

Memorandum of Agreement

This agreement effective January 1, 2006 between the Communications Workers of America (CWA) and BellSouth Telecommunications (BST) outlines the understanding reached by the parties during Continuous Bargaining in regard to the following:

APPLICATION

As of the effective date of the MOA, the employee must be within 30 days of the 60 days allowed to secure another position under the current Safe Load Limit Guidelines.

GUIDELINES

Once it has been determined the employee has been unsuccessful in their weight loss efforts under the Safe Load Limit Guidelines, the employee will have five (5) calendar days to make the irrevocable choice of the following:

1. The employee may follow the current Safe Load Limit Guidelines.
Or,
2. The employee may have 30 days, which include the five days above, from the date of the initial unsuccessful weight loss effort to secure another job. If they are unsuccessful at securing another job by the end of the 30 day period, they will go directly into the PARTNERSHIP Job Bank.
 - a. If the employee is selected for a vacancy which has a report date later than the end of the 30 day period, the employee may elect to take eligible time off until the report date.
 - b. The employee may only bid on jobs that do not require adherence to the Safe Load Limit Guidelines.

DURATION

This MOA shall remain in effect for the life of the current working agreement.

For the Union

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

For the Company

Salem C. Shunnarah 2/28/06
Salem C. Shunnarah
Senior Director – Corporate Labor
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