



August 27, 2026

TO: AT&T SE Local Presidents, District 3 Staff, & Secretaries

FROM: Nick Hawkins, Assistant to the Vice-President

SUBJ: AT&T SE – Field Operations Realignment / AFO & DEG

Today, the District 3 Office received the following information from AT&T Southeast Labor Relations, concerning the integration of management in the AFO & DEG organizations. This information is scheduled for distribution to employees on Friday, August 28, 2026.

As we continue building the Network of the Future, the AFO and DEG Manager Integration will establish an “integrated team” model, enabling managers to lead across customer-facing and network-facing operations. The new management structure will be implemented in two phases, effective September 6 and September 13, while maintaining operational continuity for technicians throughout the transition.

Key Dates

Management Realignment becomes effective,

- *September 6, 2026*
 - *Southeast CWA Core (District 3)*
 - *Midwest IBEW System Council T-3*
- *September 13, 2026*
 - *Southwest CWA (District 6)*
 - *Midwest CWA Core (District 4)*

What Changes Are Coming for Technicians?

For most technicians, the primary change will be to the reporting hierarchy. Some technicians may report through a different management structure as the realignment is implemented. Manager impacts are expected to be limited and primarily administrative, supporting a smooth transition for technician teams.

What Will Remain the Same?

- *Technician vacation schedules will not be affected this year.*
- *Technician work locations will not change this year because of the realignment.*

Technicians should continue following their current schedules, work assignments, and established local procedures unless they receive direct communication about a reporting change. Additional information will be shared as each phase approaches.

Thank you for your continued commitment and flexibility as we implement this transition. Our priority is to provide clear communication and maintain operational continuity throughout the realignment.

Please note that the distribution of this information does not constitute an agreement or acceptance on behalf of the Union. Should you have any questions or concerns regarding this information, please feel free to contact me at the District 3 Office.

cc: Richard Honeycutt, CWA District 3 Vice-President
Nick Hawkins, Assistant to the Vice-President
Billy O'Dell, Administrative Director to the Vice-President
Kelvin Banks, Administrative Director to the Vice-President
Karly Safar, Administrative Director to the Vice-President
Robert Weaver, District Counsel

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