



BellSouth Telecommunications
Labor Relations
1155 Peachtree Street NE
Suite 13G04
Atlanta, Georgia 30309

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

April 18, 2006

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

Dear Beverly:

Please find attached the Memorandum of Agreement which modifies the 2004 CWA-BST Working Agreement as ordered by the National Labor Relations Board and per Article 22 of the Working Agreement. You will also find attached the Memorandum of Agreement which modifies the 2004 CWA-BST Utility Operations Working Agreement as ordered by the NLRB and per Article 16 of the Working Agreement.

Please contact me if you have any questions or wish to discuss this matter further.

Sincerely,

A handwritten signature in black ink, appearing to read "Salem C. Shunnarah". The signature is fluid and cursive, with a long horizontal stroke at the end.

Memorandum of Agreement
Uniform Program

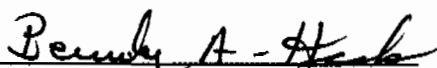
The National Labor Relations Board issued an order on February 28, 2006 finding one part of the contractual agreement between BellSouth Telecommunications, Inc. (the Company) and the Communications Workers of America (the Union) regarding the mandatory display of the CWA logo on BellSouth uniforms to 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:

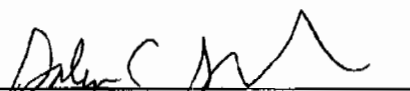
The following paragraph in Appendix C, Part XIX, page 314 pertaining to the Union logo will now read (with added language in bold and underlined text) as follows:

Any employee subject to the provision of this Article may elect to wear a uniform with or without a Union logo. If an employee chooses to wear a uniform with a Union logo, 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.

For the Union

For the Company


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


Salem C. Shunnarah
Senior Director – Labor Relations
BellSouth

9/26/06
Date

9/26/06
Date