

Transition Process

Districts 1, 2, 4, 7, 9, and 13

- I. The Company recognizes the CWA as the duly represented bargaining agent for the employees who become represented as a result of the existing Memorandum of Agreement regarding Voluntary Recognition dated March 17, 2005. In accordance with the Memorandum of Agreement regarding Voluntary Recognition dated March 17, 2005, the newly recognized unit(s) shall be included within the existing and appropriate Labor Agreement between the CWA the Company.
- II. Employees on the Cingular Wireless payroll in a bargained-for position as of the January 15, 2006 (or upon return of an approved Leave of Absence) will be slotted into the appropriate bargained-for title and slotted to the appropriate weekly wage rate (annual divided by 52). If there is not an equivalent rate, the employee will be slotted at the next higher step in the wage progression scale.

Employees hired after December 2, 2005 into bargained-for positions will be placed in the appropriate bargained-for job title and wage scale at the time of hiring.

Those employees whose current wages are above the maximum weekly rate of the appropriate wage scale will be pay protected until they voluntarily move to another job title or location. They will be paid a lump sum equal to the contractual increase in the wage scales annually effective the contract anniversary date, in lieu of a wage increase. Those employees whose current wages are below the appropriate minimum wage scale will be brought to the minimum wage of the appropriate wage scale.

There will be a true up period of six months from the date above to identify and correct any individuals who have been inappropriately classified.

Employees will receive a PTO grant on 1/2/06.

PTO days will be converted to the appropriate contractual language governing holidays, vacation days, excused days with pay, and waiting periods for Illness and Injury using the existing conversion process.

Unused Blue Sick time will not be carried over after 12/31/05.

Unused blue vacation days will carryover indefinitely to future years until used.

Unused blue vacation days will not be "converted" to contractual days.

Contractual days must be used first before using Blue Carryover days.

If terminated, the unused Blue Carryover days will be paid out

III. Benefits

All newly recognized bargained employees will be eligible to enroll in the National Bargained Benefit Plan upon being placed into a bargained job code.



Neil Keith
Executive Director-Labor Relations
Cingular Wireless

Dated: 12/13/05