

CWA / AT&T (Legacy T)
Summary of Tentative Agreement (TA)
2018

The following is a summary of the changes in the 2018 AT&T / CWA Tentative Agreement (TA). More details will be given to Local Presidents at the contract explanation meeting scheduled for July 9, 2019.

Additionally, Shari Wojtowicz, National Mobilization Coordinator, has offered to compile a list of questions in advance of the meeting so our office can research and be prepared to answer those questions efficiently. Please send those questions to: cwamobilization2018@gmail.com

If an article is not mentioned in this summary that would indicate no substantive changes were made and the article was carried forward, keeping in mind date changes were made where applicable.

Over the last year and a half, the Bargaining Committee was continually faced with regressive proposals from the Company. From the beginning, your Bargaining Team fought for what we felt was right and were able to overcome many of those regressive Company proposals.

The Company essentially attacked each Article in the contract. We had to fight to maintain the current language and they attacked key elements of the agreement, such as:

- Eliminate Card Check and Neutrality
- Reducing the Watermark to 1630
- Article 43 watermark to 530
- Increasing all health care contributions to 32%
- No rolling in of the 2015 new hires

These are just a few examples of the regressive proposals that the Bargaining Team fought off.

We thank you for your support during this protracted round of bargaining. Although not perfect, we believe it's time for the membership to see this agreement and make a decision on their future.

As you go through this you will see that there are many places that the membership has gained ground. We will be sending out charts to illustrate examples on the "New Dollars" at a glance. The numbers may change due to different rounding but they are very close.

Continued by Article

Article 1

Updated to reflect incorporation of USVI and Appendix A

Article 14

Updated to reflect the change in time around ergonomics maintaining the requirement for the company to provide ergonomic training

Article 15

Wage increases of 3% / 3% / 2.25% / 2.25% with six (6) months retroactivity

Article 19

- Prevented the Company from continued cost shifting by capping current health care at 29% for life of Agreement
- Moved 2015 New Hires from 32% to 29% cost share
- Maintained 2 options for employees:
 - Option 1: with higher contributions (premiums) and lower deductibles and continuing with employees being eligible for RX without first meeting a deductible (no RX integration);
 - Option 2: with lower monthly contributions (premiums) and higher deductibles.
- Surcharges – no spousal surcharge for 2019 & 2020 – beginning in 2021 it only applies if your spouse has coverage with their employer (outside AT&T)
- Tobacco surcharge ONLY applies if you or your spouse are a smoker AND do NOT participate in an engagement program. Commitment from AT&T in writing that an engagement program will not require an individual to reach non-tobacco user status. These programs are intended to assist in stopping smoking but not a requirement that you successfully stop smoking.

Continued Dental, Vision, Disability, Care Plus, Life Insurance programs.

Article 20

Beginning in calendar year 2020: individuals hired prior to 6/26/15, who are currently eligible for five (5) or seven (7) paid personal illness days, will be eligible for ten (10) days;

Beginning in calendar year 2021: employees who had 25 years of service as of ratification will be eligible for ten (10) personal illness days a year, PLUS ON AN ANNUAL BASIS if an individual finds themselves out of paid personal illness days and has an absence leading up to disability those absence days will be paid. All other employees continue to be eligible for this exception one time during the Agreement.

Article 21

Expanded ability to utilize all EWD flexibly

Article 32-43

Updated to remove titles that have been unpopulated for a long period of time. We created a letter, should the Company repopulate the titles, and eliminated 39 as no titles were staffed in these articles; negotiated to move titles from A38 (DPA III and DPA IV) to A41 and eliminated A38.

Article 35

Moved references to metro segments to Appendix 6.

Article 43

- Maintained the certification payment schedules, as well as other components of the program.
- Updated to reflect the sale of the IDC. These technicians are now part of EVOQUE Agreement,
- Increased on call payments to \$35 for non-scheduled day and \$20 for scheduled day,
- Watermark not to go below 600 through the Agreement now tied specifically to the NTS title

Article 45

- Now covered under Article 20: providing same time off for items such as funeral as individuals covered by other functional articles.

Exhibit 1

Updated to remove Social Security numbers to protect members' identity; replaced with *attuid*.

Appendix 3

Updated to more broadly define the universes for surplus providing more protection of seniority.

Electronic Monitoring

Maintained securities regarding discipline while providing ability for additional feedback.

Eliminated the electronic monitoring trial language.

Success Sharing Plan

SSP with no GAP, meaning still eligible for SSP during the time we did not have a contract.

The Alliance

We were able to bargain a continued commitment to training which will be jointly developed as soon as possible after ratification. The program will be seeded with monies being returned from The Alliance reserves PLUS up to \$6M. (*100% of the monies will go towards training.*) AT&T Management will absorb all overhead costs.

Funds for Alliance (FAD): although The Alliance is closing, we bargained that employees who are involuntarily laid-off thru 1/1/20 will continue to have the same FAD programs and eligibility they had through The Alliance. This includes individuals who elect an option under ATTOP.

Employment Security

Updated the organizational names: maintaining the restrictions on the Company as it relates to VTP and contracting, we are still the only Core Contract with a watermark. The watermark protects essentially 75% of the unit (2664 6/30 headcount) and prevents the Company from staffing jobs in the appendix to meet this commitment. The only Core Contract with a limited layoff clause. Limiting involuntary layoffs to 400 reduced from the current Agreement of 500 (that's less than 15% of the unit can be laid off involuntarily).

Continued

JOG

Card Check & Neutrality

Successorship language

Paid Parental Leave

Two weeks leave for new parent (adopted or birth) during 1st year; this is in addition to disability that a mother is entitled to.

Appendix A

Now includes the following Articles/Letters from Core

- Article 13 Personnel Records
- Article 14 Safety
- Article 31 Military
- Service Anniversary
- Success Sharing Plan
- Parties Demands
- Successorship

Following improvements to language

- 4.4.c - Increase Union Unpaid Time to 400 hours
- 5.6 – Management can schedule one (1) personal day instead of two (2)
- 6.6 OT Cap to 16 hours from 17 hours
- Time Title/Location – Reduce from 36/12 to 30/12

Transfers

- Regular Limited Terms have Access to ATS
- 8.1 Mutual Agreement to Waive Time and Title

Force Adjustment

- Layoff by Seniority
- Voluntary Option at Company Discretion
- 8.3 from 2 weeks to 4 weeks

Layoff Allowance

- 8.4 from 4 weeks to 6 weeks

Priority Rehire

- 8.5 – Priority to Rehire 24 months

USVI

Successorship follows Core

Increased Term Pay from 28 weeks to 36 weeks

Cable Station Technicians on payroll as of September 3, 2017 will be grandfathered for the following test(s): TKT II and TMT III

Wage increases like Core