediately follow the initial training and will be conducted under the auspices of the Employment Security PARTNERSHIP. This supplemental training will not extend beyond 3 weeks or one-half the duration of the initial training, whichever is less. At the completion of the supplemental training, such incumbents will be afforded the opportunity to retake the entire job-specific training or the appropriate modules that were not initially successfully completed.

Incumbents who successfully complete the job-specific training will be eligible for immediate transfer to the new work environment. Incumbents who do not successfully complete the second training will receive treatment at the appropriate time under Article 7.

5. Incumbents who do not successfully complete the initial training and who choose not to accept the supplemental training will receive treatment at the appropriate time under Article 7.
 6. All costs associated with the supplemental training as well as all cost(s) for administration of the second training class will be charged to the Employment Security PARTNERSHIP Account as describe in 24.01D1g.
- B. Announced Surplus Condition: Employees within an organization who have been identified by the Company (based on, but not limited to, input from the Technological Change Committee) as being part of an announced future surplus condition will be eligible to receive an overview, on company time, which will provide information on the following:

1. Career Counseling and Assessment (24.03B2)
2. Internal Job/Career Development Plan (24.03B3)
3. Educational Assistance (24.03B4)
4. Career Transitions (24.03B5 or 24.05C1, as appropriate)
5. General job skill needs of the company

24.05 Career Transitions/ External Opportunities.

- A. Definition: The Career Transitions component of the Employment Security PARTNERSHIP provides additional services to employees affected by surplus displacement.
- B. Eligibility: Employees eligible to participate in the services provided under Career Transitions (24.05) include regular full-time *and regular part-time* employees who, because of their seniority, will be affected by a formal declaration of surplus made by the company (as described in 7.01A).
- C. Program Components: Career Transitions consists of several components, each aimed at meeting the needs of surplus and surplus-affected employees. The components are:
 1. A Career Transitions Orientation provided jointly by the Union and Company will be held on company time. Information will be presented on Article 24 as follows:
 - a. PARTNERSHIP program components (as described in 24.03B3, 4 and 5)
 - b. Career Transitions Counseling and Assessment
 - c. An overview of PARTNERSHIP Job Bank
 - d. General job skill needs of the companyInformation will also be provided, as it applies to affected employees, on the provisions of Articles 7, 8, 12.02E and 13.03C.
 2. A Career Transitions Counseling and Assessment session is available on a voluntary basis on company time by professional career counselors associated with the PARTNERSHIP Program. This counseling and

assessment will provide advice and assistance in establishing a plan for career development.

3. Access to the PARTNERSHIP Job Bank: When a regular full-time surplus or surplus affected employee has been processed through Article 7 and is to be laid off, the employee may elect to take their termination allowance incrementally (in bi-weekly payments, based on the title held) by participating in the PARTNERSHIP Job Bank for a designated period of time as described in 24.05D below.

D. PARTNERSHIP Job Bank.

1. Definition: Job Bank participants are retained on the company payroll while receiving their termination allowance and accruing seniority. Seniority for the determination of Job Bank eligibility and subsequent termination pay will be as of the date the employee enters the Job Bank. Vacation time will be taken, or the employee will be paid in lieu of his/her vacation, prior to entry into the Job Bank. Vacation time will not accrue as a result of employee's election to participate in the Job Bank.
2. Eligibility: Regular full-time *and regular part-time* employees scheduled to be laid off under the provisions of Article 7 may elect to participate in the PARTNERSHIP Job Bank and remain in the Job Bank until the completion of Career Transitions Counseling and Assessment plus the following:

CONDITION	WEEKS OF ELIGIBILITY	
<ul style="list-style-type: none"> Regular full-time <i>and regular part-time</i> employees with at least 6 months of service but less than 5 years of service, who are to be laid off under the provisions of Article 7. <i>Permanently medically restricted employee as identified in Article 8.06A.</i> 	<p style="text-align: center;">2 WEEKS*</p> <p><i>*An employee who has six months or more service but less than one year of service, at the time of entering the PARTNERSHIP Job Bank (PJB), and is receiving one week of termination pay will be eligible for two weeks in the PJB. One of the weeks in the PJB with pay (receipt of term pay) and one week without pay.</i></p>	
<ul style="list-style-type: none"> Regular full-time <i>and regular part-time</i> employees with 5 or more years of service who are to be laid off under the provisions of Article 7. Permanently medically restricted employee as identified in Article 8.06A. 	<p>YEARS SVC.</p> <p>5-6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35+</p>	<p>WEEKS ELIG.</p> <p>4 5 6 7 8 10 12 14 16 18 20 22 24 26 28 30 32 34 35 36 37 38 39 40 42 44 46 48 50 52</p>

3. Services for job opportunities available while in Job Bank include:
 - a. Internal Job Placement: the Job Bank participant will be tested to identify abilities, skills, and interests to perform jobs in BellSouth as well as general occupations outside the corporation. The results of the assessment will be used in Career Transitions Counseling to establish an Internal Job/Career Development Plan (24.03B3) and/or external career plan. Upon creation of a career plan the following will be available:
 - 1) A Job Bank participant can receive up to a maximum of 6 weeks of training, on their own time, while still in the Job Bank for higher or lower rated jobs. Such training would assist in preparation for threshold requirements and would be included in his/her educational assistance allotment of \$2,500.
 - b. Temporary Job Placement: Job Bank participants may be voluntarily assigned available temporary work while in the Job Bank.
 - 1) The Job Bank participant may voluntarily identify, in priority order, the types of assignments and locations of his/her preference, and may be assigned to work based on his/her skills and assignment requests in order of seniority. The Career Transitions Counseling and the Internal Job/Career Development Plan are available to assist in identification of skills. Staffing will give preference to Job Bank employees whose exchange/WRA of reporting is within 35 miles of the work assignment.
 - 2) If a Job Bank participant is assigned to a temporary position the following will apply:

- Once an employee begins an assignment, he/she will continue in that assignment until it is completed (provided the employee can satisfactorily perform the job), or the employee is selected to fill a vacancy, or the employee enters a qualified training program, or participation in the Job Bank is terminated. Should such an assignment extend beyond an employee's normal eligibility, the Company at its option can suspend the clock for the balance of the assignment for a maximum of *120* days.
 - Should the employee perform temporary work at a higher wage scale than was held when he/she entered the Program, the employee will be paid a differential while working in the assignment as described in 4.07I1. At the Company's option, the employee can remain in the assignment for the duration of Program eligibility but will not receive an acting title while performing the temporary work
 - An employee who remains on the same temporary assignment after six months on the job may take up to 1 week of time off from the temporary job. This time will be counted toward Job Bank eligibility, and the employee will continue to be paid from his/her termination pay.
 - Employees may be temporarily transferred on a voluntary basis, in order of seniority, to a location outside the exchange/WRA where they normally report, and will be paid travel and living expenses as provided for in the Agreement.
- c. Outplacement Services, (ex: resume' assistance, workshops on topics such as job search skills and

training/career development opportunities, subsequent counseling, as needed.)

4. Benefits associated with participation in PARTNERSHIP Job Bank
 - a. Continuation of benefits (as described in Article 19), with termination allowance received in bi-weekly payments
 - b. Continued union membership
 - c. **Regular full-time** participants will be eligible to participate in Educational Assistance as described in 24.03B4 above. \$2,500 for such training including tuition, required books, and required materials for coursework approved while in the Program will be available. The \$2,500 will remain available up to 2 years beyond the date of termination of employment provided the employee completes their full Job Bank eligibility. Any such expenses for which reimbursement will be made must be approved prior to being incurred. This amount will not be deducted from termination pay at the end of the Job Bank eligibility.
 - d. Priority consideration for equal or lower level vacancies within their home state in BellSouth Telecommunications.
 - 1) All requests will be canceled if an employee is selected to fill a regular full-time vacancy, leaves the Job Bank, or is laid off. Laid off employees may submit requests under the provisions of 7.02.
 - 2) Selections will be based on the normal selection procedures as described in the Agreement, except that Job Bank participants will be given priority consideration for existing equal or lower level vacancies in their home state in BellSouth Telecommunications after employees with mandatory return from leave rights and along with

employees to be considered under the provisions of 7.01C.

- 3) A Job Bank participant selected for a vacancy which has a report date later than the last day of Job Bank eligibility may elect to take a departmental or personal leave of absence from the last day of eligibility until the report date. In no event can the leave of absence exceed 90 days.
 - 4) Relocation expenses for Job Bank participants selected to fill intra- or inter- company vacancies requiring relocation will be paid according to the provisions of 9.01B of the Agreement.
5. After the eligibility time of an employee has been exhausted, or if such employee elects to terminate participation in Job Bank, the employee will be laid off. A laid off employee who participated in the Career Transitions Counseling and Assessment component of the Program will continue to have access to the PARTNERSHIP office as long as the laid off employee maintains transfer requests as described in 7.02.

The termination allowance from which the employee receives bi-weekly payments while in the Job Bank will be adjusted as follows:

- a. For each day in a work assignment (24.05D3b) or while in the Career Transitions Counseling and Assessment, nothing will be subtracted from the termination allowance.
- b. For each day in Job Bank in which the participant is not in Career Transitions Counseling and Assessment or on a work assignment, an amount equivalent to a full day's pay will be subtracted from the termination allowance.

Any remaining balance will be paid to the employee at the time he/she exits the Job Bank.

ARTICLE 25

PAYROLL DUES DEDUCTION AND UNION SECURITY

25.01 Payroll Dues Deduction.

The Company agrees to make collection of Union dues or an amount equal thereto from any eligible employee through payroll deduction upon the order in writing signed by such employee and to pay over the amount thus deducted to the Union. The Company will continue to make such payroll deductions for employees who have properly executed dues deduction cards on file. Except as provided below, or as provided in the Memorandum of Understanding between the parties, or as otherwise provided by applicable law, all cards may only be revoked during the 10 day period preceding the expiration date of this Agreement and the same 10 day period each year during the life of this Agreement.

- A. Cancellations by employees of such written authorization for payroll deductions must be in writing and the Company agrees to notify the Union forthwith of the receipt of any such written cancellations.
- B. Such cancellation requests must be sent individually by certified mail to the *Payroll Office Manager* with a copy to the Union, postmarked during one of the 10 day periods described in 25.01 above. The Company shall cease such deductions the month after the receipt by the Company of the certified notice.
- C. The Union may, by written notice (over the signature of its Secretary) given to the Company, terminate, with respect to any employee, the obligation and right of the Company to make such deductions. The Company shall give notice of such termination to the employee.
- D. Cancellation of such dues deductions will be made by the Company on the transfer or promotion of an employee to an ineligible position effective the first payroll period following

the transfer or promotion and will notify the Union of such cancellation.

- E. Authorization cards which by their terms are revocable at will are not subject to the 10 day revocation periods referred to in 25.01 above.

25.02 Dues Requirements.

Each employee who is a member of the Union or who is obligated to tender to the Union amounts equal to periodic dues on the effective date of this Agreement, or who later becomes a member, and all employees entering into the bargaining unit on or after the effective date of this Agreement, shall, as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members for the period from such effective date or, in the case of employees entering into the bargaining unit after the effective date on or after the thirtieth day of such entrance, whichever of these dates is later, until the termination of this Agreement. (For the purpose of this article, "employee" shall mean any person entering into the bargaining unit except an occasional employee.)

25.03 Effective Dates for Dues Collection.

Each employee who is a member of the bargaining unit on or before the effective date of this Agreement and who on the effective date of this Agreement was not required as a condition of employment to pay or tender to the Union amounts equal to the periodic dues applicable to members, shall, as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members for the period beginning 30 days after the effective date of this Agreement until the termination of this Agreement.

25.04 Movement In and Out of Bargaining Unit.

The condition of employment specified above shall not apply during periods of formal separation from the bargaining unit by any such employee but shall reapply to such employee on the thirtieth day following his/her return to the bargaining unit. The

term "formal separation" includes transfers out of the bargaining unit, removal from the payroll of the Company, and leaves of absence of more than one month duration.

25.05 Application Under the Law.

Sections 25.02 and 25.03 shall apply only in those States where the law permits the Union to enter into this type of Union security agreement. If during the term of this contract the Union shall become duly authorized under the laws of any other State to enter into this type of Union security agreement, the effective date of this Article as to employees in such State shall be the date upon which the Company receives proper written evidence from the Union that it is fully qualified to enter into such an agreement in such State.

25.06 COPE Payroll Deduction.

The Company agrees to make collection of CWA-COPE-PAC payments of any bargaining unit employee through payroll deduction upon the order in writing, signed by such employee, and to pay over the amount thus deducted to the CWA-COPE-PAC.

25.07 Deduction Cost.

It is agreed that the Union will pay the Company the cost of making deductions.

25.08 Union Dues Deduction Agreement.

In addition to this section of the Agreement, the parties have concurrently executed a separate Union Dues Deduction Agreement.

**ARTICLE 26
ABSENCES FOR UNION DUTIES**

26.01 Excused Time for Union Duty.

Subject to limitations expressed below, employees who are elected or appointed to an office or committee in or for the Local, District or National Union and who are certified in writing to the

Company by the Vice President or the Executive Board of the Union as having to be absent from their regular Company work for the proper performance of their lawful duties to the Union in connection with such office or committee shall be excused without pay for periods not exceeding, in the total, 120 work days in any calendar year provided that such absences shall not exceed 30 consecutive days in any 1 period. However, for Union officers as identified and limited by 17.01C the 120 work days may be increased to a maximum of 150 work days upon approval at the Company bargaining level. Except for unforeseen situations, a Local officer shall notify the immediate supervisor of the employee to be released when such absence is to begin and for what period the employee expects to be absent. The status of employees absent for such duties shall be the same, including seniority, as for other employees excused from Company duties for personal reasons not in excess of 30 consecutive days at any one period.

The excusal of employees from Company duty to perform Union duties shall not be followed to the extent of withdrawing adequate protection of telephone service in any department or locality.

26.02 Union Leave of Absence.

Employees whose Union duties require their absence from Company work for a period, or periods, in excess of those set out in 26.01 shall apply to the Company for a leave of absence without pay, and the Company shall grant such leave of absence for a reasonable period not to exceed one year. Leaves of absence granted pursuant to this Article shall be subject to the conditions hereinafter stated in 26.03.

- A. Requests for leaves of absence shall be made in writing by the employee and the Vice President of the Union or his/her delegated representative, with the request being directed to the Executive Director of Labor Relations of the Company at least 30 days before such leave is to begin.
- B. Requests for such leaves of absence shall be acted upon promptly by the Company.

26.03 Conditions of Leaves of Absence.

Leaves of absence granted under the terms of 26.02 are subject to these conditions.

- A. The period of an employee's absence on such leave shall be included in determining such employee's seniority with the Company. However, for the purpose of determining the length of service upon which such employee's wage progression is based, such employee shall be given credit for only the first 30 days of the first leave of absence granted such employee. When the employee returns from leave, his/her wage progression, if determined in accordance with an automatic wage scale, shall be accelerated by reducing the normal intervals between increases by one-half until the employee shall have attained his/her position on his/her wage scale commensurate with his/her length of service had he/she not been on leave of absence.
- B. During the period of such employee's leave of absence, such employee's qualified dependent, or dependents shall retain eligibility to Sickness-Death Benefits. The employee may continue coverage under the BellSouth Medical Assistance Plan when employed by CWA or when elected or appointed to a CWA office within a Local Union. The employee may continue his/her own coverage under the BellSouth Dental Assistance Plan and the BellSouth Vision Assistance Plan by individual payment of the full amount of appropriate payment.
- C. Employees who return to Company duty at the expiration of such leaves of absence shall be placed on the payroll at the rate received when such absence was granted, adjusted for any changes in wage level made during the period of such leave of absence. In the event such leave of absence has expired and such employee desires to, and is otherwise entitled to, resume employment with the Company, but at the time of such expiration such employee is unable to perform the required Company duties because of sickness, such employee shall nevertheless be re-employed, and in determining the eligibility

of such employee to sickness payments the first day of such re-employment shall be considered as such employee's first day of absence because of sickness.

- D. Such leave of absence for an employee shall be terminated at his/her request prior to the expiration of such leave of absence only in case the employee is able to perform on a full-time basis the Company duties required of such employee. The term "full-time basis" as used in the preceding sentence shall not be construed to deny to such employee incidental participation in Union matters without pay if excused by the Company for such purposes. An employee requesting to return from Union leave under this paragraph shall give his/her supervisor reasonable notice.
- E. The termination of this Agreement by either party shall not affect the leave status or re-employment rights of an employee who is on leave of absence granted under 26.02.
- F. Notwithstanding the provisions of 21.02, employees on such leaves of absence shall not be entitled to receive from the Company any pay or compensation for time consumed in meetings with Management, or necessarily consumed in traveling to and from such meetings.

26.04 Limitations of Union Leaves.

In the event the Company is of the opinion that the duties being performed by an employee are not within the intent of this Article, the Company shall notify the employee and the Union and allow the employee an opportunity to cease such duties.

ARTICLE 27 DISTRIBUTION OF AGREEMENT

27.01 Distribution to Employees.

The Company shall have this Agreement printed in a union shop and distributed to all of its present employees and shall hand a copy to all employees when they begin work with the Company.

ARTICLE 28
RESPONSIBLE UNION-COMPANY RELATIONSHIP

The Company and the Union recognize it is in the best interests of both parties, employees and the public that all dealings between them continue to be characterized by mutual responsibility and respect. To ensure this relationship continues and improves, both parties agree that their respective representatives at all levels will apply the terms of this Agreement in accord with its intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees in the unit.

Each party shall bring to the attention of all employees in the unit their purpose to conduct themselves in a spirit of responsibility and respect and of the measures they have agreed upon to ensure adherence to this purpose.

This Agreement recognizes the heritage of our responsible relationship which began in the 1960's and has been improved upon throughout the subsequent years. We recognize that the labor relationship builds upon our past but looks to the future as well.

The long-term success of the Company and the Union are interrelated and dependent upon our meeting the needs of our customers. The Union, through its membership, has a vital role in the overall success of the Company's operations. Consequently, each party shall participate in the open exchange of information to the fullest extent possible. The Company must continually improve efficiency in order to ensure our ability to be competitive in the marketplace and to prosper. The Union must play an essential role in sharing in the achievement of these goals.

Organizational and technological innovations are necessary and inevitable. We believe that every employee has both the ability and responsibility to contribute to the goals of the organization - in return, the Company will treat every employee with dignity and respect.

Both parties have the responsibility to assure this improving relationship exists, is endorsed and communicated throughout all levels of the Company and the Union.

ARTICLE 29
APPLICATION, EXCLUSIONS AND AMENDMENTS

29.01 Application.

This Agreement applies to all regular and temporary employees of the Company within the bargaining unit, but applies to occasional employees only to the extent and with the limitations expressed in 29.02.

29.02 Occasional Employees.

The following provisions of this Agreement are not applicable to occasional employees: Articles 3, except 3.07; 4, except 4.01D, 4.01J, 4.01L, 4.02A, 4.02B, 4.03B, 4.04A, 4.04B, 4.04D, and 4.07; 5; 6; 7 (except separation of occasionals); 8; 9 (except 9.03); 10; 11; 12; 13; 14; 15; 16; 19; 25; and 26.

29.03 Amendments.

Any provisions of this Agreement may be amended, modified or supplemented at any time by mutual consent of the parties hereto, without in any way affecting any of the other provisions of this Agreement.

ARTICLE 30
NON-DISCRIMINATION

30.01 Company Responsibilities.

The Company agrees not to discriminate against, interfere with, restrain or coerce employees because of membership or lawful activity in the Union.

30.02 Union Responsibilities.

The Union agrees not to exert any coercion or intimidation on any employee because of non-membership in the Union or for the purpose of inducing membership therein.

30.03 Non-Discrimination Clause.

In a desire to restate their respective policies, neither the Company nor the Union shall discriminate against any employee because of such employee's race, color, religion, sex, *sexual orientation*, national origin, age, *disability or veteran status*.

30.04 Effect on Employment.

Affiliation or non-affiliation with any labor organization is a matter solely for the decision of the employees; the decision of an employee in this matter will not affect his/her employment or advancement with the Company.

**ARTICLE 31
DURATION OF AGREEMENT**

31.01 Life of Agreement.

This Agreement shall be effective as of August 8, 2004 and shall continue in full force and effect until its termination at 11:59 p.m. (eastern time), August 8, 2009.

IN WITNESS WHEREOF, Communications Workers of America and BellSouth Telecommunications have caused this Agreement to be executed by their respective officers and agents thereunto duly authorized, all as of the day first above written.

COMMUNICATIONS
WORKERS OF
AMERICA

James E. Smith
Vice President

ATTEST:

Beverly A. Hicks
Administrative Assistant
to Vice President

APPROVED:

Morton Bahr
President, Communications
Workers of America

BELLSOUTH
TELECOMMUNICATIONS,
INC.

Michael L. Matthews
Executive Director
Labor Relations

ATTEST:

Geoffrey S. Cazes
Director - Labor Relations

TITLES AND WAGE SCALE ASSIGNMENTS

The following listing is intended to show current departmental usage of the various bargaining unit job titles. This listing is for the convenience of the reader and is not to be considered as binding on the Company as to changes which may be made in the use of these titles by the various departments from time to time.

The titles, wage scale assignments, symbols and numbers shown on the following pages of Appendix A, Part I are explained below as follows:

Column A - Wage Scale Applicable to Each Title

Column B - Employee Title

Column C - Departments For Which Title Is Authorized And Definition of Symbols

Consumer Services	C
CPE (BCS)	E
Finance (includes Treasury).....	F
Human Resources and Corporate Services	H
Interconnect (includes Marketing, Industry..... Services, AIN, ICS, ACAC)	T
Large Business (BBS).....	M
Legal & Security	L
Network	N
Operator Services	O
Regulatory & External Affairs.....	R
Small Business Services.....	B
Supply Chain Management	P

**Departmental Usage of Titles
Wage Scale Table**

(A) Wage Scale	(B) Title	(C) Department											
		F	E	M	P	H	R	L	B	C	O	N	T
16	Accounting Assistant	F			P								T
18	Accounting Specialist (1)	F		M									
28	Automotive Mechanic (3)					H							
20	<i>Block Administration Specialist</i>												N
16	Billing Verification Assistant												N
32	Circuit Layout Assigner												N
18	Claims Specialist					H		L					
18	Collections Representative	F							B	C			
21	Communications Assistant		E										N
3, 19	Communications Specialist								B				
30	Communications Technician		E										
16	Compliance Assistant							L					
14	Computer Attendant (2)					H					O		T
16	Course Customization Assistant					H							
16	Customer Service Assistant												N T
27	Customer Service Associate			M									N
32	Digital Technician												N
12	Dispatch Assistant		E		P								N T
14	Drafting Assistant				P								N
32	Electronic Technician												N T
16	Engineering Assistant (1)	F	E		P								N T
20	Facilities Assignment Specialist												N
32	Facility Technician												N
		F	E	M	P	H	R	L	B	C	O	N	T

- (1) These titles are normally filled through promotions from within the department in which the vacancy exists.
- (2) These titles are normally filled through promotions from Wage Scale 10 in the department in which the vacancy exists.
- (3) Employees who were in these titles effective August 8, 1998, will remain in these titles as long as they perform these duties. No employees will be placed in these titles subsequent to August 9, 1998.
- (4) Employees in these titles effective August 9, 1986, will remain in these titles as long as they perform these duties. No employees will be placed in these titles subsequent to August 10, 1986.

Appendix A
Part I

**Departmental Usage of Titles
Wage Scale Table**

(A) Wage Scale	(B) Title	(C) Department											
		F	E	M	P	H	R	L	B	C	O	N	T
16	Forecast Assistant	F		M			R						
24	Frame Attendant											N	
16	Graphics Assistant						R						
16	Independent Company Assistant						R						T
16	Investigation Assistant	F								C	O		
20	Line Translations Specialist											N	
20	Maintenance Administrator											N	T
20	Maintenance Specialist											N	
25	Material Service Coordinator				P							N	T
10	Messenger (3)					H							
32	Multi-Media Technician											N	
16	Network Administration Assistant				P							N	T
18	Network Analysis Specialist											N	
14	Network Assistant											N	T
12	Network Attendant											N	
16	Network Translations Assistant											N	T
10	Office Assistant	F	E	M	P	H	R	L	B	C	O	N	T
2	Office Clerical Assistant	F	E			H	R	L	B	C	O	N	T
11	Operator										O		
30	Outside Plant Technician											N	
10	Processing Assistant	F			P				B	C			T
32	Processor Technician											N	
20	Provisioning Specialist											N	
		F	E	M	P	H	R	L	B	C	O	N	T

- (1) These titles are normally filled through promotions from within the department in which the vacancy exists.
- (2) These titles are normally filled through promotions from Wage Scale 10 in the department in which the vacancy exists.
- (3) Employees who were in these titles effective August 8, 1998, will remain in these titles as long as they perform these duties. No employees will be placed in these titles subsequent to August 9, 1998.
- (4) Employees in these titles effective August 9, 1986, will remain in these titles as long as they perform these duties. No employees will be placed in these titles subsequent to August 10, 1986.

**Departmental Usage of Titles
Wage Scale Table**

(A) Wage Scale	(B) Title	(C) Department												
		F	E	M	P	H	R	L	B	C	O	N	T	
12	Repair Service Attendant (3, except CPE)		E										N	T
27	Sales Associate								B	C				
14	Secretarial - Stenographer (4)		E	M		H	R			C			N	
10	Senior Office Assistant		E											
14	Service Assistant										O			T
36	Service Consultant		E	M					B					T
23	Service Representative	F	E			H			B	C				T
30	Services Technician												N	
14	Special Assistant (2)	F	E	M	P	H	R	L	B	C	O	N	T	
16	Special Services Assistant			M					B					
18	Special Services Representative							L						
10	Supplies Assistant				P									T
32	Switching Equipment Installation Technician												N	
32	Switching Equipment Technician												N	
32	Systems Specialist Technician		E										N	T
32	Systems Technician		E											
24	Technical Assistant												N	T
32	Technical Consultant		E											
32	Testing Technician												N	T
6	Wire Technician		E										N	
		F	E	M	P	H	R	L	B	C	O	N	T	

- (1) These titles are normally filled through promotions from within the department in which the vacancy exists.
- (2) These titles are normally filled through promotions from Wage Scale 10 in the department in which the vacancy exists.
- (3) Employees who were in these titles effective August 8, 1998, will remain in these titles as long as they perform these duties. No employees will be placed in these titles subsequent to August 9, 1998.
- (4) Employees in these titles effective August 9, 1986, will remain in these titles as long as they perform these duties. No employees will be placed in these titles subsequent to August 10, 1986.

Appendix A
Part II

EXCHANGES BY STATES AND ZONE CLASSIFICATIONS

EXCHANGE	ZONE	EXCHANGE	ZONE	EXCHANGE	ZONE
ALABAMA		Eufaula	C	Marion	C
Alabaster#	A	Eutaw	C	McIntosh	C
Albertville#	C	Evergreen	C	Mobile#	C
Alexander City	C	Fairhope	C	Montevallo	C
Anniston#	C	Flomaton	C	Montgomery#	C
Athens	C	Florence	C	Moulton	C
Attalla	C	Ft. Deposit	C	Munford	C
Auburn	C	Fort Mitchell	C	Mt. Vernon	C
Bay Minette	C	Ft. Payne	C	Ohatchee	C
Belle Fontaine	C	Gadsden#	C	Opelika#	C
Bessemer#	A	Gardendale	A	Parrish	C
Birmingham#	A	Goodwater	-	Phenix City#	C
Boaz	C	Graysville	A	Piedmont	C
Brewton	C	Greensboro	C	Pinson	A
Bridgeport	C	Guntersville	C	Prattville	C
Calera	C	Gurley	C	Red Bay	C
Carbon Hill	C	Hanceville	C	Rogersville	C
Centreville	C	Hartselle	C	Russellville	C
Chelsea	A	Hazelgreen	C	Selma#	C
Childersburg	C	Holtville	C	Sheffield#	C
Citronelle	C	Huntsville#	C	Stevenson	C
Clanton	C	Hurtsboro	C	Sylacauga#	C
Clayton	C	Jackson	C	Talladega	C
Columbiana	C	Jacksonville	C	Thomasville	C
Cordova	C	Jasper#	C	Town Creek	C
Courtland	C	Killen	C	Troy	C
Cullman#	C	LaFayette	C	Tuscaloosa#	C
Dadeville	C	Leighton	C	Tuskegee	C
Decatur#	C	Lexington	C	Uniontown	C
Demopolis	C	Linden	C	Vincent	C
Dora	C	Livingston	C	Warrior	C
Dothan	C	Madison	C	West Blocton	C
Elbow Gap*	C	Maplesville	C	Wetumpka	C

EXCHANGES BY STATES AND ZONE CLASSIFICATIONS

EXCHANGE	ZONE	EXCHANGE	ZONE	EXCHANGE	ZONE
York	C	Fort Pierce#	C	Micanopy	C
		Fort Walton Bch*	C	Middleburg	C
FLORIDA		Ft. Lauderdale#	A	Milton	C
Archer	C	Ft. Myers	-	Munson	-
Baldwin	C	Gainesville#	C	Naples	C
Belle Glade	A	Geneva	C	Newberry	C
Big Pine	A	Graceville	C	Newport*	C
Boca Raton#	A	Green Cove Sprgs	C	New Smyrna Bch	C
Boynton Beach#	A	Gulf Breeze	C	North Dade#	A
Bronson	C	Havana	C	North Key Largo	A
Brooksville#	C	Hawthorne	C	Oak Hill	-
Bunnell	C	Hobe Sound	C	Old Town	-
Cantonment	C	Holley-Navarre	C	Orange Park#	B
Cedar Keys	-	Hollywood#	A	Orlando#	B
Chiefland	C	Homestead#	A	Oviedo	C
Chipley	C	Islamorado	A	Pace	C
Cocoa#	C	Jacksonville#	B	Pahokee	C
Cocoa Beach	C	Jacksonville Beach	B	Palatka#	C
Coral Springs#	A	Jay	C	Palm Coast	C
Crestview*	C	Jensen Beach#	C	Panama City#	C
Cross City	C	Jupiter	A	Penney Farms	-
Daytona Beach#	C	Key Largo	A	Pensacola#	C
DeBary	C	Key West	A	Perrine#	A
DeLand	C	Keystone Heights	C	Pierson	C
DeLeon Springs	C	Lake City	C	Pomona Park	-
Deerfield Beach	A	Lakeland	C	Pompano Beach#	A
Delray Beach#	A	Lynn Haven	C	Ponte Vedra Beach	C
Dunnellon	C	Madison*	C	Port St. Lucie	C
East Orange	C	Mandarin	B	Pratt Whitney*	C
Eau Gallie	C	Marathon	A	St. Augustine#	B
Fernandina Beach	C	Maxville	-	St. Petersburg*	C
Flagler Beach	C	Melbourne#	C	Sanford#	C
Fort George	-	Miami#	A	Sarasota	C

Appendix A
Part II

EXCHANGES BY STATES AND ZONE CLASSIFICATIONS

EXCHANGE	ZONE	EXCHANGE	ZONE	EXCHANGE	ZONE
Sebastian	C	Blackshear	C	Fairburn	C
Stuart	C	Bogart-Statham	C	Fayetteville	C
Sugarloaf Key	A	Bowdon	C	Flowery Branch	C
Sunny Hills	-	Bremen	C	Forsyth	C
Tallahassee*	C	Brunswick#	C	Fort Valley	C
Tampa*	C	Buchanan	C	Franklin	-
Titusville	C	Buford	C	Gainesville#	C
Trenton	C	Calhoun	C	Gay	-
Vernon	C	Camilla	C	Gibson	C
Vero Beach#	C	Carrollton#	C	Grantville	-
Weeki Wachee	C	Cartersville	C	Greensboro	C
Welaka	C	Cave Spring	-	Greenville	C
West Palm Beach#	A	Cedartown	C	Griffin#	C
Yankeetown	-	Chamblee#	A	Hamilton	C
Youngstown Ftn.	C	Claxton	C	Hampton	C
Yulee	C	Clermont	C	Harlem	C
		Cochran	C	Hazelhurst	C
GEORGIA		Colquitt	C	Hephzibah	C
Acworth	A	Columbus#	C	Hogansville	C
Adairsville	C	Concord	C	Jackson	C
Albany#	C	Conyers	C	Jekyll Island	C
Alpharetta	A	Cordele	C	Jesup	C
Americus	C	Covington	C	Johnson's Corner	-
Appling	C	Cumming	C	Jonesboro#	C
Arlington	C	Cusseta	C	Kingston	-
Athens#	C	Dallas	C	LaGrange#	C
Atlanta#	A	Dalton*	C	Lake Park	C
Augusta#	C	Douglasville#	C	Lawrenceville#	A
Austell#	A	Dublin#	C	Leary	-
Baconton	-	Duluth#	A	Leesburg	C
Bainbridge	C	Eastman	C	Lithonia	C
Barnesville	C	Eatonton	C	Loganville	C
Baxley	C	Elberton	C	Louisville	C

EXCHANGES BY STATES AND ZONE CLASSIFICATIONS

EXCHANGE	ZONE	EXCHANGE	ZONE	EXCHANGE	ZONE
Lula	C	Senoia	C	KENTUCKY	
Lumber City	-	Smithville	-	Allen	C
Lumpkin	C	Smyrna#	A	Allensville	-
Luthersville	-	Social Circle	C	Aurora	-
Lyons	C	Sparks	C	Bagdad	-
Macon#	C	Sparta	C	Bardstown#	C
Madison	C	Stockbridge	C	Beattyville	C
Marietta#	A	Stone Mountain	A	Beaver Dam	C
McDonough	C	Swainsboro	C	Bedford	-
Millen	C	Sylvester	C	Benham-Lynch	C
Monticello	C	Tallapoosa	C	Benton	C
Newnan#	C	Temple	-	Bloomfield	-
Newton	C	Thomasville	C	Bluff Springs	-
Norcross	A	Thomson	C	Bowling Green#	C
Palmetto	C	Tifton	C	Bremen	-
Panola	C	Tucker#	A	Burgin	-
Pelham	C	Valdosta#	C	Cadiz	C
Pine Mountain	-	Vidalia	C	Calhoun	C
Pooler	C	Villa Rica	C	Campbellsburg	-
Powder Springs	A	Wadley	C	Carlisle	C
Richland	C	Warner Robins	C	Carrollton	C
Rome#	C	Warrenton	C	Cayce	-
Rockmart	C	Watkinsville	C	Centertown	-
Roopville	C	Waycross	C	Central City	C
Roswell#	A	Waynesboro	C	Chaplin	-
Royston	C	Winder*	C	Clay	-
Rutledge	-	Woodbury	C	Clinton	C
St. Simons	C	Woodstock	C	Cloverport	C
Sandersville-		Wrens	C	Corbin	C
Tennille	C	Wrightsville	C	Cornishville	-
Sardis	-	Zebulon	C	Corydon	-
Savannah#	C			Crab Orchard	-
Savannah Beach	-			Crofton	-

Appendix A
Part II

EXCHANGES BY STATES AND ZONE CLASSIFICATIONS

EXCHANGE	ZONE	EXCHANGE	ZONE	EXCHANGE	ZONE
Cropper	-	Harrodsburg	C	Mooreville	-
Cynthiana	C	Hartford	C	Morganfield	C
Danville#	C	Hawesville	C	Morgantown	C
Dawson Springs	C	Hebbardsville	-	Mortons Gap	-
Dixon	-	Henderson#	C	Mt. Eden	-
Drakesboro	-	Hickman	C	Mt. Sterling	C
Earlington	-	Hopkinsville#	C	Murray	C
Eddyville	C	Inez	C	Nebo	-
Edgoten	C	Island	-	Neon	C
Elkhorn City	C	Jackson	C	New Castle	C
Elkton	C	Junction City	-	New Haven	-
Eminence	C	Kirksville	-	New Liberty	-
Ensor	C	LaFayette	-	No. Middletown	-
Fedscreek	C	LaGrange	C	Nortonville	-
Finchville	-	Lawrenceburg	C	Olmstead	-
Ford	-	Lebanon Jct.	-	Owensboro#	C
Fordsville	C	Lexington*	C	Owenton	C
Frankfort#	C	Little Rock	-	Paducah#	C
Franklin	C	Livermore	C	Paintsville	C
Freeburn	C	Louisa	C	Panther	-
Fredonia	-	Louisville#	A	Paris	C
Fulton	C	Maceo	C	Pembroke	-
Georgetown	C	Mackville	-	Perryville	-
Ghent	-	Madisonville#	C	Pikeville#	C
Gilbertsville	C	Marion	C	Pilot View	-
Golden Pond	-	Martin	C	Pineville	C
Gracey	-	Mayfield	C	Pleasant Ridge	-
Greenville	C	Maysville	C	Pleasureville	-
Guthrie	C	McDaniels	C	Port Royal	-
Habit	C	McDowell	C	Prestonsburg	C
Hanson	-	Middlesboro	C	Princeton	C
Hardinsburg	C	Millersburg	-	Providence	C
Harlan	C	Milton	-	Oak Grove	C

EXCHANGES BY STATES AND ZONE CLASSIFICATIONS

EXCHANGE	ZONE	EXCHANGE	ZONE	EXCHANGE	ZONE
Richardsville	C	Wallins Creek	-	Calhoun	-
Richmond#	C	Water Valley	-	Carencro	C
Robards	-	Waverly	-	Castor	-
Rose Terrace	B	Wayland	C	Centerville	-
Russellville	C	West Louisville	C	Chackbay	-
Sacramento	-	West Point	B	Clinton	C
Sadieville	-	Whitesburg	C	Colfax	C
St. Charles	-	Whitesville	C	Columbia	C
Salvisa	-	Williamsburg	C	Convent	-
Sebree	-	Willisburg	-	Converse	-
Sharon Grove	-	Winchester#	C	Coushatta	C
Shawhan	-	Woodburn	-	Covington#	C
Shelbyville	C			Crowley#	C
Simpsonville	-	LOUISIANA		Crowville	-
Slaughters	-	Abbeville	C	Delacroix	-
Smithfield	-	Albany	C	Delhi	C
Sorgho	C	Alexandria#	C	Denham Springs	C
South Williamson	C	Amelia	C	DeRidder	C
Springfield	C	Amite	C	Donaldsonville	C
Stamping Ground	-	Angie	C	Doyline	-
Stanford	-	Arcadia	C	Dry Prong	C
Stanley	-	Baldwin	C	Dubach	-
Stanton	C	Bastrop	C	Dulac	C
Stone	C	Baton Rouge#	C	Duson	C
Sturgis	C	Benton	-	Edgard	-
Sulphur	-	Bernice	C	Epps	-
Symsonia	-	Blanchard	C	Erath	-
Taylorville	C	Bogalusa#	C	Eunice	C
Trenton	C	Boyce	C	Farmerville	C
Utica	-	Broussard	C	Ferriday	C
Virgie	C	Bunkie	C	Florien	-
Waco	-	Buras	A	Folsom	-
Waddy	-	Bush	-	Fort Necessity	-

Appendix A
Part II

EXCHANGES BY STATES AND ZONE CLASSIFICATIONS

EXCHANGE	ZONE	EXCHANGE	ZONE	EXCHANGE	ZONE
Franklin	C	Lake Catherine	-	Natchitoches	C
Franklinton	C	Lake Charles#	C	Newellton	C
Georgetown	-	Lake Providence	C	New Iberia#	C
Gibbsland	C	LaPlace	C	New Orleans#	A
Gibson	C	Lawtell	C	New Roads	C
Grambling	-	LeCompte	-	Norco	C
Grand Cane	-	Leesville#	C	Oakdale	C
Greenwood	C	Leonville	-	Oak Grove	C
Gueydan	C	Lisbon	-	Oil City	-
Hammond#	C	Livingston	-	Opelousas#	C
Harrisonburg	-	Lockport	C	Paradis	-
Haughton	C	Logansport	C	Patterson	C
Haynesville	C	Loreauville	-	Pearl River	-
Homer	C	Luling	A	Pierre Part	C
Hornbeck	-	Lutcher	C	Pine	-
Houma#	C	Madisonville	-	Plaquemine	C
Independence	C	Mandeville	C	Pointe a la Hache	-
Jackson	C	Mansfield	C	Pollock	-
Jeanerette	C	Many	C	Ponchatoula	C
Jennings	C	Marksville	C	Port Barre	C
Jesuit Bend	A	Melville	C	Port Sulphur	A
Jonesboro	C	Mer Rouge	-	Raceland	C
Jonesville	C	Merryville	-	Rayne	C
Keatchie	-	Minden	C	Rayville	C
Keithville	C	Monroe#	C	Robeline	C
Kenner#	A	Montegut	C	Rougon	C
Kentwood	C	Monterey	-	Ruston#	C
Krotz Springs	-	Montgomery	-	Saline	-
Labadieville	-	Mooringsport	-	Shreveport#	C
Lacombe	-	Morgan City#	C	Sicily Island	-
Lafayette#	C	Morganza	-	Slidell#	C
Lafitte	A	Mt. Hermon	-	Springfield	-
Lake Arthur	C	Napoleonville	C	St. Bernard	A

EXCHANGES BY STATES AND ZONE CLASSIFICATIONS

EXCHANGE	ZONE	EXCHANGE	ZONE	EXCHANGE	ZONE
St. Francisville	C	Bay St. Louis	C	Drew	C
St. Gabriel	C	Beaumont	-	Duckhill	-
St. Joseph	C	Belmont	C	Duncan	-
St. Landry	-	Belzoni	C	Durant	C
St. Martinville	C	Benoit	-	Edwards	-
Sterlington	C	Biloxi#	C	Ellisville	C
Sulphur	C	Blue Mountain	-	Enterprise	-
Sweet Lake	-	Bolton	-	Ethel	-
Tallulah	C	Booneville	C	Eupora	C
Thibodaux#	C	Brandon	C	Fayette	C
Tunica	-	Brookhaven#	C	Flora	-
Vacherie	C	Buckatunna	-	Forest	C
Venice	-	Burnsville	-	Friars Point	-
Vidalia	C	Caledonia	-	Gloster	C
Vinton	-	Canton	C	Goodman	-
Washington	C	Carrollton	-	Greenville#	C
Waterproof	-	Carthage	C	Greenwood#	C
Weeks Island	-	Centreville	C	Grenada	C
White Castle	-	Charleston	C	Gulfport#	C
Wilson	-	Clarksdale	C	Gunnison	-
Winnfield	C	Cleveland	C	Hattiesburg#	C
Winnsboro	C	Clinton#	C	Hazlehurst	C
Youngsville	C	Coffeeville	-	Heidelberg	C
Yscloskey	-	Coldwater	C	Hernando	C
Zachary	C	Collins	C	Hickory	-
Zwolle	C	Columbia	C	Hollandale	C
		Columbus#	C	Holly Springs	C
MISSISSIPPI		Columbus A.F.B.	C	Houston	C
Aberdeen	C	Como	-	Hurley	C
Amory	C	Corinth	C	Indianola	C
Ashland	-	Crenshaw	-	Inverness	-
Baldwyn	C	Crystal Springs	C	Itta Bena	-
Batesville	C	DeKalb	C	Iuka	C

Appendix A
Part II

EXCHANGES BY STATES AND ZONE CLASSIFICATIONS

EXCHANGE	ZONE	EXCHANGE	ZONE	EXCHANGE	ZONE
Jackson#	C	New Albany	C	Senatobia	C
Jonestown	-	Newton	C	Shannon	-
Kilmichael	-	Oakland	-	Shaw	-
Kosciusko	C	Obadiah	C	Shelby	C
Lake	-	Ocean Springs	C	Shubuta	-
Laurel#	C	Okolona	C	Shuqualak	-
Leland	C	Osyka	C	Silver Creek	-
Lexington	C	Oxford#	C	Starkville	C
Liberty	C	Pace	-	Sumner	C
Louisville	C	Pascagoula#	C	Sumrall	C
Lucedale	C	Pass Christian	C	Taylorville	C
Lula	C	Pearlington	-	Tchula	-
Lumberton	C	Pelahatchie	-	Terry	C
Maben	-	Philadelphia	C	Toomsuba	-
Macon	C	Picayune	C	Tunica	C
Madison	C	Pickens	-	Tupelo#	C
Magee	C	Pontotoc	C	Tutwiler	-
Magnolia	C	Poplarville	C	Tylertown	C
Marks	C	Port Gibson	C	Union	C
McComb#	C	Purvis	C	Utica	-
McCool	-	Quitman	C	Vaiden	-
McLain	-	Raleigh	C	Van-Cleave	C
Mendenhall	C	Raymond	C	Verona	-
Meridian#	C	Richton	C	Vicksburg#	C
Mize	C	Ripley	C	Walnut	C
Monticello	C	Rolling Fork	C	Water Valley	C
Moorehead	-	Rosedale	C	Waynesboro	C
Morton	C	Roxie	-	West	-
Moss Point	C	Ruleville	C	West Point	C
Mt. Olive	C	Saltito	C	Wesson	-
Natchez#	C	Sardis	C	Wiggins	C
Naval Air Station	C	Scooba	-	Winona	C
Nettleton	C	Seminary	-	Woodville	C

EXCHANGES BY STATES AND ZONE CLASSIFICATIONS

EXCHANGE	ZONE	EXCHANGE	ZONE	EXCHANGE	ZONE
Yazoo City	C	Ellenboro	C	Marion*	C
		Enka	C	Milton	-
NORTH		Fairmont	C	Monroe*	C
CAROLINA		Fairview	C	Monticello	C
Acme	C	Forest City	C	Morganton	C
Anderson	C	Gastonia#	C	Mt. Holley	C
Apex	C	Gatewood	C	Mt. Olive	C
Arden	C	Gibson	-	Newland	C
Arcadia-Midway	-	Goldsboro#	C	Newton	C
Asheville#	C	Grantham	C	Pembroke	C
Atkinson	C	Greensboro#	C	Raleigh#	A
Belmont	C	Grover	C	Reidsville	C
Bessemer City	C	Hamlet	C	Rockingham	C
Black Mountain	C	Hendersonville#	C	Rowland	C
Blowing Rock	C	Hickory*	C	Rutherfordton	C
Bolton	-	Huntersville	C	Sailsbury	C
Boone	C	Julian	C	Saxapahaw	C
Burgaw	C	Kimesville	-	Scotts Hill	C
Burlington#	C	Kings Mountain	C	Selma	C
Canton	C	Knightdale	C	Shelby	C
Caroleen	C	Lake Lure	C	Southport	C
Carolina Beach	C	Lattimore	C	Spruce Pine	C
Cary	C	Laurinburg	C	Stanley	C
Castle Hayne	C	Lawndale	C	Statesville#	C
Chapel Hill	C	Leicester	C	Stony Point	C
Charlotte#	A	Lenoir#	C	Summerfield	C
Cherryville	C	Lincolnton#	C	Swannanoa	C
Claremont	C	Locust	C	Taylorsville	C
Cleveland	C	Long Beach	C	Troutman	C
Clyde	C	Lowell	C	Vale	C
Concord*	C	Lumberton#	C	Waynesville	C
Davidson	C	Maggie Valley	C	Wendell	C
Denver	C	Maiden	C	Wilmington#	C

Appendix A
Part II

EXCHANGES BY STATES AND ZONE CLASSIFICATIONS

EXCHANGE	ZONE	EXCHANGE	ZONE	EXCHANGE	ZONE
Winston-Salem#	C	Dillon	C	Newberry	C
Wrightsville Beach	C	Easley	C	New Ellenton	C
Zebulon	C	Eastover	C	Nichols	-
		Edgefield	C	North Augusta	C
SOUTH		Edisto Beach	C	Orangeburg#	C
CAROLINA		Florence#	C	Pacolet	-
Aiken#	C	Folly Beach	-	Pelzer-Williamston	C
Allendale	C	Fountain Inn	C	Pendleton	C
Anderson#	C	Gaffney	C	Pickens	C
Bamberg	-	Graniteville	C	Piedmont	C
Barnwell	C	Greenville#	C	Prosperity	-
Batesburg	C	Greenwood*	C	St. George	C
Bath	C	Greer	C	Salem	-
Beech Island	C	Hartsville	C	Seneca	C
Belton	C	Hickory Grove	-	Sharon	-
Bennettsville	C	Hilton Head	C	Six Mile	C
Blacksburg	C	Honea Path	C	Society Hill	-
Blackville	-	Isle of Palms-	C	Spartanburg#	C
Blenheim	-	Sullivan's Island		Springfield-Salley	-
Blue Ridge	C	Joanna	-	Summerville	C
Camden	C	Johnston	C	Sumter*	C
Central	-	Jonesville	C	Timmons ville	C
Chapin-Little Mtn.	C	Lake View	-	Travelers Rest	C
Charleston#	C	Lake Wylie	C	Union	C
Cheraw	C	Latta	-	Walhalla	C
Clemson	C	Lexington	C	Westminster	C
Clinton	C	Liberty	C	Whitmire	C
Clio	-	Lyman	C	York	C
Clover	C	Marion	C		
Columbia#	B	McColl	-	TENNESSEE	
Cowpens	C	Mt. Pleasant	C	Adams-Cedar Hill	-
Darlington	C	Mullins	C	Arlington	A
Denmark	C	Myrtle Beach	C	Ashland City	C

EXCHANGES BY STATES AND ZONE CLASSIFICATIONS

EXCHANGE	ZONE	EXCHANGE	ZONE	EXCHANGE	ZONE
Athens#	C	Dover	C	Jasper	C
Bells	-	Dyer	-	Jefferson City	C
Benton	C	Dyersburg	C	Jellico	C
Bethel Springs	-	Eagleview	-	Johnson City	C
Big Sandy	C	Elkton	-	Kenton	C
Blanche	-	Etowah	C	Kingston	C
Bolivar	C	Fairview	C	Knoxville#	C
Brownsville	C	Fayetteville	C	LaFollette	C
Bulls Gap	C	Flintville	C	Lake City	C
Camden	C	Franklin#	C	Lawrenceburg	C
Carthage	C	Fredonia	-	Lebanon	C
Cedar Grove	-	Gallatin#	C	Lenoir City	C
Centerville	C	Gatlinburg	C	Lewisburg	C
Charleston	C	Gibson	-	Lexington	C
Charlotte	-	Gleason	-	Loudon	C
Chattanooga#	C	Goodlettsville	A	Lyles	C
Clarksville#	C	Grand Junction	-	Lynchburg	-
Cleveland#	C	Greenback	C	Lynnville	-
Clinton	C	Greenbrier	C	Madisonville	C
Collierville	A	Greenfield	C	Manchester	C
Columbia#	C	Halls	C	Maryville#	C
Copper Basin	C	Hampshire	-	Mascot-Strawberry	C
Covington	C	Harriman	C	Plains	
Cross Plains-	-	Hartsville	C	Maynardville	C
Orlinda		Henderson	C	McEwen	-
Culleoka	-	Hendersonville	C	McKenzie	C
Cumberland City	-	Henning	-	Medina	-
Cumberland Gap	C	Hohenwald	C	Memphis#	A
Cunningham	-	Hornbeak	C	Middleton	-
Dandridge	C	Humboldt	C	Milan	C
Dayton	C	Huntingdon	C	Morristown#	C
Decatur	C	Huntland	-	Moscow	-
Dickson#	C	Jackson#	C	Mt. Pleasant	C

EXCHANGES BY STATES AND ZONE CLASSIFICATIONS

EXCHANGE	ZONE	EXCHANGE	ZONE	EXCHANGE	ZONE
Murfreesboro#	C	Rogersville	C	Sweetwater	C
Nashville#	A	Sango	-	Tiptonville	C
Newbern	C	Santa Fe	-	Trenton	C
Newport	C	Savannah	C	Triune	-
Normandy	-	Selmer	C	Troy	C
Norris	C	Sevierville#	C	Tullahoma#	C
Oak Ridge#	C	Sewanee	C	Union City	C
Old Hickory	C	Shelbyville	C	Vanleer	-
Oliver Springs	C	Smyrna	C	Wartrace	-
Palmyra	-	Sneedville	C	Watertown	-
Paris	C	Soddy-Daisy	C	Waverly	C
Petersburg	-	Somerville	C	White Bluff	C
Pleasant View	C	South Pittsburg	C	White House	C
Portland	C	Spring City	C	White Pine	C
Pulaski	C	Springfield	C	Whiteville	-
Ridgely	-	Spring Hill	-	Whitwell	C
Ripley	C	Summertown	C	Williamsport	-
Rockwood	C	Surgoinsville	-	Winchester	C

* Headquarters Locations (Other than Company exchanges).

Large exchanges not subject to the provisions of Paragraph 13.02B3b.

FAMILY OF SKILLS

TITLE	WAGE SCALE	SKILL GROUP
Service Consultant*	36	1
Customer Service Associate*	27	1
Sales Associate*	27	1
Service Representative	23	1
Communications Specialist	19	1
Collections Representative	18	1
Material Service Coordinator	25	2
Facility Technician*	32	3
Digital Technician*	32	3
Systems Technician*	32	3
Communications Technician*	30	3
Outside Plant Technician*	30	3
Services Technician*	30	3
Multi-Media Technician	32	4
Switching Equipment Installation Technician*	32	5
Switching Equipment Technician-Other*	32	5
Frame Attendant	24	5
Electronic Technician*	32	6
<i>Testing Technician*</i>	32	6
<i>Systems Specialist Technician*</i>	32	6
Processor Technician*	32	6
Switching Equipment Technician-ESS*	32	6
Frame Attendant*	24	6
Technical Assistant	24	6
Line Translations Specialist	20	6

Appendix A
Part III

TITLE	WAGE SCALE	SKILL GROUP
<i>Circuit Layout Assigner*</i>	32	7
Technical Assistant*	24	7
Facilities Assignment Specialist	20	7
Maintenance Administrator	20	7
<i>Provisioning Specialist</i>	20	7
Sales Associate*	27	8
Service Representative*	23	8
Communications Assistant*	21	8
Communications Specialist	19	8
Collections Representative	18	8
Customer Services Assistant	16	8
Special Services Assistant	16	8
Processing Assistant	10	8

Employees in Wage Scales 2, 4, 5, 6, 7, 10, 11, 12, 14, 16, *18, 19 and 20* may be first grouped with the most junior people in the organizational unit in their Wage Scale, then with the most junior people in the organizational unit in Wage Scales below them.

* Only these titles may bump in this skill group.

**FAMILY OF SKILLS
CPE**

TITLE	WAGE SCALE	SKILL GROUP
Technical Consultant	32	20
Systems Technician	32	20
Systems Technician Specialist	32	20
Communications Technician	30	20
Wire Technician	6	20
Engineering Assistant	16	21
Repair Service Attendant	12	21
Dispatching Assistant	12	21
Service Consultant	36	22
Service Representative	23	22
Communications Assistant	21	22
Secretarial – Stenographer	14	22
Special Assistant	14	22
Senior Office Assistant	10	22
Office Assistant	10	22
Office Clerical Assistant	2	22

**FAMILY OF SKILLS
LARGE BUSINESS SERVICES**

TITLE	WAGE SCALE	SKILL GROUP
Service Consultant*	36	16
Customer Service Associate	27	16
Forecast Assistant	16	18
Customer Service Associate*	27	19
Special Assistant	14	19
Office Assistant	10	19

Employees below Wage Scale 18 may be first grouped with the most junior people in their wage scale, then with the most junior people in wage scales below them.

Employees below Wage Scale 16 may be grouped with the most junior people in their wage scale, then with the most junior people in wage scales below them.

* Only these titles may bump in this Skill Group.

BELLSOUTH TELECOMMUNICATIONS, INC.
WAGE SCALE 1
TITLES

Wage Length of Service	Weekly Wage Rates
	Start / Top No Progression
08/08/04	565.50
08/07/05	577.00
08/06/06	591.50
08/05/07	606.50
08/03/08	621.50

Pension Band - 111 -

BELLSOUTH TELECOMMUNICATIONS, INC.
WAGE SCALE 2
TITLES

OFFICE CLERICAL ASSISTANT

Wage Length of Service	Weekly Wage Rates								
	Start	End of 6th Month	End of 12th Month	End of 18th Month	End of 24th Month	End of 30th Month	End of 36th Month	End of 42nd Month	End of 48th Month
Zone A / Wage Area I									
08/08/04	366.50	393.00	422.00	452.50	485.50	521.00	559.00	600.00	643.50
08/07/05	374.00	401.50	430.50	462.00	495.50	531.50	570.50	612.00	656.50
08/06/06	383.50	411.50	441.50	473.50	508.00	545.00	584.50	627.50	673.00
08/05/07	393.00	421.50	452.50	485.50	520.50	558.50	599.50	643.00	690.00
08/03/08	403.00	432.50	464.00	497.50	534.00	573.00	614.50	659.50	707.50
Zone B / Wage Area II									
08/08/04	330.00	358.50	389.00	422.50	458.50	498.00	540.50	586.50	637.00
08/07/05	336.50	365.50	396.50	430.50	467.50	507.50	551.00	598.00	649.50
08/06/06	345.00	374.50	406.50	441.50	479.00	520.00	564.50	613.00	665.50
08/05/07	353.50	384.00	416.50	452.50	491.00	533.00	578.50	628.00	682.00
08/03/08	362.50	393.50	427.00	463.50	503.50	546.50	593.00	644.00	699.00
Zone C									
08/08/04	299.50	328.50	360.50	395.50	433.50	475.50	522.00	572.50	628.00
08/07/05	305.50	335.00	367.50	403.50	442.50	485.00	532.50	584.00	640.50
08/06/06	313.00	343.50	376.50	413.00	453.50	497.50	545.50	598.50	656.50
08/05/07	321.00	352.00	386.50	423.50	465.00	510.00	559.50	613.50	673.00
08/03/08	329.00	361.00	396.00	434.50	476.50	522.50	573.50	629.00	690.00

Pension Band Zone A / Wage Area I - 102 Zone B / Wage Area II - 102 Zone C - 102

BELLSOUTH TELECOMMUNICATIONS, INC.
WAGE SCALE 3
TITLES

COMMUNICATIONS SPECIALIST

Weekly Wage Rates

Wage Length of Service	Start / Top No Progression
08/08/04	638.00
08/07/05	651.00
08/06/06	667.50
08/05/07	684.00
08/03/08	701.00

Pension Band - 111 -

BELLSOUTH TELECOMMUNICATIONS, INC.
WAGE SCALE 4
TITLES

Weekly Wage Rates									
Wage Length of Service	Start	End of 6th Month	End of 12th Month	End of 18th Month	End of 24th Month	End of 30th Month	End of 36th Month	End of 42nd Month	End of 48th Month
Zone A / Wage Area I									
08/08/04	386.00	414.00	444.00	476.50	511.00	548.50	588.50	631.00	677.00
08/07/05	393.50	422.00	453.00	486.00	521.50	559.00	600.00	643.50	690.50
08/06/06	403.50	433.00	464.50	498.00	534.50	573.50	615.00	660.00	708.00
08/05/07	413.50	443.50	476.00	510.50	547.50	587.50	630.50	676.50	725.50
08/03/08	424.00	455.00	488.00	523.50	561.50	602.50	646.00	693.00	743.50
Zone B / Wage Area II									
08/08/04	348.50	378.00	410.00	445.00	483.00	524.00	568.50	616.50	669.00
08/07/05	355.50	385.50	418.50	454.00	492.50	534.50	580.00	629.00	682.50
08/06/06	364.50	395.50	429.00	465.50	505.00	548.00	594.50	645.00	699.50
08/05/07	373.50	405.00	439.50	477.00	517.50	561.50	609.00	661.00	717.00
08/03/08	383.00	415.50	451.00	489.00	530.50	575.50	624.50	677.50	735.00
Zone C									
08/08/04	315.00	345.50	379.00	415.50	456.00	500.00	548.50	601.50	659.50
08/07/05	321.50	352.50	386.50	424.00	465.00	510.00	559.00	613.00	672.50
08/06/06	329.50	361.50	396.50	434.50	476.50	522.50	573.50	628.50	689.50
08/05/07	337.50	370.00	406.00	445.00	488.50	535.50	587.50	644.00	706.50
08/03/08	346.00	379.50	416.00	456.50	500.50	549.00	602.00	660.00	724.00
Pension Band	Zone A / Wage Area I - 104			Zone B / Wage Area II - 103			Zone C - 103		

BELLSOUTH TELECOMMUNICATIONS, INC.
WAGE SCALE 5
TITLES

Weekly Wage Rates									
Wage Length of Service	Start	End of 6th Month	End of 12th Month	End of 18th Month	End of 24th Month	End of 30th Month	End of 36th Month	End of 42nd Month	End of 48th Month
Zone A / Wage Area I									
08/08/04	390.50	419.00	449.50	482.00	517.00	554.50	595.00	638.00	684.50
08/07/05	398.50	427.50	458.50	491.50	527.50	565.50	606.50	651.00	698.00
08/06/06	408.50	438.00	470.00	504.00	540.50	580.00	622.00	667.00	715.50
08/05/07	418.50	449.00	481.50	516.50	554.00	594.50	637.50	684.00	733.50
08/03/08	429.00	460.00	493.50	529.50	568.00	609.50	653.50	701.00	752.00
Zone B / Wage Area II									
08/08/04	351.00	380.50	413.00	448.00	485.50	526.50	571.50	619.50	672.00
08/07/05	358.00	388.50	421.00	457.00	495.50	537.50	582.50	632.00	685.50
08/06/06	367.00	398.00	431.50	468.00	508.00	550.50	597.00	647.50	702.50
08/05/07	376.00	408.00	442.50	479.50	520.50	564.50	612.00	664.00	720.00
08/03/08	385.50	418.00	453.50	492.00	533.50	578.50	627.50	680.50	738.00
Zone C									
08/08/04	319.00	349.50	383.50	420.50	461.00	505.50	554.00	607.50	666.00
08/07/05	325.50	357.00	391.50	429.00	470.50	515.50	565.50	620.00	679.50
08/06/06	333.50	365.50	401.00	439.50	482.00	528.50	579.50	635.00	696.50
08/05/07	342.00	375.00	411.00	450.50	494.00	542.00	594.00	651.00	714.00
08/03/08	350.50	384.50	421.50	462.00	506.50	555.50	609.00	667.50	732.00
Pension Band	Zone A / Wage Area I - 104		Zone B / Wage Area II - 104			Zone C - 103			

BELLSOUTH TELECOMMUNICATIONS, INC.
WAGE SCALE 6
TITLES

WIRE TECHNICIAN

Weekly Wage Rates									
Wage Length of Service	Start	End of 6th Month	End of 12th Month	End of 18th Month	End of 24th Month	End of 30th Month	End of 36th Month	End of 42nd Month	End of 48th Month
Zone A / Wage Area I									
08/08/04	394.50	423.00	454.00	487.00	522.50	560.50	601.00	644.50	691.50
08/07/05	402.50	431.50	463.00	497.00	533.00	571.50	613.00	657.50	705.50
08/06/06	412.50	442.50	474.50	509.00	546.00	586.00	628.50	674.00	723.00
08/05/07	423.00	453.50	486.50	522.00	560.00	600.50	644.00	691.00	741.00
08/03/08	433.50	465.00	498.50	535.00	574.00	615.50	660.00	708.00	759.50
Zone B / Wage Area II									
08/08/04	354.00	384.50	417.50	453.50	493.00	535.50	581.50	631.50	686.00
08/07/05	361.00	392.00	426.00	462.50	502.50	546.00	593.00	644.00	699.50
08/06/06	370.00	402.00	436.50	474.00	515.00	559.50	607.50	660.00	717.00
08/05/07	379.50	412.00	447.50	486.50	528.00	573.50	623.00	676.50	735.00
08/03/08	389.00	422.50	459.00	498.50	541.50	588.00	638.50	693.50	753.50
Zone C									
08/08/04	323.00	354.00	387.50	424.50	465.00	509.00	557.50	611.00	669.00
08/07/05	329.50	361.00	395.50	433.00	474.00	519.50	569.00	623.00	682.50
08/06/06	337.50	369.50	405.00	443.50	486.00	532.00	583.00	638.50	699.50
08/05/07	346.00	379.00	415.00	454.50	498.00	545.50	597.50	654.50	717.00
08/03/08	354.50	388.50	425.50	466.00	510.50	559.00	612.50	671.00	735.00
Pension Band	Zone A / Wage Area I - 104		Zone B / Wage Area II - 104			Zone C - 103			

BELLSOUTH TELECOMMUNICATIONS, INC.
WAGE SCALE 7
TITLES

Weekly Wage Rates									
Wage Length of Service	Start	End of 6th Month	End of 12th Month	End of 18th Month	End of 24th Month	End of 30th Month	End of 36th Month	End of 42nd Month	End of 48th Month
Zone A / Wage Area I									
08/08/04	406.00	435.50	467.00	501.00	537.50	576.50	618.00	663.00	711.00
08/07/05	414.00	444.00	476.00	511.00	548.00	587.50	630.00	676.00	725.00
08/06/06	424.50	455.50	488.50	523.50	561.50	602.50	646.00	693.00	743.00
08/05/07	435.00	466.50	500.50	536.50	575.50	617.50	662.00	710.00	761.50
08/03/08	446.00	478.50	513.00	550.00	590.00	633.00	678.50	728.00	780.50
Zone B / Wage Area II									
08/08/04	365.50	396.50	430.00	466.50	506.50	549.50	596.00	646.50	701.50
08/07/05	373.00	404.50	439.00	476.00	516.50	560.50	608.00	659.50	715.50
08/06/06	382.50	415.00	450.00	488.50	529.50	574.50	623.50	676.00	733.50
08/05/07	392.00	425.50	461.50	500.50	543.00	589.00	639.00	693.00	752.00
08/03/08	402.00	436.00	473.00	513.00	556.50	604.00	655.00	710.50	771.00
Zone C									
08/08/04	330.50	363.00	398.50	437.00	480.00	527.00	578.50	635.00	697.00
08/07/05	337.00	370.00	406.00	446.00	489.50	537.50	590.00	647.50	711.00
08/06/06	345.50	379.50	416.50	457.00	502.00	551.00	605.00	664.00	729.00
08/05/07	354.00	388.50	426.50	468.50	514.00	564.50	620.00	680.50	747.00
08/03/08	363.00	398.50	437.50	480.00	527.00	578.50	635.00	697.50	765.50
Pension Band	Zone A / Wage Area I - 105		Zone B / Wage Area II - 105			Zone C - 104			