



AT&T Services, Inc.
4544 South Lamar
MS 4401-LR
Austin, TX 78745

VIA EMAIL

June 11, 2019

Ms. Sylvia J. Ramos
Assistant to Vice President
District 6, CWA
4801 Southwest Parkway, Suite 115
Austin, Texas 78735

Dear Sylvia:

The following are additional locations in which a change in operations in Technical Field Services will involve the force adjustment of employees. The surplus force conditions are a result of a reduction in workload.

There will be no follow-the-work opportunities in this case. The employees will be eligible for the provisions of Article XVII, Force Adjustment, of the 2017 Departmental Agreement. Qualified employees may also be eligible for treatment under the terms of the Employment Security Commitment or the Hometown Job Security Commitment.

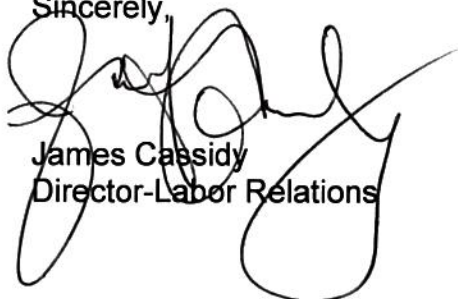
<u>Location</u>	<u>Date</u>	<u>Employees Involved</u>
Benton, AR	8/17/19	2 of 9 Customer Services Technicians
Ft. Smith, AR	8/17/19	1 of 9 Customer Services Technicians
Hot Springs, AR	8/17/19	1 of 13 Customer Services Technicians
Little Rock, AR	8/17/19	13 of 49 Customer Services Technicians
Pine Bluff, AR	8/17/19	2 of 12 Customer Services Technicians/ Combination Technicians
Rogers, AR	8/17/19	1 of 10 Customer Services Technicians
Searcy, AR	8/17/19	1 of 4 Customer Services Technicians
Salina, KS	8/17/19	1 of 3 Communications Technicians
Wichita, KS	8/17/19	3 of 34 Customer Services Technician
Farmington, MO	8/17/19	1 of 4 Customer Services Technicians
Malden, MO	8/17/19	1 of 3 Customer Services Technicians
St. Joseph, MO	8/17/19	1 of 8 Customer Services Technicians
St. Louis, MO	8/17/19	19 of 132 Customer Services Technicians
Sikeston, MO	8/17/19	1 of 7 Customer Services Technicians
Kansas City, MO/KS	8/17/19	26 of 142 Customer Services Technicians
Ada, OK	8/17/19	1 of 8 Customer Services Technicians
Ardmore, OK	8/17/19	1 of 8 Customer Services Technicians
Chickasha, OK	8/17/19	1 of 3 Customer Services Technicians
Claremore, OK	8/17/19	3 of 11 Customer Services Technicians
Cushing, OK	8/17/19	1 of 3 Customer Services Technicians
Guthrie, OK	8/17/19	1 of 2 Customer Services Technicians
Muskogee, OK	8/17/19	1 of 7 Communications Technicians
Oklahoma City, OK	8/17/19	8 of 119 Customer Services Technicians
Pauls Valley, OK	8/17/19	1 of 2 Customer Services Technicians

Ponca City, OK	8/17/19	1 of 6 Customer Services Technicians
Pryor, OK	8/17/19	1 of 2 Customer Services Technicians
Tahlequah, OK	8/17/19	1 of 7 Customer Services Technicians
Tulsa, OK	8/17/19	9 of 56 Customer Services Technicians
Abilene, TX	8/17/19	2 of 14 Customer Services Technicians
Alvin, TX	8/17/19	1 of 7 Customer Services Technicians
Austin, TX	8/17/19	35 of 140 Customer Services Technicians
Brownsville, TX	8/17/19	9 of 17 Customer Services Technicians
Carthage, TX	8/17/19	1 of 3 Customer Services Technicians
Clute/Lake Jackson, TX	8/17/19	1 of 10 Customer Services Technicians
Corpus Christi, TX	8/17/19	12 of 40 Customer Services Technicians
Dayton, TX	8/17/19	1 of 5 Customer Services Technicians
Edinburg, TX	8/17/19	6 of 20 Customer Services Technicians
El Paso, TX	8/17/19	15 of 58 Customer Services Technicians
Galveston, TX	8/17/19	3 of 11 Customer Services Technicians
Harlingen, TX	8/17/19	3 of 14 Customer Services Technicians
Houston, TX	8/17/19	66 of 493 Customer Services Technicians/ Systems Technicians/Cable Splicing Technicians
Kingsville, TX	8/17/19	2 of 6 Customer Services Technicians
Los Fresnos, TX	8/17/19	1 of 2 Customer Services Technicians
Lubbock, TX	8/17/19	2 of 24 Customer Services Technicians
McAllen, TX	8/17/19	9 of 27 Customer Services Technicians
Mercedes, TX	8/17/19	2 of 5 Customer Services Technicians
Richmond/Rosenberg, TX	8/17/19	4 of 17 Customer Services Technicians
San Antonio, TX	8/17/19	40 of 156 Customer Services Technicians
Sealy, TX	8/17/19	1 of 2 Customer Services Technicians
Spring, TX	8/17/19	3 of 42 Customer Services Technicians/ Cable Splicing Technicians
Stamford, TX	8/17/19	1 of 3 Customer Services Technicians
Texas City/La Marque, TX	8/17/19	3 of 13 Customer Services Technicians
Wharton, TX	8/17/19	2 of 8 Customer Services Technicians

Management plans to advise the employees of this surplus on June 13, 2019. Management did use the informal surplus process in some of these cases but it did not eliminate the surplus in its entirety.

If you have any questions, please call.

Sincerely,



James Cassidy
Director-Labor Relations



AT&T Services, Inc.
4544 South Lamar
MS 4401-LR
Austin, TX 78745

VIA EMAIL

June 11, 2019

Ms. Sylvia J. Ramos
Assistant to Vice President
District 6, CWA
4801 Southwest Parkway, Suite 115
Austin, Texas 78735

Dear Sylvia:

The following are additional locations in which a change in operations in AT&T Technology & Operations will involve the force adjustment of employees. The surplus force conditions are a result of a reduction in workload.

There will be no follow-the-work opportunities in these cases.

<u>Location</u>	<u>Date</u>	<u>Employees Involved</u>
Fayetteville, AR	08/17/19	2 of 3 Systems Technicians
Fayetteville, AR	08/17/19	3 of 13 Cable Splicing Technicians
Little Rock, AR	08/17/19	2 of 22 Cable Splicing Technicians
Little Rock, AR	08/17/19	1 of 2 Systems Technicians
Kansas City, KS	08/17/19	4 of 9 Senior Reports Clerks
Kansas City, KS/MO	8/17/19	6 of 64 Cable Splicing Technicians
Wichita, KS	08/17/19	1 of 19 Cable Splicing Technicians
Wichita, KS	08/17/19	2 of 5 Systems Technicians
St. Louis, MO	08/17/19	2 of 11 Systems Technicians
St. Louis, MO	08/17/19	11 of 68 Cable Splicing Technicians
Springfield, MO	08/17/19	2 of 5 Systems Technicians
Lawton, OK	08/17/19	1 of 2 Cable Splicing Technicians
Oklahoma City, OK	08/17/19	1 of 45 Cable Splicing Technicians
Stillwater, OK	08/17/19	1 of 2 Cable Splicing Technicians
Austin, TX	08/17/19	8 of 63 Cable Splicing Technicians
Austin, TX	08/17/19	1 of 11 Systems Technicians
Dallas, TX	08/17/19	47 of 117 Cable Splicing Technicians
Fort Worth, TX	08/17/19	5 of 17 Systems Technicians
Houston, TX	08/17/19	30 of 182 Cable Splicing Technicians
Houston, TX	08/17/19	9 of 33 Systems Technicians
Huntsville, TX	08/17/19	1 of 8 Cable Splicing Technicians
Jasper, TX	08/17/19	1 of 2 Cable Splicing Technicians
Lubbock, TX	08/17/19	1 of 13 Cable Splicing Technicians
Nacogdoches, TX	08/17/19	1 of 2 Cable Splicing Technicians
San Antonio, TX	08/17/19	20 of 100 Cable Splicing Technicians
San Antonio, TX	08/17/19	3 of 13 Senior Reports Clerks/ Operations Clerk



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The employees below will have the option to follow-the-work to Dallas, Texas which is within the Southwest Region.

<u>Location</u>	<u>Date</u>	<u>Employees Involved</u>
Tulsa, OK	08/17/19	7 of 7 Senior Reports Clerks

The employee below will have the option to follow-the-work to Lawton, Oklahoma which is within the Southwest Region.

<u>Location</u>	<u>Date</u>	<u>Employees Involved</u>
Cache, OK	08/17/19	1 of 1 Systems Technician

The employee below will have the option to follow-the-work to Ponca City, Oklahoma which is within the Southwest Region.

<u>Location</u>	<u>Date</u>	<u>Employees Involved</u>
Guthrie, OK	08/17/19	1 of 1 Systems Technician

The employee below will have the option to follow-the-work to Durant, Oklahoma which is within the Southwest Region.

<u>Location</u>	<u>Date</u>	<u>Employees Involved</u>
Idabel, OK	08/17/19	1 of 1 Cable Splicing Technician

The employees below will have the option to follow-the-work to Dallas, Texas which is within the Southwest Region.

<u>Location</u>	<u>Date</u>	<u>Employees Involved</u>
Houston, TX	08/17/19	16 of 16 Senior Reports Clerks

The employee below will have the option to follow-the-work to Midland, Texas which is within the Southwest Region.

<u>Location</u>	<u>Date</u>	<u>Employees Involved</u>
Odessa, TX	08/17/19	1 of 1 Systems Technician

The employees will be eligible for the provisions of Article XVII, Force Adjustment, of the 2017 Departmental Agreement. Qualified employees may also be eligible for treatment under the terms of the Employment Security Commitment or the Hometown Job Security Commitment.

Management plans to advise the employees of this surplus on June 13, 2019. Management did not use the informal surplus since it would not eliminate the surplus in its entirety.

If you have any questions, please call.

Sincerely,



Paul B. Cardarella
Director-Labor Relations



AT&T Services, Inc.
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Austin, TX 78745

VIA EMAIL

June 11, 2019

Ms. Sylvia J. Ramos
Assistant to Vice President
District 6, CWA
4801 Southwest Parkway, Suite 115
Austin, Texas 78735

Dear Sylvia:

The following is an additional location in which a change in operations in Delivery Excellence will involve the force adjustment of employees. The surplus force condition is a result of a reduction in workload.

There will be no follow-the-work opportunities in this case. The employees will be eligible for the provisions of Article XVII, Force Adjustment, of the 2017 Departmental Agreement. Qualified employees may also be eligible for treatment under the terms of the Employment Security Commitment or the Hometown Job Security Commitment.

<u>Location</u>	<u>Date</u>	<u>Employees Involved</u>
Houston, TX	8/17/19	14 of 48 Service Representatives

Management plans to advise the employees of this surplus on June 13, 2019. Management did not use the informal surplus since it would not eliminate the surplus in its entirety.

If you have any questions, please call.

Sincerely,

Shane Cordova
Director-Labor Relations



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Austin, TX 78745

VIA EMAIL

June 11, 2019

Ms. Sylvia J. Ramos
Assistant to Vice President
District 6, CWA
4801 Southwest Parkway, Suite 115
Austin, Texas 78735

Dear Sylvia:

The following are additional locations in which a change in operations in Technical Care will involve the force adjustment of employees. The surplus force conditions are a result of a reduction in workload.

There will be no follow-the-work opportunities in this case. The employees will be eligible for the provisions of Article XVII, Force Adjustment, of the 2017 Departmental Agreement. Qualified employees may also be eligible for treatment under the terms of the Employment Security Commitment or the Hometown Job Security Commitment.

<u>Location</u>	<u>Date</u>	<u>Employees Involved</u>
Houston, TX	8/17/19	11 of 77 Customer Service Representatives
Houston, TX	8/17/19	1 of 3 Service Representatives

Management plans to advise the employees of this surplus on June 13, 2019. Management did use the informal surplus process but it did not eliminate the surplus in its entirety.

If you have any questions, please call.

Sincerely,

Shane Cordova
Director-Labor Relations



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VIA EMAIL

June 11, 2019

Ms. Sylvia J. Ramos
Assistant to Vice President
District 6, CWA
4801 Southwest Parkway, Suite 115
Austin, Texas 78735

Dear Sylvia:

The following are additional locations in which a change in operations in Finance will involve the force adjustment of employees. The surplus force conditions are a result of reduction in workload.

There will be no follow-the-work opportunities in this case. The employees will be eligible for the provisions of Article XVII, Force Adjustment, of the 2017 Departmental Agreement. Qualified employees may also be eligible for treatment under the terms of the Employment Security Commitment or the Hometown Job Security Commitment.

<u>Location</u>	<u>Date</u>	<u>Employees Involved</u>
St. Louis, MO	8/17/19	1 of 1 Sr. Records Clerk
Dallas, TX	8/17/19	4 of 20 Directory Composers
Dallas, TX	8/17/19	2 of 11 Service Representatives
San Antonio, TX	8/17/19	1 of 1 Sr. Records Clerk

Management plans to advise the employees of this surplus on June 13, 2019. Management did not use the informal surplus since it would not eliminate the surplus in its entirety.

If you have any questions, please call.

Sincerely,

Shane Cordova
Director-Labor Relations

