

District 3
AFL-CIO

North Carolina, South Carolina,
Tennessee



October 5, 2000

TO: ALL LOCAL PRESIDENTS & STAFF - BELLSOUTH
BARGAINING UNITS

FROM: N. V. Savant *NVS*
Assistant to the Vice President

RE: ITP SCORECARD GRIEVANCES

As you are already aware, we had filed an Executive Level grievance concerning the Company's refusal to meet on ITP scorecard grievances. Attached is the settlement that was reached prior to arbitration. It is patterned from the arbitration decision concerning the posting of results.

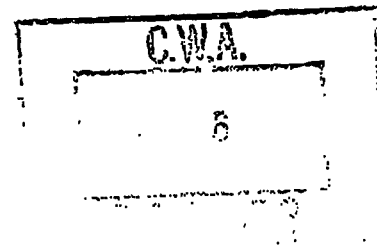
The intent of this settlement is that the Company must meet over a scorecard grievance when the employee has a reasonable belief that the scorecard results are inaccurate due to poor plant, weather conditions, etc. It does not allow the Union to file frivolous grievances merely to bog down the system. We believe this settlement will give the Locals an opportunity to address scorecard results that they did not have in the past.

NVS/da
Attachment

- cc: J. E. Smith, w/attch.
- K. S. Ruth, w/attch.
- B. A. Hicks, w/attch.
- B. J. Witte, w/attch.
- B. T. Lester, w/attch.

opeiu #2

3212



GRIEVANCE NO. B00-ALL-001 ITP SCORECARD GRIEVANCES

BellSouth and CWA have agreed to resolve the above-referenced grievance with the following language:

The parties agree that the processing of grievances concerning ITP scorecards will be governed by the principles set forth in the Posting of Results arbitration award by Arbitrator Holley, Grievance No. B96-ALL-900. In accordance with such award, the parties will meet on a grievance over a scorecard when the Grievant has a reasonable belief that the scorecard results are inaccurate and has provided support that the scorecard results are not accurate.

Disputes regarding the true intent and meaning of the Holley award will be handled as an Executive Level grievance unless the parties agree otherwise.

Neel V. Sarant
For CWA

W. B. [Signature]
For BeHSouth

10-2-00
Date

10-02-00
Date