

CWA District 3 – AT&T Southeast

Summary of 2015 Tentative Agreement

October 19, 2015

Wages:

- 4 year agreement
- 3%, 3%, 2.25% and 2.5% increase for all employees. 2015 increase retro to September 6, 2015.

Benefits:

- Pension Bands Increased 1% each year
- Retained Managed Care Specialist and Claims Facilitator
- Retained Partnership Appointee
- Added Wellness and Disease Management programs in 2017
- 1.5% increase in health care cost share in the first year of the agreement, then 1% increase in cost share in each of the following years. '2012 New Hires' included with current employees for health care. Added a second option with lower premiums.

Option 1 - Network	2016 (June)	2017	2018	2019
Monthly Contributions	83 / 206	95 / 236	105 / 260	119 / 295
Deductible	550 / 1100	600 / 1200	650 / 1300	700 / 1400
Medical OOPM	2750 / 5500	3000 / 6000	3250 / 6500	3500 / 7000
Rx Copays (Retail)	10, 35, 60	10, 35, 60	10, 35, 60	10, 35, 70
Rx Copays (Mail Order)	20, 70, 120	20, 70, 120	20, 70, 120	20, 70, 140
Rx OOPM	1200 / 2400	1200 / 2400	1200 / 2400	1200 / 2400

Option 2 - Network	2016 (June)	2017	2018	2019
Monthly Contributions	24 / 60	36 / 89	50 / 124	69 / 171
Deductible	1300 / 2600	1300 / 2600	1300 / 2600	1300 / 2600
Medical OOPM	6450 / 12900	6450 / 12900	6450 / 12900	6450 / 12900
Rx Copays (Retail)	9, 35, 70	9, 35, 70	9, 35, 70	9, 35, 70
Rx Copays (Mail Order)	18, 70, 140	18, 70, 140	18, 70, 140	18, 70, 140
Rx OOPM	Integrated	With	Medical	

'2015 New Hires' (employees hired after ratification)

Option 1 - Network	2016 (June)	2017	2018	2019
Monthly Contributions	132 / 327	138 / 342	144 / 357	151 / 374
Deductible	550 / 1100	600 / 1200	650 / 1300	700 / 1400
Medical OOPM	2750 / 5500	3000 / 6000	3250 / 6500	3500 / 7000
Rx Copays (Retail)	10, 35, 60	10, 35, 60	10, 35, 60	10, 35, 70
Rx Copays (Mail Order)	20, 70, 120	20, 70, 120	20, 70, 120	20, 70, 140
Rx OOPM	1200 / 2400	1200 / 2400	1200 / 2400	1200 / 2400

Option 2 - Network	2016 (June)	2017	2018	2019
Monthly Contributions	73 / 181	80 / 200	90 / 222	101 / 250
Deductible	1300 / 2600	1300 / 2600	1300 / 2600	1300 / 2600
Medical OOPM	6450 / 12900	6450 / 12900	6450 / 12900	6450 / 12900
Rx Copays (Retail)	9, 35, 70	9, 35, 70	9, 35, 70	9, 35, 70
Rx Copays (Mail Order)	18, 70, 140	18, 70, 140	18, 70, 140	18, 70, 140
Rx OOPM	Integrated	With	Medical	

- Maintained 52 weeks of Short Term Disability for current employees. '2015 New Hires' (employees hired after ratification) will be limited to 26 weeks of Short Term Disability.

Core Articles:

Article 1 through 3 - No changes

Article 4.06 – Network Operations employees will be assigned no more than 10 hours of overtime in a calendar week during 4 months of the year. (currently 3 months)

Article 5.05H -All employees, except Large Business and DSG, may designate 3 EWD to be used flexibly. (currently 1 or 2 depending on organizational unit)

Article 5.07F1 – Allows for other ways for employees to request time off (new language)

Article 6.02A – '2015 New Hires' (employees hired after ratification) will be capped at 5 paid illness equivalent days (new language)

Article 6.04A4 – Employee may be paid for up to one session per year to attend election training (new language)

Article 7.01C1 – Employees will be assigned equal level vacancies in their Family of Skills in any organizational unit (new language)

Article 7.01N - Employee given consideration for vacancies across state lines after all stay-on-payroll options exhausted (new language for BST and Billing)

Article 7.02A3 & 7.02A8 – Extend recall rights to 5 years (currently 4 years)

Article 8.03A1e – Allow one ESIPP request outside of the employee’s organizational unit within their Skill Group and home state (new language)

Article 9 through 23 – No changes

Article 24.05D2 – Any employee with 29 or more years of service will have 52 weeks eligibility in the Partnership Job Bank (improved table)

Article 25 – No changes

Appendix A Part III – Added Digital Technician to Skill Group 9 (new language)

Appendix C Part XI – Renewed one-time exception for Personal Illness Absence

Appendix C Part XVI – Renewed Uniform Program adding Field Services Technician

- No change to non-decreasing lump sum option

UFO Network Addendum:

- **\$0.75** per hour wage increase for Wire Technicians before the GWI

Section 1.03 – Added Articles 1.02, 1.12 and 2.07 from the core agreement

Section 4.01 – Scheduling by seniority, schedules posted 2 weeks in advance, and guaranteed the opportunity to work 40 hours per work

Section 4.05A – 14 Hour cap on weekly overtime, define service emergency

Section 4.05B – Personal Days Off, UA and UAP, and hours worked on Sundays and Holidays will count toward the 40 hour overtime threshold

Section 4.06 – Night differential changed to 6pm to 6am

Section 4.12C – Increase meal allowance from \$30 to \$37 for overnight trips

Section 4.12D – Temporary transfers by seniority

Section 5.10 – Added ability to carryover personal days off

Section 5.12 – Added option for 2 personal guaranteed days off

Section 5.13B – Added time off to participate in governmental elections

Section 5.14B – Added additional 5 unpaid days for bereavement

Section 6.02 – Relocation of work by seniority

Section 6.03 – Three week advance notice to employees of layoff

Section 8.01, 8.02 and 8.03 – Added language similar to Article 18 from the core contract

Section 9.02B – Allows Company to grant additional wage credit in a tight labor market

Section 10.01A-F – Added ATT SE Partnership program for Educational Assistance

Section 12.01 – Added Continuous Bargaining

- Letter allowing Wire Techs to wear shorts and other clothing options provided in the Branded Apparel Program.
- Renewed letter stating the Company intends to use bargaining unit employees on premise work
- Wire Technician 'Scope of Work' will be included in the contract. In addition to current duties, Wire Technicians will be allowed to perform port swaps, pair changes, install and remove bridge tap cancellation devices, and place and repair fiber drops. Wire Technicians will be prohibited from doing splicing of any copper or fiber cable pairs.

Letters, MOAs and MOUs:

- MOU - Renew Aligning for Success (LGP/NSB Process and Process Improvement Position)
- MOA - Military Leave paid for 30 months in addition to current contract language
- MOA - One time opportunity for WS23s in Home Solutions and Small Business to move to WS27

- MOA – Added FT to MOA allowing ST, FT and OPT to bump Wire Techs
- Added letter stating No layoff of FT, ST and OPT for one year
- Added a letter to require 2 forms of notification prior to assigning connecting overtime
- Added a letter that allows business units to allow more vacation time to be used flexibly
- Added a letter allowing employees in Home Solutions to express preference for off days when subject to Saturday scheduling
- Renewed modified duty letter for employees returning from STD
- Renewed letter for UA time counting toward FMLA
- Renewed letter for 5 year SIPP look back for demoted employees
- Renewed letter on Safe Load Limit
- Renewed letter on Jessica Lunsford Act
- Renewed letter on Presidential Council
- Renewed National Transfer Plan
- Renewed Card Check
- Added Successorship Clause
- Joint Contract Training following ratification
- Correct NCS date to original hire date for employees hired as part-time 1/1/2003 – 12/31/2015