



August 24, 2026

TO: AT&T Southeast Local Presidents, District 3 Staff, & Secretaries

FROM: Nick Hawkins, Assistant to the Vice-President

SUBJ: AT&T SE – TMT 3 and TKT 2 Testing Questions

I have attached a copy of the 2017 notification that was sent to the CWA District 3 Office concerning the implementation of the TKT 2 test, along with the most recent Non-Management Testing Matrix. Because of the recent changes made to the testing requirements for some of the technician job titles, the District 3 Office has received several questions from Locals concerning the testing exemptions and/or grandfathering. Below, I have summarized a list of questions that we have received, along with the answers to each of the questions.

Question #1

Subject: TKT 2 Test Exemptions & Grandfathering

If an employee was a Digital Tech (DT) during the period of time that the TKT 2 test was a requirement to be Digital Tech (DT), is that employee still exempt from the test today?

Answer: If the Digital Tech satisfactorily performed the job for 6 consecutive months or longer within the past 5 years that the test was required, the employee would be grandfathered for the TKT II test.

Question #2

Subject: TKT 2 Test Exemptions & Grandfathering

If an employee was a Systems Tech during the period of time that the TKT 2 test was a requirement to be Systems Tech, is that employee considered TKT 2 qualified for an Electronic Tech (ET) job posting today?

Answer: If the Systems Tech satisfactorily performed the job for 6 consecutive months or longer within the past 5 years that the test was required, the employee would be grandfathered for the TKT II test.

Question #3

Subject - TMT 3 Exemptions & Grandfathering

Now that the TMT 3 is the only required test for the job titles of Digital Tech (DT), Facility Tech (FT), Outside Plant Tech (OPT), and Services Tech (ST), are all employees currently in one of those job titles, exempt from the TMT 3 test?

Answer: Employees currently performing a job for which the test is a requirement are considered test qualified.

Question #4

Subject: TMT 3 & TKT 2 - Passing Score Expiration Timeline

When an employee who is not currently working in a technician job title passes one or both the TMT 3 and/or TKT 2, how long is their passing score good for?

Answer: The employee's record is updated once the TKT 2 or TMT 3 test is completed and passed. The successful completion stays on their record indefinitely.

Should you have any questions or concerns regarding this issue, please feel free to contact me at the CWA District 3 Office.

Attachments

cc: Richard Honeycutt, CWA District 3 Vice-President
Nick Hawkins, Assistant to the Vice-President
Billy O'Dell, Administrative Director to the Vice-President
Kelvin Banks, Administrative Director to the Vice-President
Karly Safar, Administrative Director to the Vice-President
Robert Weaver, District Counsel

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