

Final Bargaining Report CWA District 9

CWA & DIRECTV 2024-2027

A Message from Your District Vice President and Your Elected Bargaining Committee

Dear CWA District 9 Brothers, Sisters and Siblings:

Your Elected Bargaining Team worked diligently to get every cent and every improvement possible and your committee has reached a tentative agreement during unprecedented conditions:

Talking Points:

- 14% wage increase over 4 years.
- COLA included with annual raises
- Medical benefits costs are being reduced
- Job Security – Voluntary Layoffs agreement
- Required overtime CAP has been reduced from 14 to 12 hours
- There is now a 54 hour rule for double-time pay when working overtime
- Tuition Aid
- Nano-degrees
- Preventative prescriptions now included in medical benefits
- Lowest wage schedule eliminated for technicians
- Consecutive days off scheduling
- Job title change to Services technician
- Holiday memorialized into permanent status
- Internal transfer clarity for “Work – Day”
- No Strike. No Lockout
- Cancel Horizons
- Maintained Successorship
- Mutual Respect
- Maintained the 3 Step Process
- Reduced number of allowed Stewards

Based on the surveys that were returned from the membership your elected bargaining team worked to achieve an agreement that benefits all employees. The five categories used were ranked by the membership in the following order:

1. Wages; 2. Benefits; 3. Employment security; 4. Working conditions; 5. Other goals and comments

Talking Points:

The Bargaining committee used the surveys and the input from the Locals to build its proposals.

All titles were taken into consideration.

The company was clear they were not interested in any improvements for time paid for hours not worked.

1. **Wages:** 14% increase to all titles over the life of the 4-year contract.
 - a. **Retroactive to April 7th, if ratified by May 10th 2024.**
2. **Benefits:** Maintained medical, dental, vision. All maintained with lower cost.
3. **Employment Security:** Voluntary Layoff process has been established. Internal transfers will take place via "Work-Day".
4. **Working conditions:** Consecutive days off scheduling. 54 Hour Double time rule implemented. Overtime CAP reduced to 12 hours.
5. **Other Goals and comments:** COPE was established, Electronic Membership signup was established, Title change, MOA's brought into contract.

Out of the top 21 items on the survey the following is a summary:

- | | |
|--|---|
| 1. Base wage increase achieved . | 12. Pension increase for retirees did not achieve . |
| 2. Protect Healthcare achieved . | 13. Maintain/improve Overtime Language achieved . |
| 3. Retain 401K achieved . | 14. Maintain/improve ESB/VSB Voluntary Layoff process |
| 4. Job security retained and limited improvements . | 15. Improve scheduling-6 day/weekends Yes . |
| 5. Stop movement of work did not achieve . | 16. Classroom training did not achieve . |
| 6. Eliminate Subcontracting did not achieve . | 17. Maintain/Improve differentials NA . |
| 7. Pension band increase did not achieve . | 18. Tittle upgrades did not achieve . |
| 8. Preserve Article 2 NA | 19. Apprenticeship Program did not achieve . |
| 9. Retain SSP NO | 20. Maintain/Improve Horizons Tuition aid achieved . |
| 10. Improve Vacation and time off did not achieve . | 21. Improve expand Article 9 Safety Maintained . |
| 11. Ratification Bonus NO . But retroactively applied to April 7 th if ratified by May 10 th . | |

Talking Points:

Out of top 21 - 10 items were addressed by achieving, improving or maintaining and 11 were not.

The above section is added to try and be as transparent as possible in regards to what we achieved from the surveys and what we did not.

(1) A lower paid Wage Scale was eliminated.

(2) Kaiser was maintained.

(5,6) Subcontracting was discussed. We were not able to gain any significant movement to pin the Company down to percentages. There is small change in the Subcontracting Letter.

(12) Company has a retiree rehire plan. But no negotiations further.

CWA District 9 Vice President: Frank Arce

Assistant to District 9 Vice President: Domonique Thomas

DIRECTV Bargaining Team: Derek Walker - Bargaining Chair, Kenyon Johnson, Frank Mendoza, Maxie Lemoine

Final Bargaining Report CWA District 9-DIRECTV

Term of Contract

The Four-year contract is effective **April 7, 2024 through April 4, 2027**.

Wages and Other Compensation

The general wage increase will be effective on the following dates:

April 7, 2024	5%
April 6, 2025	3% + COLA
April 5, 2026	3% + COLA
April 4, 2027	3% + COLA

A total of a 14% overall increase raise was gained along with a Cost Of Living Adjustment (COLA) included for each year.

The wage schedules will be modified to reflect this increase, exponentialized with no change in the start rate.

Employment Security

Voluntary Layoff Provision Included:

- Most Senior Employee(s) will be allowed to take an offer first.

Talking Point:

Offer employees the opportunity to voluntarily resign and receive a layoff allowance, offered in seniority order up to the number necessary to alleviate surplus, and thereby give the opportunity to save new Employees who are just starting out.

- Internal Transfers through “Work – Day”
 - Current Employees will be considered ahead of new-hires for listed positions.
- Horizons was not carried over.
 - Tuition Aid has been guaranteed for the life of the contract.
 - Nanodegrees have been carried over.

DIRECTV Job Titles – Services Technician

The **Services Technician job title** will replace the Premises Technician job title and will use the former Premises Technician wage table. Title updates for all employees currently in the Premises Technician job title will coincide with the 2024 wage treatment.

Pension Benefits



BENEFITS AT A GLANCE

BENEFITS AT A GLANCE

The following *Benefits at a Glance* table is a summary of certain provisions in the Program. For more information on any specific Program provision, please see the detailed information provided later in this SPD.

Benefits	
Eligibility and Participation	
Eligibility	<ul style="list-style-type: none">• Bargained Employees of DIRECTV in the following bargaining contracts who were participants in the Bargained Cash Balance Program No. 2 under the AT&T Pension Benefit Plan as of the Close Date are eligible to participate on and after the Effective Date. New hires after the Close Date into the below collective bargaining agreements listed below are also eligible to participate.<ul style="list-style-type: none">(a) IBEW Out-of-Region Prem Tech (Field Services) contract(b) Mobility Yellow (Call Center) contract(c) DIRECTV Southeast Wire Tech (Field Services) Core contract - CWA(d) DIRECTV Midwest Prem Tech (Field Services) Core contract - CWA(e) DIRECTV Southwest Prem Tech (Field Services) Core contract - CWA(f) DIRECTV Mobility Orange (Call Center) contract - CWA(g) DIRECTV Mobility Purple (Call Center) contract - CWA(h) DIRECTV National Internet contract (Call Center) - Tier 2 - CWA(i) DIRECTV Leg. T. Prem Tech (Field Services) Core contract - CWA(j) DIRECTV West Prem Tech (Field Services) Core contract - CWA• Bargained Employees of DIRECTV Mobility Black (Call Center) - CWA District 3 (Black contract)• Special rules apply for certain transfers, reclassifications and surpluses
Participation	After 1 year of service
Vesting	100% after 3 years of service

Benefits	
Pension Formula	
Pension Benefit	Cash Balance Formula
Cash Balance Formula	<p>Hypothetical account credited monthly with the following</p> <ul style="list-style-type: none"> • Basic Benefit Credits based on age and Pension Compensation • Interest Credits monthly equivalent of 4.5% annual rate applied to your cash balance • Supplemental Pay Credits 2% of Pension Compensation over Social Security Wage Base
Normal Retirement Age	
Normal Retirement Age	<p>Later of</p> <ul style="list-style-type: none"> • Age 65 • 3 years of participation in the Plan
Early Retirement Pension	
Early Retirement Pension Eligibility	Following Termination of Employment
Early Retirement Pension Amount	Your Cash Balance Account
Forms of Payment	
Forms of Payment	<ul style="list-style-type: none"> • Single Life Annuity • 50% J&S Annuity • 75% J&S Annuity <p>Lump sum available for the following bargaining contracts on and after the Effective Date</p> <ul style="list-style-type: none"> (a) DIRECTV Leg T Prem Tech (Field Services) Core contract CWA (b) DIRECTV Southeast Wire Tech (Field Services) Core contract CWA (c) DIRECTV Midwest Prem Tech (Field Services) Core contract CWA (d) DIRECTV Southwest Prem Tech Core contract CWA (e) DIRECTV West Prem Tech (Field Services) Core contract CWA (f) DIRECTV Mobility Purple (Call Center) contract - CWA District 6 – DIRECTV Purple contract (g) DIRECTV Mobility Yellow (Call Center) contract (h) IBEW Out of Region Prem Tech (Field Services) contract

401K Benefits

To Change or Suspend Your Contributions

Each payroll period, you may change the percentage or type of your Contributions. You may also suspend your Contributions (decrease your Contributions to 0 percent). You may later reinstate your Contributions for the next following payroll period.



EMPLOYER CONTRIBUTIONS

EMPLOYER CONTRIBUTIONS

KEY POINTS

- If you are eligible, you may receive Company Match on some or all of your Basic Contributions.
- All Employer contributions are made in cash.
- Catch-Up Contributions are not eligible to receive the Company Match.
- Company Match is allocated according to the investment direction provided for your Basic Contributions.

Employer Contributions

When you enroll in the Plan and complete one Year of Service, subject to the special rules below, you may receive a Company Match from your Participating Company. Generally, your Company Match vests after you have at least three Years of Service with DIRECTV (see the [“Vesting”](#) section). Your Company Match is invested in the same funds as your Basic Contributions.

Special Rules:

Bargaining Group Name	Employee Group	Match Eligibility	Match Formula
N/A	All Management	Immediate match	133.33% on up to first 3% of your Compensation that you elect as your Basic Contributions**** Plus 100% on up to the second 3% of your Compensation that you elect as your Basic Contributions****
DIRECTV CWA Southeast Care*	Bargained	Immediate match	100% on up to 6% of your Compensation that you elect as your Basic Contributions

Bargaining Group Name	Employee Group	Match Eligibility	Match Formula
<ul style="list-style-type: none"> • DIRECTV CWA Care • DIRECTV CWA Southeast Care** • DIRECTV CWA Southwest Care*** 	Bargained	Immediate match	80% on up to 6% of your Compensation that you elect as your Basic Contributions
<ul style="list-style-type: none"> • DIRECTV CWA Field Services MW • DIRECTV CWA Field Services T • DIRECTV CWA National Video Contract (formerly NIC)*** • DIRECTV CWA Southeast Field Services*** • DIRECTV CWA Southwest Field Services*** • DIRECTV CWA West Field Services*** • DIRECTV IBEW Care*** • DIRECTV IBEW Field Services (OOR)*** 	Bargained	When you complete one Year of Service	80% on up to 6% of your Compensation that you elect as your Basic Contributions

**DIRECTV CWA SE Care (Call Center) contract - CWA District 3 Bargaining Unit Employees hired, rehired, or transferred on or after January 1, 2015, by DIRECTV (or AT&T Inc. before the Close Date) as reflected in your employment history maintained by the Recordkeeper (Note: Former DIRECTV Employees are eligible regardless of hire date)*

***DIRECTV CWA SE Care (Call Center) contract - CWA District 3 Bargaining Unit Employees hired, rehired, or transferred before January 1, 2015, as reflected in your employment history maintained by the Recordkeeper (Note: Former DIRECTV Employees are eligible regardless of hire date)*

****The Collective Bargaining Agreement in effect prior to the Close Date was assumed by DIRECTV Entertainment Holdings LLC and/or a Participating Company as applicable effective as of the Close Date*

*****This means that, for example, the Company Match is 4 percent of your Compensation in a paycheck when you contribute 3 percent of your Compensation in that paycheck to your Basic Contributions. If you contribute at least 6 percent of your Compensation in a paycheck to your Basic Contributions, the Company Match is 7 percent of your Compensation in that paycheck. The total Company Match will not exceed 7 percent of your Compensation.*

Company Match Diversification

All participants are eligible to exchange or transfer up to 100 percent of the Company Match, whether vested or not. Generally, your Company Match vests after you have at least three Years of Service with DIRECTV (see the ["Vesting"](#) section).

Benefit Changes for Active Employees

Kaiser Plan

Eligibility: Current Employees, 2009 New Hires, 2012 New Hires and 2016 New Hires, as defined in the Benefits MOA, subject to the Agreement residing in California only (Eligible California Employees). (For Healthcare purposes 2009, 2012 and 2016 New Hires will be considered current employees)

Monthly Contribution Amounts

Option 1	2025	2026	2027	2028
Individual	\$120	\$128	\$137	\$146
Family	\$335	\$358	\$383	\$410

Monthly Contribution Amounts

Option 2	2025	2026	2027	2028
Individual	\$85	\$93	\$102	\$112
Family	\$238	\$261	\$286	\$314

Monthly Contribution Amounts

Option 3	2025	2026	2027	2028
Individual	\$57	\$66	\$76	\$86
Family	\$161	\$185	\$211	\$240

2020 New Hires

Monthly Contribution Amounts

Option1	2025	2026	2027	2028
Individual	\$142	\$151	\$161	\$172
Family	\$397	\$422	\$451	\$481

Monthly Contribution Amounts

Option 2	2025	2026	2027	2028
Individual	\$107	\$116	\$127	\$138
Family	\$300	\$326	\$354	\$385

Monthly Contribution Amounts

Option 3	2025	2026	2027	2028
Individual	\$79	\$89	\$100	\$111
Family	\$222	\$250	\$279	\$311

Annual Deductibles:

Option 1:

	2025		2026		2027		2028	
	Network /ONA & PPO	Non-Network & Non-PPO	Network /ONA & PPO	Non-Network & Non-PPO	Network /ONA & PPO	Non-Network & Non-PPO	Network /ONA & PPO	Non-Network & Non-PPO
Individual	\$1,000	\$2,900	\$1,050	\$3,000	\$1,100	\$3,100	\$1,150	\$3,200
Family	\$2,000	\$5,800	\$2,100	\$6,000	\$2,200	\$6,200	\$2,300	\$6,400

	2024	
	Network/ ONA & PPO	Non-Network & Non-PPO
Individual	\$950	\$2,850
Family	\$1,900	\$5,700

Annual Deductible Provisions:
No change from current program.

Note: The Annual Deductibles will be included in the Out-Of-Pocket Maximums Option 2:

	2025		2026		2027		2028	
	Network/ ONA & PPO	Non-Network & Non-PPO	Network/ ONA & PPO	Non-Network & Non-PPO	Network /ONA & PPO	Non-Network & Non-PPO	Network/ ONA & PPO	Non-Network & Non-PPO
Individual	\$1,800	\$5,300	\$1,850	\$5,400	\$1,900	\$5,500	\$1,950	\$5,600
Family	\$3,600	\$10,600	\$3,700	\$10,800	\$3,800	\$11,000	\$3,900	\$11,200

Annual Deductible Provisions:

(Integrated with Med/Surg, Rx, MH/SA, CarePlus)

No change from current program except as provided below:

- If the coverage tier is Family, no individual can receive benefits until the Family Annual Deductible is met. The Family Annual Deductible can be met by one or a combination of covered family members.
- The following costs paid by the participant also apply toward the applicable Network/ONA or Non-Network Deductible amounts:
 - All prescription drug allowable charges of eligible expenses.

Note: The Annual Deductibles are included in the Out-Of-Pocket Maximums

Option 3:

	2025		2026		2026		2028	
	Network/ ONA & PPO	Non- Network & Non-PPO	Network/ ONA & PPO	Non- Network & Non-PPO	Network /ONA & PPO	Non- Network & Non-PPO	Network /ONA & PPO	Non- Network & Non- PPO
Individual	\$2,800	\$8,200	\$2,850	\$8,300	\$2,900	\$8,400	\$2,950	\$8,500
Family	\$5,600	\$16,400	\$5,700	\$16,600	\$5,800	\$16,800	\$5,900	\$17,000

Annual Deductible Provisions:

(Integrated with Med/Surg, Rx, MH/SA)

No change from current program except as provided below:

- If the coverage tier is Family, no individual can receive benefits until the Family Annual Deductible is met. The Family Annual Deductible can be met by one or a combination of covered family members.
- The following costs paid by the participant also apply toward the applicable Network/ONA or Non-Network Deductible amounts:
 - All prescription drug allowable charges of eligible expenses.

Note: The Annual Deductibles are included in the Out-Of-Pocket Maximums

2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees

Spouse/Partner Access to Medical Coverage Additional Medical Contribution:

Participants whose spouse/partner enrolls in DIRECTV-sponsored medical coverage (within either self-insured or fully DIRECTV) will pay an additional monthly contribution toward their cost of coverage. The monthly additional contribution is shown below. The participant must attest that his or her spouse/partner does not have access to medical coverage otherwise the additional contribution will be applied.

Additional Monthly Medical Contribution:

2025	2026	2027	2028
\$120	\$130	\$140	\$150

2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees

Tobacco Use Additional Medical Contribution:

Employees and/or spouses/partners who use tobacco, are enrolled in DIRECTV-sponsored medical coverage (within either self-insured or fully insured programs) and who choose not to participate in a designated Tobacco Cessation program will pay an additional monthly contribution toward their cost of coverage. The employee and/or spouse/partners must attest to no tobacco usage or engage in a Company-sponsored Tobacco Cessation program in the time defined during Annual Enrollment otherwise the additional monthly contribution will be applied. Engagement is currently defined as enrollment, participation and completion. A tobacco user is currently defined as someone who has used tobacco products more frequently than once a month. Tobacco products include cigarettes, cigars, pipes, e-cigarettes, vaporizers and smokeless tobacco. The definitions of engagement, tobacco user, tobacco products and the terms of the Company-sponsored Tobacco Cessation program may change from time to time, at the sole discretion of the Company.

Additional Monthly Medical Contribution for each employee and/or spouse/partner:

2025	2026	2027	2028
\$75	\$80	\$85	\$90

Prescription Drug Program (RX Plan):

Option 1

No change from current program.

Option 2 and Option 3

Integrated with Med/Surg, Rx

Preventive therapy medications under Option 2 and Option 3 critical for the treatment of congestive heart failure, coronary artery disease, diabetes, asthma, depression, and osteoporosis are exempted from the deductible. Copayment continues to apply.

Option 1:

Deductible: None.

Out-of-Pocket Maximum:

	2025	2026	2027	2028
Ind	\$1,800	\$1,850	\$1,900	\$1,950
Fam	\$3,600	\$3,700	\$3,800	\$3,900

Retail – Network Copays:

(Up to 30-day supply, limited to 2 fills for maintenance)

	2025	2026	2027	2028
Generic	\$10	\$10	\$10	\$10
Preferred	\$51	\$54	\$57	\$60
Non-Preferred	\$117	\$123	\$129	\$135

Retail – Non-Network Copays:

Participant pays the greater of the applicable Network copay or balance remaining after the program pays 75% of network retail cost.

Mail Order Copays:

(Up to 90-day supply)

	2025	2026	2027	2028
Generic	\$20	\$20	\$20	\$20
Preferred	\$102	\$108	\$114	\$120
Non-Preferred	\$234	\$246	\$258	\$270

Option 2 and Option 3

Deductible: Integrated with Med/Surg, MH/SA,

Out-of-Pocket Maximum: Integrated with Med/Surg, MH/SA

Retail – Network Copays:

(Up to 30-day supply, limited to 2 fills for maintenance)

	2025	2026	2027	2028
Generic	\$10	\$10	\$10	\$10
Preferred	\$51	\$54	\$57	\$60
Non-Preferred	\$117	\$123	\$129	\$135

Retail Non-Network Copays:

Participant pays the greater of the applicable Network Copay or balance remaining after the program pays 75% of network retail cost.

Mail Order Copays:

(Up to 90 day supply)

	2025	2026	2027	2028
Generic	\$20	\$20	\$20	\$20
Preferred	\$102	\$108	\$114	\$120
Non-Preferred	\$234	\$246	\$258	\$270

The following provisions will continue to apply to Option 1, Option 2 and Option 3

- Mandatory mail order for maintenance Rx – Applies after second fill at retail
- Specialty pharmacy program
- Personal Choice – 100% participant-paid
- Mandatory generic
- Compound medication limitation
- Advanced Control Specialty Formulary
- New Standard Prescription Drug Formulary

Generic Step Therapy

Disability

Program	DIRECTV Disability Income Program as described in the Summary Plan Description as these provisions change from time to time except as provided below.		
Short Term Disability (STD)	Benefit: Short-Term Disability Benefits and the other sources of income received are designed to replace 60 percent or 100 percent of Pay, based on your service as shown below:		
		% of Pay	
	Term of Employment	100%	60%
	6 months < 2 years	0 weeks	26 weeks
	2 years < 5 years	4 weeks	22 weeks
	5 years < 15 years	13 weeks	13 weeks
	15 years or more	26 weeks	0 weeks
Long-Term Disability (LTD)	The DIRECTV Disability Income Program as described in the Summary Plan Description as these provisions change from time to time except that Temporary and Term employees are not eligible for LTD benefits.		

Benefit Changes for Current Retirees

	Eligible Retired Employees
Retiree Provisions	Effective 1/1/2025 Applicable for the term of the Agreement to Eligible Retired Employees who terminate during the term of the Agreement.
Medical Program	Eligible Retired Employees shall be eligible to participate in the same choice of programs, options and provisions as a similarly situated active Current Employee, 2009 New Hires, 2012 New Hires, 2016 New Hires or 2020 New Hires, except as noted in the sections below.

Eligible Retired Employees (Full-Time) Monthly Contributions	<p><u>2020 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p><u>2016 New Hires and 2012 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p><u>2009 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*. Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.
Eligible Retired Employees (Part-Time) Monthly Contributions	<p><u>2020 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <p><u>2016 New Hires and 2012 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p><u>2009 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*. Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.
Medicare Part-B Premium Reimbursement	<p><u>2020 New Hires, 2016 New Hires, 2012 New Hires and 2009 New Hires Not Eligible.</u></p>

Articles

Article 1: Recognition

- 1.05 Contract distribution

Talking points:

Electronic copies will be available to everyone.

Article 2: FORCE ALLOCATION

- Voluntary Layoff Provision Included

Talking points:

ESRO and ESB MOA's were not obtained.

Temporary and Term Employees can apply for jobs through "Work-Day" and have priority considerations.

Article 3: COMPANY UNION RELATIONS

- Mutual Respect.
- Maintained the 3 Step Process.
- Reduce the number of Stewards allow off for activities.
 - Ratio is still greater that what is past practice and what the Company originally wanted.
 - Supplemental and Dependent Group Life Insurance still available to purchase.
 - COPE included.
 - Quality of Life Committee created.
 - Combining the:
 - Scheduling processes
 - Productivity Measurements
 - Overtime requirements/Distribution
 - Work Processes
 - Health Care and Benefit updates
 - Employee impacts related to the introduction of new technology.
- No Stike / No Lockout added to the CBA.
 - Protection for Employees honoring picket lines.

Article 4: Job Titles And Classifications

- Term Employee limit of 36 months, then completion or hired into permanent employment.

Article 5: Work Administration, Compensation And Special Payments

- Work Schedules have been moved into the contract.
- Overtime:
 - 54 Hour Rule – Double Time.
 - 12-hour CAP. Down from 14 hours.
 - Monthly report to Local memorialized.
 - PDO's counting towards time worked memorialized.

Article 6: Time Off

- MLK was added to the permanent holiday list.

Article 7: Problem Resolution

- Grievances must be presented electronically.
- Company / Union designated representatives may be assigned.
- Arbitration will be held in mutually agreeable places.

Article 8: Layoffs

- **Voluntary Layoff Allowance**

Article 9: Safety

- Twice a year, with the option of additional meetings.
3 members from the Union and Company.

Article 10: Conclusion

- This Contract shall become effective as of April 7, 2024, and shall continue in effect until 11:59 P.M., (Pacific Standard Time) April 1, 2028. Negotiations on a new Contract shall begin not earlier than ninety (90) days prior to such termination unless mutually agreed to by the parties. It is the intention of the parties with respect to the collective bargaining of future contracts replacing this or any subsequent wage, hours, and working conditions contract to conduct their negotiations thereon in such a manner as to reach a new agreement on or before the termination of this present Contract.

Appendices

Appendix A: Wage Administration

WAGE INCREASES

2024 INCREASE

General Increase

1.	Increase Date	4/7/2024
2.	Top Step	5.0%
3.	Bottom Step	

2025 INCREASE

General Increase

1.	Increase Date	4/6/2025
2.	Top Step	3.0% + COLA
3.	Bottom Step	

2026 INCREASE

General Increase

4.	Increase Date	4/5/2026
5.	Top Step	3.0%+ COLA
6.	Bottom Step	

2027 INCREASE

General Increase

1.	Increase Date	4/4/2027
2.	Top Step	3.0% + COLA
3.	Bottom Step	

- Wage Credit has been included in the CBA
- Lowest wage table for technicians has been eliminated.

APPENDIX B: Benefits

- See above for healthcare.

APPENDIX C: Memorandums of Agreement & Understanding and Letters of Agreement

- Employee Initiated Temporary Assignments
- FLEXTIME
- Eliminate Force Freezes, Force Limitations, and Metering
- Military Leave of Absence
- Documentation
- Regarding Neutrality and Card Check Recognition
- Communications Workers of America, AFL-CIO
- Services Premises Technicians
 - Addition of Job Duties Beyond the Scope of the Current Services Premises Technician Job Description
- Services Technician Guaranteed Time Off
- Tuition Aid
- Successorship
- Four-Ten Work Schedules
- Nanodegree Programs
- CVS Caremark
- Company Wellness
- Health Savings Account (HSA)
- Electronic Dues Authorization
- Scheduling
- Work Boot Allowance
- Contracting Out
- Temporary and Term Employees Who Are Going To Be Work Completed
- Rehired Retirees

MOA's / Letters

Talking Point:

Retained Card Check

Retained Successorship

Modified Tuition Aid (NANO Degrees)

Talking Point:

Retained Wellness Program

Retained Wage Credit

Retained Office Closure MOA

Retained CVS Caremark letter

Retained Company Wellness Letter

Respectfully Submitted, Bargaining Committee Members:

Derek Walker-Bargaining Chair, Kenyon Johnson, Frank Mendoza, Maxie Lemoine