

CWA District 3 – AT&T Southeast Utility Operations

Summary of 2015 Tentative Agreement

October 19, 2015

2015 bargaining has been difficult and challenging for the Utility Operations Contract and other AT&T SE Agreements. We believe we have achieved a fair contract, especially when this tentative agreement is compared with the Company's initial positions regarding wages, benefits and work rules.

Highlights:

Wages

3% year 1, 3% year 2, 2.25% year 3, 2.5% year 4

Article 1 Definitions

Updated language reflecting current Company entities.

Article 3B

When an employee has worked 18 hours in a week, they will have the right to refuse further overtime.

Article 5A1c

Increased Personal Paid Days from 3 to 4 for all employees who have two or more years of seniority.

Appendix B

Increased the Boot Allowance from \$85 to \$100.

Appendix A: AT&T Pension Benefit Plan

Improved the pension benefit significantly by moving pre August 8, 2009 employees into the BCB2 plan.

New Letter

Added one member from Utility Operations to the Core Article 16 Joint Occupational Safety and Health Committee.

Renewed the following Letters and MOAs

- * Inclement Weather Work Policy
- * Short Term Disability Letter
- * Promotional Wage Treatment
- * Excused Time for Union Activity

Healthcare and benefits were negotiated at the Common Interest Table. The details are listed in the AT&T SE Final Bargaining report.

Your Bargaining Committee unanimously recommends ratification of this tentative agreement.