



BellSouth Telecommunications
Labor Relations
1100 Peachtree Street NE
Suite 14A01
Atlanta, Georgia 30309

Salem C. Shunnarah
Senior Director
404 249-0150
404 249-0386 (FAX)

May 2, 2005

Ms. Beverly A. Hicks
Assistant to the Vice President
Communications Workers of America
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Beverly:

Attached is a Memorandum of Agreement to provide for a vacation day to be used flexible in the Residence Repair Centers.

This trial is the similar to the one initiated in 2003. We wish to continue the trial for the calendar year of 2005.

If you concur, please sign the document and return a copy to my office.

Sincerely,

A handwritten signature in black ink, appearing to read "Salem C. Shunnarah", with a stylized flourish at the end.

Attachment

Memorandum of Agreement
Flexible Vacation Day (FVD) Trial

BellSouth Telecommunications, Inc. (the Company) and the Communications Workers of America (the Union) recognize that it is in the best interest of the employees to have the ability to take time off for short intervals because of personal reasons. To that end, the parties agree to a trial as outlined below:

Scope: All titles within the Residence Repair Centers. The current locations are Miami, Jacksonville, Macon, Louisville, and Winston-Salem.

Guidelines:

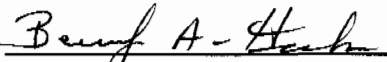
1. Employee may designate one (1) scheduled vacation day to be used flexibly.
2. This time shall be taken in increments of no less than one (1) hour.
3. The employee must request the FVD 24 hours in advance of time granted. The Administrative Manager (or his/her designee) or the Center Manager has the discretion to grant FVD with shorter advanced notice based on special situations and/or the needs of the business.
4. An increment may be taken at any time during the trial period up to and including the actual scheduled FVD provided the employee notifies the Administrative Manager or duty supervisor of his/her repair center, and not more than 25% of the work group is already off. In the event more than 25% of the work group is off, then the time may be granted consistent with the needs of the business.
5. Such time should not be taken on Mondays, except for emergencies unless the needs of the business will allow otherwise.
6. If there is unused time available on the scheduled vacation day so designated by the employee as their FVD, the employee must take the remaining time on the scheduled day.
7. The FVD may be rescheduled to any remaining available time at the request of the employee provided no portion of the FVD has been used.
8. The Administrative Manager (or his/her designee) or the Center Manager will be the single point of contact for granting such time.

9. Either party reserves the right to terminate the trial by giving 30 days advance notification to the other party at the Bargaining Level. Should the trial be terminated, employees who have taken less than a full FVD, will have 90 days from the date of the notification to schedule and take the remaining hours of the FVD. If an employee has not taken any of their FVD as of the date of the notification, the day will be converted back to a regular vacation day.

Duration:

This trial is for the calendar year 2005.

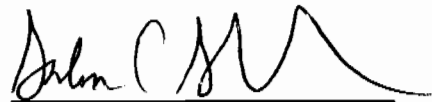
For the Union



Beverly A. Hicks
Assistant to the Vice President
CWA – District 3

5/2/05
Date

For the Company



Salem C. Shunnarah
Senior Director – Corporate Labor
BellSouth

5/2/05
Date