



COMMUNICATIONS WORKERS
OF
AMERICA
AFL-CIO
LOCAL CHARTER

KNOW ALL PERSONS BY THESE PRESENT THAT:
By Authority of the Constitution this Charter is hereby granted to:
LOCAL 3106
of the Communications Workers of America, with the following
jurisdiction:

"Over all work performed by employees eligible for Union membership employed by:
BellSouth Telephone and Telegraph; BellSouth; BellSouth Advertising and Publishing
Corporation; BellSouth Utilities; BellSouth Communications Service; American Telephone and
Telegraph Communications; Cingular Wireless; A-1 Center BellSouth Solutions; SBC Telecom;
BellSouth Business Systems; BellSouth Long Distance; Lucent Technologies; AVAYA
Communications, Inc.; (Excluding those employees who were originally employed by American
Telephone and Telegraph Long Lines and Overseas Operators Services) in the following cities:
Baldwin, Ferrandina Beach, Fort George, Green Cove Springs, Jacksonville, Jacksonville Beach,
Mandarin, Maxville, Middleburg, Orange Park, Penny Farms, Ponte Verdra Beach, and Yulee
Florida; and such other jurisdiction as may be assigned by the Executive Board of the Union."

This Charter is granted with all the rights and privileges conveyed in the
Constitution upon the condition that the said Local shall at all times comply
with the Constitution and the Rules and Regulations thereunder and
may be revoked only upon violation thereof and in accordance with the
provisions of the Constitution.

In witness whereof we have hereunto attached our signatures and caused
the seal of the Communications Workers of America to be affixed.

Dated this 1st day of April 20 04

Morton Bahn
President

Shirley Tattling
Secretary-Treasurer

