



Communications Workers of America, AFL-CIO

District 6 Arkansas, Kansas, Missouri, Oklahoma, Texas

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Andy Milburn
Vice President

Date: March 7, 2006

To: Local Presidents (AT&T Yellow Pages Only)

From: Mark Franken – CWA Representative *MEF*

Subject: Memorandum of Understanding – Interim Pay for Sales Representatives and
and Account Representatives

Please find enclosed a recently agreed upon MOU regarding interim pay treatment for newly hired Sales Representatives and Account Representatives. The MOU also applies to non-commissioned employees who transfer into these titles.

As outlined in the MOU, this is a trial that will remain in effect for a minimum of one year, after which either party can terminate it. This will, in effect, put more money into the applicable Rep's pockets until they receive a canvass assignment to work. I believe you will find the document to be self-explanatory.

MEF: dlf

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Enclosure



**MEMORANDUM OF UNDERSTANDING REGARDING INTERIM PAY
TREATMENT FOR NEWLY ENGAGED OR TRANSFERRED COMMISSIONED
EMPLOYEES PLACED IN TEMPORARY ASSIGNMENTS PRIOR TO BEING
ASSIGNED TO TRAINING OR TO A CANVASS**

EFFECTIVE FEBRUARY 20, 2006

This Memorandum of Understanding is entered into by SBC Yellow Pages - Southwest and Communications Workers of America for the purpose of implementing a trial program with regard to interim pay treatment for newly engaged and employees transferring from noncommission positions placed in temporary assignments prior to being assigned to initial training or to a canvass. This trial will apply to Account Representative and Sales Representative positions only. This trial will be in effect for a minimum of one year from its effective date. Following the minimum one-year time period, the Company or the Union may terminate the trial at any time after having provided reasonable written notice to the other. Furthermore, the Company shall be under no obligation to continue these daily rates as a result of the trial.

The following procedures will be implemented in all sales offices, existing or to be established within the trial period in SBC Yellow Pages - Southwest:

1. Newly engaged employees and employees transferring from noncommissioned positions to Account Representative or Sales Representative positions who are placed in temporary assignments prior to being assigned to initial training or a canvass without a Market or Personal Assignment will be compensated at the following daily rates:

Account Representative	\$200.00
Sales Representative	\$100.00

The above referenced rates will be paid in lieu of applicable basic weekly salary and commissions. This daily rate will cease when the Representative is provided an assignment and the Representative will be compensated at their appropriate rate(s).

FOR THE UNION:

Mark E. Franken

FOR THE COMPANY:

R. M. Edwards