SUMMARY OF TENTATIVE AGREEMENT BETWEEN COMMUNICATIONS WORKERS OF AMERICA DISTRICT 2-13 and DISTRICT 7 AND

AT&T CORP.

MID-ATLANTIC & WEST

FEBRUARY 2017



DIRECTV/ AT&T CORP. MID-ATLANTIC AND WEST – SUMMARY TENTATIVE AGREEMENT FEBRUARY 16, 2017

After bargaining with AT&T Corp. on a transition agreement for DirecTV Field Service Technicians, Warehouse Assistants, Office Coordinators, Administrative Support Assistants, CWA and AT&T Corp. have reached a tentative agreement on the terms and conditions of employment for approximately 300 bargaining unit members at AT&T. This agreement provides for language preventing technicians from being sent home after reporting to work for a full tour; savings in healthcare costs; participation in AT\(\text{T}\)'s Success S\(\text{Taring Plan (SSP) and provides for increases in wages and the ability to have both a pension and 401(K).

Duration of Contract:

The terms of the contract will become effective, unless otherwise noted, upon Ratification, and will remain in effect until 11:59 p.m., April 9, 2018.

1. Wages and Other Compensation

All employees will receive 2 wage increases within a 20-day span. The first increase will be effective 3/19/17 and the second increase will be a 3% increase on 4/9/2017.

a. General Wage Increase. The increases listed below are applied to all steps

in the basic wage schedules on the date indicated:
Effective 3/19/2017, all titles will receive an increase in pay when the are moved to a new wage scale (see new wage schedules for this 3/19/17 increase in the charts below).
Effective April 9, 2017, wage schedules for all titles will be increased by 3%
A progression increase for all titles will occur on both 9/17/17 and 3/18/18 now that DTV is part of the Legacy TAT&T contract.

The minimum time interval between steps will be six (6) months.

(Effective 3/19/2017)

Premise Technician

(Time in Title/Location: 36/12 months)

Wage Area

(Albany, OR; Albuquerque, NM; Bend, OR; Denton, MD; Dover, DE; Hanover, MD; Medford, OR; Portland, OR; Wyoming, DE) (Zone A)

Step	Weekly Wage
1	\$512.00
2	\$544.00
3	\$577.50
4	\$613.50
5	\$651.00
6	\$692.00
7	\$735.00
8	\$781.00
9	\$829.50
10	\$881.00
11	\$935.00

Premise Technician					
(Time in Title/Location: 36/12 months)					
Wage Area					
(Alamogordo, NM; Clovis,	(Alamogordo, NM; Clovis, NM; Portales, NM) (Zone B)				
Step	Weekly Wage				
1	\$384.50				
2	\$419.50				
3	\$457.00				
4	\$498.50				
5	\$543.50				
6	\$592.50				
7	\$646.50				
8	\$704.50				
9	\$768.50				
10	\$838.00				
11	\$913.50				

Administrative Support Assistant (Time in Title/Location: 36/12 months)				
Wage Area (Hanover, MD) (Zone A)				
Step	Weekly Wage			
1	\$449.50			
2	\$461.50			
3	\$474.00			
4	\$487.00			
5	\$500.00			
6	\$513.50			
7	\$527.50			
8	\$541.50			
9	\$556.00			
10	\$571.00			
11	\$586.50			

Office Coordinator (Time in Title/Location: 36/12 months)					
Wage Area					
(Albany, OR; Albuquerque, NM; Hanover, MD) (Zone A)					
Step	Weekly Wage				
1	\$500.00				
2	\$516.50				
3	\$533.50				
4	\$551.50				
5	\$569.50				
6	\$588.50				
7	\$608.00				
8	\$628.00				
9	\$649.00				
10	\$670.50				
11	\$692.50				

Warehouse Assistant

(Time in Title/Location: 36/12 months)

Wage Area
(Albany, OR; Albuquerque, NM; Bend, OR; Denton, MD;
Hanover, MD; Medford, OR) (Zone A)
All inclusive

Step	Weekly Wage
1	\$490.50
2	\$507.50
3	\$525.50
4	\$544.00
5	\$563.00
6	\$583.50
7	\$603.50
8	\$624.50
9	\$646.50
10	\$669.00
11	\$692.50

Warehouse Assistant				
(Time in Title/Location: 36/12 months)				
Wage Area				
(Alamogordo, NM) (Zone B)				
Step	Weekly Wage			
1	\$420.00			
2	\$439.00			
3	\$459.00			
4	\$479.50			
5	\$501.50			
6	\$524.00			
7	\$548.00			
8	\$572.50			
9	\$598.50			
10	\$625.50			
11	\$654.00			

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- b. Success Sharing Plan (SSP). CWA members will be eligible to receive annual lump sum cas paymen is based on AT□T's slock price appreciation and AT&T dividend rate. The award payout for 2018 will be made during the last full pay period in November 2018.
- c. Sunday Premium The first eight (8) hours worked on Sunday will be paid at time and a half (1 ½). In addition, all hours count towards the overtime build for the week.

2. Work related language

- a. Seniority All Net Credit Service (NCS) time earned under DirecTV will count towards Term of Employment (TOE) with AT&T Corp.
- b. Overtime A limit/cap of 17 hours on the amount of overtime hours technicians can be forced to work in a week. This does not limit the number of volunteer hours an employee can work.
- c. Schedules All schedules will be posted 1 week in advance. If a technician is not given notice of a schedule change at least 12 hours in advance, they will receive 2-hours pay.
- d. Cancellation of Hours If an employee begins the scheduled workday, managemen canno cancel employee's cours for emainder of that workday.

3. Time Off

a. Holidays – 6 paid holidays will be observed:

New Year's Day Memorial Day Independence Day Labor Day Thanksgiving Day Christmas Day

- 1). When a holiday falls during a week in which an employee is on vacation, the day will be treated as a holiday, not as a vacation day.
- **2).** Holidays that fall on a Sunday will be observed on the following Monday. When a holiday falls on a Saturday, and an employee is not scheduled to work, employees will be given another day off in a subsequent week or a preceding week as determined by the Company.

b. Vacation -

- -One (1) week of vacation upon completion of six (6) months of service
- -Two (2) weeks of vacation upon completion of twelve (12) months of service.
- -Three (3) weeks of vacation to any employee who could complete seven (7) years of service or more but less than fifteen (15) years of service within the vacation year.
- -Four (4) weeks of vacation to any employee who could complete fifteen (15) years of service or more but less than twenty-five (25) years of service within the vacation year.
- -Five (5) weeks of vacation to any employee who could complete (25) years of service or more within the vacation year.

c. Personal Days Off

Each employee who has completed six (6) months of service will be eligible for eight (8) paid personal days off each vacation year.

4. Personal Illness

a. After one (1) year of service employees shall be paid for absences due to personal illness on scheduled workdays, up to five (5) paid days not to exceed forty (40) hours per calendar year.

5. Health Care

a. AT&T began implementing the non-bargaining "managemen □plans" (Gold, Slver, Bronze) while DIRECTV employees were organizing for union protection and held an open enrollment for DIRECTV members to join those plans before they began bargaining with your representatives. Under this agreement, DIRECTV members will be in those management plans until June 1, 2017. After June 1, 2017, DTV employees will have 2 options to choose from at lower rates.

Provision	Current Employees, 2009 New Hires, 2012 New Hires and 2015 New Hires
Bigibility for Company Subsidy	Ourrent Employees, 2009 New Hires, 2012 New Hires & 2015 New Hires No change from ourrent program except as provided below.
	Individual Coverage: Company subsidy for Employees enrolled in Company sponsored Individual medical coverage (including fully insured coverage options, if available) will continue to begin on the first day of the month in which 90 days of net credited service (NCS) is attained (also referred to asterm of employment (TOE)). Employees with less than 90 days of NCS will be eligible to enroll in Companyisponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage.
	Family Overage: Company subsidy for Employees enrolled in Company sponsored medical coverage other than Individual coverage will continue to begin on the first day of the month in which 6 months of net credited service (NCS) is attained (also referred to asterm of employment (TOE)). Employees with less than 91 days of NCS may enroll in Company sponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage. Employees with more than 90 days of NCS and less than 6 months of NCS may enroll in Company sponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage reduced by the company subsidy for the Individual coverage tier.

Active	Ourrent Employees, 20	09 New Hires, 2012	New Hires & 2	2015 New Hires	
(Full-Time) Montinly Contributions	Ourrent Employees, 2009 New Hires & 2012 New Hires have a choice between the following options:				
	Option 1:	lonthly Contributio	n Amounte		
	14	2016	2017	2018	
	Individual	\$96	\$119	\$129	
	Family	\$214	\$246	\$267	
	1 anniy	7211	Q2 10	4201	
	Option 2:				
		onthly Contribution	Amounts		
		2016	2017	2018	
To the second se	Indívidual	\$24	\$36	\$50	
	Family	\$60	\$89	\$124	
	2015 New Hireshave a	<u>choice between the</u>	e following two	options	
	Option 1:				
-			on Amounts		
		2016	2017	2018	
	Individual	\$161	\$173	\$176	
	Family	\$332	\$356	\$362	
	Option 2:				
	,	Contributi	on Amounts		
1		2016	2017	2018	
	Individual	\$73	\$80	\$90	
	Family	\$181	\$200	\$222	J
]					
Active	Ourrent Employees, 200		New Hires & 20	015 New Hires	
(Par⊡time)	No change from current	program.			
Monthly					
Contributions					

PARTICIAL S	Annual Ourrent Employees, 2009 New Hires, 2012 New Hires & 2015 New Hires ductibles								
Doddoninos	Option 1:								
		201	6	2	017	20	018		
		letwork &	Non-Network	Network &	Non-Network	Network &	Non-Network		
		raditional ndemnity		Traditional Indemnity		Traditional Indemnity			
	Ind \$	550	\$1,300	\$ 550	\$1,300	\$ 600	\$2,100		
	Family \$	1,100	\$2,600	\$1,100	\$2,600	\$1,200	\$4,200		
		Annual Deductible Provisions: No change from current program.							
	Option 2:								
		<u>201</u>		<u>2</u>	<u>017</u>	<u>20</u>	<u>)18</u>		
	T	etwork & raditional idemnity	Non-Network	Network & Traditional Indemnity	Non-Network	Network & Traditional Indemnity	Non-Network		
	1		\$3,900	\$1,300	\$3,900	\$1,300	\$3,900		
	,		\$7,800	\$2,600	\$7,800	\$2,600	\$7,800		
	Annual Deductible	Housons:							
	☐ The following	nal Deductible ng costs paid b	can be met by c ly the participan	one or a combin	nation of covered fa vard the applicable				
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	The following or Non@Network Pressor	ral Deductible ng costs paid b work Deductib iption drug all	can be met by o y the participan le amounts: owable charges	one or a combir at also apply tov of eligible expe	ation of covered fo vard the applicable enses.	amily members.			
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Copay / Coinsurance 2016 2017 2018	
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Provision	Current Employe	es, 2009 New Hires, 2	012 New Hires and 2015	New Hires			
Emergency	Ourrent Employees, 2009 New Hires, 2012 New Hires & 2015 New Hires						
Facility/ Professional Services	Option 1:						
Copay / Coinsurance (Emergencies)	Network & Non- Traditional Network Indemnity \$0/10% \$0/10% After Ded After Ded	Network & Non- Traditional Network Indemnity S0 / 10% S0 / 10% After Ded	2018 Network & Non- Traditional Network Indemnity S0 / 10% After Ded After Ded				
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Hospital Inpatient/ Outpatient Fadlity/ Professional Services	Ourrent Employees, 2009 New H	ires, 2012 New Hirees & 2015 N	kew Hires				
Copay / Coinsurance	2016 Network & Non- Traditional Network Indemnity S0 / 40% After Ded After Ded Option 2	2017 Network & Non- Traditional Network Indemnity S0 / 10% S0 / 40% After Ded After Ded	2018 Network & Non- Traditional Network Indemnity S0 / 10% \$0 / 50% After Ded After Ded				
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6. Pensions and Retirement Security

a. DTV Employees shall be eligible to participate in the benefit plans on the same terms, conditions and provisions in effect as of the effective date of this MOA as provided to similarly situated DIRECTV non-bargained employees, as described in the applicable Summary Plan Description and Summary Material Modifications, except as noted herein.

AT&T Retirement Savings Plan

DIRECTV Program of the AT&T Pension Benefit Plan

- b. Effective June 1, 2017, DTV Employees' DIRECTV Program benefit will not be credited with additional compensation or service. However, Interest Credits, where applicable, will continue to apply.
- c. Effective June 1, 2017, Employees shall be eligible to participate in the following benefits plans as defined in Article 19 of the 2015 AT&T Corp. bargaining Agreement for 2009 New Hires, 2012 New Hires, and 2015 New Hires.

AT&T Retirement Savings Plan

Bargained Cash Balance Program #2 of the AT&T Pension Benefit Plan

7. Other Benefits

- a. All employees will be covered by the AT&T Tuition Assistance Plan (TAP)
- **b.** All employees covered by this agreement will be eligible to participate in all AT&T Employee Discount programs.

8. Grievance and Arbitration Procedures

- **a.** Employees have a means to resolve disputes thru a three (3) step grievance procedure.
- **b.** Grievances must be filed within 60 calendar days of the disputed action.
- c. If the grievance procedure does not result in the settlement of differences, the Union may advance the grievance to arbitration for an impartial arbitrator to hear the case.

Wage Schedules - Appendix A

	Premise Technician		
(Time	(Time in Title/Location: 36/12 months)		
	Wage Area		
(Albany, OR; Albuqu Hanover, MD;	(Albany, OR; Albuquerque, NM; Bend, OR; Denton, MD; Dover, DE; Hanover, MD; Medford, OR; Portland, OR; Wyoming, DE)		
	(Zone A)		
Step	Effective 3/19/17	Effective 4/9/17	
1	\$512.00	\$512.00	
2	\$544.00	\$545.50	
3	\$577.50	\$581.00	
4	\$613.50	\$619.00	
5	\$651.50	\$659.50	
6	\$692.00	\$702.50	
7	\$735.00	\$748.50	
8	\$781.00	\$797.00	
9	\$829.50	\$849.50	
10	\$881.00	\$904.50	
11	\$935.50	\$964.00	

	Premise Technician		
(Time in Title/Location: 36/12 months)			
	Wage Area		
(Alamogordo	(Alamogordo, NM; Clovis, NM; Portales, NM) (Zone B)		
Step	Effective 3/19/17	Effective 4/9/17	
1	\$384.50	\$384.50	
2	\$419.50	\$420.50	
3	\$457.00	\$460.00	
4	\$498.50	\$503.00	
5	\$543.50	\$550.00	
6	\$592.50	\$601.50	
7	\$646.50	\$658.00	
8	\$704.50	\$719.50	
9	\$768.50	\$787.00	
10	\$838.00	\$860.50	
11	\$913.50	\$941.00	

	ninistrative Support Assista ime in Title/Location: 36/12 months	
	Wage Area	
	(Hanover, MD) (Zone A)	
Step	Effective 3/19/17	Effective 4/9/17
1	\$449.50	\$449.50
2	\$461.50	\$463.00
3	\$474.00	\$477.00
4	\$487.00	\$491.00
5	\$500.00	\$506.00
6	\$513.50	\$521.00
7	\$527.50	\$536,50
8	\$541.50	\$553.00
9	\$556.00	\$569.50
10	\$571.00	\$586.50
11	\$586.50	\$604.00

	0.66		
	Office Coordinator		
[(Tim	e in Title/Location: 36/12 months)		
	Wage Area		
(Albany, OR;	(Albany, OR; Albuquerque, NM; Hanover, MD) (Zone A)		
Step	Effective 3/19/17	Effective 4/9/17	
1	\$500.00	\$500.00	
2	\$516.50	\$518.00	
3	\$533.50	\$537.00	
4	\$551.50	\$556.50	
5	\$569.50	\$576.50	
6	\$588.50	\$597.50	
7	\$608.00	\$619.00	
8	\$628.00	\$641.50	
9	\$649.00	\$664.50	
10	\$670.50	\$688.50	
11	\$692.50	\$713.50	

	V	
Warehouse Assistant		
(Time in Title/Location: 36/12 months)		
Wage Area		
(Albany, OR; Albuquerque, NM; Bend, OR; Denton, MD;		
Hanover, MD; Medford, OR) (Zone A)		
Step	Effective 3/19/17	Effective 4/9/17
1	\$490.50	\$490.50
2	\$507.50	\$509.00
3	\$525.50	\$528.50
4	\$544.00	\$549.00
5	\$563.00	\$570.00
6	\$583.00	\$591.50
7	\$603.50	\$614.00
8	\$624.50	\$637.50
9	\$646.50	\$662.00
10	\$669.00	\$687.50
11	\$692.50	\$713.50

	Warehouse Assistant	
(Tim	e in Title/Location: 36/12 months))
	Wage Area	
	(Alamogordo, NM) (Zone B)	
Step	Effective 3/19/17	Effective 4/9/17
1	\$420.00	\$420.00
2	\$439.00	\$440.50
3	\$459.00	\$461.50
4	\$479.50	\$484.00
5	\$501.50	\$507.50
6	\$524.00	\$532.00
7	\$548.00	\$557.50
8	\$572.50	\$584.50
9	\$598.50	\$613.00
10	\$625.50	\$642.50
11	\$654.00	\$673.50