

Memorandum of Agreement
Supplemental Screening

BellSouth Telecommunications, Inc. d/b/a AT&T Southeast (the Company) and the Communications Workers of America (the Union) recognize that employees must comply with the Florida state statute, known as the Jessica Lunsford Act, that requires background screening of all employees who may be required to be on school premises as part of their regular job duties.

The Company and the Union agree to the following:

Any employee may, in accordance with the Supplemental Screening policy, take an unpaid absence for up to 90 days and their benefits will remain intact.

Employees who fail to pass the Supplemental Screening required by this act must cooperate by providing appropriate information required by the Company to assist them before any alternatives are considered.

No combination of alternatives may extend beyond twelve (12) months from the date the Company is advised that an employee did not pass the screen.

To protect the employee's continuity of service with the Company and to allow continued employment while these screening discrepancies are being addressed by the employee, the following alternatives may be offered:

Employees may be allowed to temporarily transfer to other areas identified by the Company. These employees' seniority will take precedence over others' seniority for the purposes of application of Article 12.05C. Such transfers will be reviewed by Labor Relations before such transfers are permitted.

Or

If a temporary transfer is not available the employee must use any remaining paid time off while resolving issues identified during the screening process unless they enter the PARTNERSHIP Job Bank as described below before any other alternatives are offered.

Otherwise at the end of the temporary transfer and / or after the employee exhausts all paid time off:

The employee may enter the PARTNERSHIP Job Bank for the number of weeks provided in Article 24.05D2, and receive termination pay incrementally while participating in the PARTNERSHIP Job Bank (PJB). The termination pay will be based on Article 8.05C. The employee may exit the PJB by resolving the issue

and returning to their previous position or by being selected for a position that does not require the Screen.

The PJB is offered as an alternative solely to protect an employee's service while resolving issues associated with the screening process.

Employees exiting the PJB and returning to a position must repay the termination pay received while in the PJB in an amount not less than 5% or more than 10% of the basic wage per week or per month.

Or

Eligible employees may take a Personal Leave of Absence that is unpaid for up to twelve (12) months. At the end of the Personal LOA, employees will be granted termination pay if they are not reengaged by the Company.

The provisions of this memorandum are not retroactive, and are only effective from the date of the agreement. Anyone affected by the Supplemental Screening requirements who has already exhausted their paid time off will be eligible for the provisions of this agreement. This memorandum does not affect or modify any employee's rights with respect to the grievance or arbitration process.

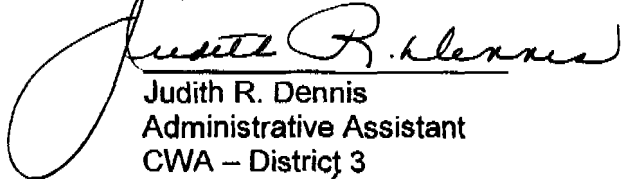
Scope:

All active employees holding titles in Florida subject to the Supplemental Screening requirements.

Duration:

This Memorandum of Agreement is for the life of 2004 BST Working Agreement unless terminated or modified by mutual agreement of the parties.

For the Union



Judith R. Dennis
Administrative Assistant
CWA – District 3

03/07/07
Date

For the Company



Salem C. Shunnarah
Senior Director – Labor Relations
BellSouth

3/7/07
Date