



April 24, 2026

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

FROM: Nick Hawkins, Assistant to the Vice-President

SUBJ: AT&T SE – Testing TKTII & TMTIII – Digital Techs & Systems

Today, the District 3 Office received the attached notice from AT&T Southeast Labor Relations concerning the elimination of the TKTII testing requirement for the Digital Technician and Systems Technician job titles. The company will transition to utilizing the TMTIII test in place of the TKTII for these two job titles. We have requested that employees who have already passed the TKTII test, but are not currently working in the Digital Technician or Systems Technician job titles, be grandfathered and considered qualified. The company is currently considering our request and have responded with the message listed below:

The testing criteria for new entrants into the Digital and System Technicians titles will be transitioning from the TKTII to the TMTIII, this change will become effective on August 1, 2026. Additionally, we will investigate your question on if employees who are currently TKTII qualified will be grandfathered into the TMTIII for purposes of testing qualification.

We will distribute additional information as it becomes available. Please note that the distribution of this information does not constitute an agreement or acceptance on behalf of the Union. As always, 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
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