

AT&T - Article 43 Certification Change

9/6/2005

To: Locals representing AT&T

Attached is a letter from Robin Bienfait, Vice President of GNTS-Network Operations, outlining the recently-negotiated change in the incentive payment program. The new preliminary Tier will allow eligible members to receive a \$20 weekly incentive after they have successfully completed any two certification courses. The rest of the incentives payments and requirements remain the same. Please note the strong level of commitment from the Company. This should help alleviate some of the problems we are experiencing at the local level.

I would like to personally thank committee member David Blackburn from Local 7050 for his tireless work on this committee.

In Unity,

Bill Bates
CWA Representative

BB:drk
opeiu-2, afl-cio

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Requires Adobe Acrobat Reader.

All:

The company and Union agreed that it is in both parties' best interest to develop and implement a certification incentive payment program for employees in the titles of Network Technical Specialist or IDC Technical Specialist. This certification program focuses on our mutual desire to have employees proceed through a certification process similar to the IT Certification Process focusing on the key skills and competencies required for evolution of networking technology.

Recently the Union requested that we add a preliminary Tier in the program that would provide incentive for acquiring only two certifications of their choosing. We recognize the importance of this program and the importance of employee interest in this program. Therefore, we have agreed to add a preliminary tier.

This means eligible employees will receive a \$20 weekly incentive payment after they have completed certifications in any two that are included in the program.

With this modification I want to emphasize again my support for this program. My support should be recognized in the employee's willingness to participate as well as supervisor's willingness to arrange for any available time, of course, recognizing that resources are currently limited.

Thanks to all who have quickly engaged in this program. I look forward to your positive response.

Robin Bienfait
Vice President
GNTS-Network Operations