

CWA D4 AT&T Midwest Tentative Agreement  
Detailed Appendix F Summary 7-9-2019

**Appendix F**

**Protected all Current language and economic protections:**

**All articles and attachments remain the same except the following:**

**Article 1**

1.02 Add 3 new titles from Legacy DirecTV

1.03 Add CORE Agreements:  
D-3 Legally Recognized Partner

**Article 4**

4.12 Personal absence changes to Personal Illness

**Article 5**

5.14 – eliminate requirement of a receipt to receive per diem

**Article 6**

All titles and wage tables to be calculated on CORE GWI. *(3% upon reaching a tentative agreement with retroactivity to February 5th, 2019, 3% upon ratification; 2.25% on 4-12-2020, 2.25% on 4-11-2021. See Article 13 of Core)*

**Article 7**

7.02 Add “may be offered a relocation allowance”

7.03 Add layoffs “shall occur in inverse order of seniority” (**Removes** “in a process to be determined by the Company” and “needs of the business”)

Increase layoff notification period from minimum of 3-week notification to minimum of **4-week** notification.

7.04 Increase Layoff allowance to maximum of 6 weeks of pay

**Attachments I, II, and III** (remove reference to Global Services, Inc.)

**MOA- Surplus of Premises Technician-** Increase allotted time for submission for job openings from 3 weeks to **4** prior to layoff and change letter to apply to **ALL** Appendix F employees.

**MOA – Guaranteed Personal Time Off- 2<sup>ND</sup> day request 24hr notice eliminated.**

**Job Duties – No changes**

**New- Work Life Committee-** This is a new committee designed to meet up to three (3) times in an 18-month time period. The issues to be discussed are related to the balance between work and one's personal life. Examples of these issues are performance and end of day.

**New- Letter of agreement regarding Layoffs-** This letter mandates the company to discuss employees performing contracted DTV work to avoid planned layoffs.