

PLEASE NOTE:

THIS MOA (UNIFORM PROGRAM 05/10/06)

HAS BEEN REPLACED BY

MOA DATED 09/26/2006

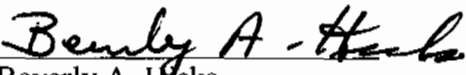
Memorandum of Agreement
Uniform Program

The National Labor Relations Board issued an order on February 28, 2006 finding one part of the contractual agreement between BellSouth Telecommunications, Inc. (the Company) and the Communications Workers of America (the Union) regarding the mandatory display of the CWA logo on BellSouth uniforms to be in violation of Federal labor law. Therefore in accordance with that order and Article 22 of the *CWA-BST Working Agreement* effective August 8, 2004, the parties hereby agree to this modification of the Uniform Program contractual language as follows:

The following paragraph in Appendix C, Part XIX, page 314 pertaining to the Union logo will now read as follows:

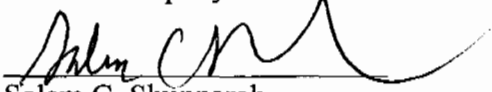
The Company and the Union understand that the Union logo will be placed on the opposite chest from the Company logo and be the same size as the Company logo. An approved CWA logo will be placed on the uniform shirt and outerwear by the vendor. Clothing needing replacement as a result of work related damage will be the responsibility of the Company. Additionally, both parties understand that employees will not suffer any financial risk due to a change in vendor or increases in clothing costs. Any employee subject to the provisions of this Article may elect to wear a uniform which does not bear the Union logo.

For the Union


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

5/10/06
Date

For the Company


Salem C. Shunnarah
Senior Director – Labor Relations
BellSouth

5/10/06
Date