

**TO:** AT&T SE Local President, District 3 Staff & Secretaries  
**FROM:** Billy O'Dell, Administrative Director to the Vice-President  
**SUBJ:** 3rd Quarter 2019 Surplus Update

District 3 was notified by Labor Relations this morning that changes were being made to the 3rd quarter surplus.

TFS has canceled the remainder of the 3rd quarter surplus of STs and FTs, meaning anyone in those titles who was going off payroll is no longer surplus and will not be leaving the payroll. Employees who have already been granted options and SIPP ready takers will not be affected, the Company considers those options to be in effect. The reason given for canceling the remainder of the surplus is the volume of ST and FT work in TFS has increased.

C&E has moved the off payroll date for the 3rd quarter surplus to November 23, 2019. The date was moved as a result of delaying the Master Ranking Sheet deadline for all surplus employees to August 23. The reason provided for continuing on with the C&E surplus was the capital budget was not increased. Surplussed C&E employees will receive another surplus coverage meeting which will require new bump lists. The Company will include 4th quarter SIPP ready takers as options for surplus employees.

In Unity

cc: Richard Honeycutt, Vice-President, CWA District 3  
Nick Hawkins, Assistant to the Vice-President  
Angie Wells, Administrative Director to the Vice-President  
Robert M. Weaver, District 3 Counsel

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Please see notification from Labor Relations below:

*As a follow up to our conversation, the TFS leadership team will be notifying their employees today that the Q3 2019 surplus of Facilities Technicians and Services Technicians in TFS has been canceled. This only impacts those FT's and ST's in TFS, the remaining surplus will be moving forward with a new off payroll date of November 23, 2019 as we will need to redo all of the bump lists and hold new coverage calls beginning the first week of October. All options that have been already granted will be honored, everyone who is currently receiving SIPP will be honored and we are going to include the Q4 SIPP ready taker list as an option to the remaining surplus employees so we can match as many of them as possible. Hopefully this is received as great news for the impacted TFS folks; let me know if you have any questions.*