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Article 43 Integration

To All AT&T Locals

We have been informed by both the company and numerous AT&T Legacy T Locals that the company will be fully integrating the work of Legacy T Article 43 Techs and their counterparts in the S Contracts. The Telecom Executive Board Vice Presidents have scheduled a conference call for Wednesday afternoon to address this issue and what CWA's strategy will be and how best to deal with these blatant contractual violations.

In Unity,

**Ralph V. Maly
VP - C&T**

Monday, February 11, 2008

AT&T Work Diversity Violates All CWA Contracts

We are all concerned about AT&T initiating plans to combine work across bargaining units. This would include SBC, PacTel, Ameritech, SNET, BellSouth and Legacy T. In discussions with CWA Local Presidents throughout Local 3250's jurisdiction and across the nation, the vast majority support the position that work previously assigned to an existing collective bargaining agreement should remain in that agreement, or until expiration thereof.

The National C&T Office has informed us, that AT&T is planning on fully integrating the work of Legacy T Article 43 Techs with the LEC Techs from the other five (5) contracts that exist between CWA and AT&T across the nation. This means that all Legacy T Inside and Outside Plant work will be shared across contracts and without first addressing the differences in wages, scheduling, training, etc. It is outrageous that the company plans to impose a restructuring of the work force before the expiration of six (6) collective bargaining agreements in 2009. In simple terms, AT&T plans to impose blatant contractual violations on our brothers and sisters across the nation.

The CWA Telecom Executive Board Vice Presidents have scheduled to meet on this issue to develop what CWA's strategy across the nation will be. Now is the rank and files' opportunity to let your voice be

heard on this issue and contact your Bargaining Unit VP. This will assist our Leadership in developing a position that will be supported by the rank and file and how best to deal with these contractual violations that effect all CWA Members' at AT&T.

In Unity There Is Strength.

**Roy Hegenbart
President
CWA Local 3250**