

AT&T: Telephone Ability Battery (TAB) Test

December 5, 2008

To: Legacy T Employees

Greetings:

AT&T has notified the Union of an ATS test change. The AT&T Core-Tab test has been eliminated and replaced by the Telephone Ability Battery (TAB) test. The attached [official notification](#) provides the details along with an explanation of the grandfathering process.

If you have any questions, please feel free to contact me by phone on 202-434-1493 or email at malt@cwa-union.org.

In Unity,

Mary Ann Alt
ATS/ARS Coordinator

MAA:drk
opeu-2, afl-cio



Lori J. Smith
Executive Director, Labor Relations

August 1, 2008

Ms. Lois Grimes-Patow, CWA Representative

Re: Telephone Ability Battery (TAB) Test

Dear Lois

Effective September 1st, 2008, the Legacy AT&T Core-Tab test will be replaced by the Legacy S Telephone Ability Battery (TAB) test.

This new test has several advantages:

- The change is part of the Company's ongoing effort to implement common testing enterprise-wide.
- The TAB utilizes a simplified scoring system when compared to Core-TAB. The Core-TAB has multiple Q levels that each assigned to different job titles, while the TAB is scored as simply Qualified or Not Qualified.
- Your equivalent scores will be based on the following table

IF Current CORE-TAB test standard is:	THEN New TAB test standard is
Q1, Q2, Q3, Q4, Q5	Q
Q6, NQ	NQ

- Candidates who do not qualify on the TAB may retest after 6 months. Subsequent retests are also at 6 month intervals. This is a change from the Core-TAB retest policy in which the first and second retests were at 6 months, and subsequent retests were at one-year intervals.

Grandfathering

Within 30 days of implementation:

- Individuals qualified with Q1 – Q5 on the Core-Tab will become TAB test qualified at Q.

Regards,

Lori J. Smith

Lori J. Smith

Cc: D. Bradley
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