

Article 26 and Associated MOA's

7-9-2019

26.22 (C) The time for accepting a General SIPP offer has been changed from 21 days to 14 days

26.30 Pay Protection - Dates have been expanded to include the April 12, 2015 through April 14, 2018 Collective Bargaining Agreement.

26.36 (F) STR forms must be submitted within 12 days of an employee's surplus orientation meeting to allow additional time for testing. (Currently 14 days.)

No other changes in the Article.

Attachment 2 - FAA's

All FAA's stayed the same except where;

- Elwood, Summitville, and Greentown are placed in the Anderson FAA
- Edinburg is placed in the Bloomington FAA
- Sheridan is placed in the Crawfordsville FAA
- Galena is placed in the New Albany FAA
- Potterville is removed from the Kalamazoo FAA and placed in the Lansing FAA and Haslett is placed in the Lansing FAA.
- Mount Pleasant placed in the Milwaukee FAA

A-2 TOPS – Protected original language with appropriate date changes.

A-19 EMPLOYMENT SECURITY COMMITMENT – error fixed in Section 5

5. *The force surplus conditions contemplated and dealt with in this Commitment are those which occur in the normal course of business for reasons such as technological change, etc. The Company retains the right, however, to suspend or cancel at any time the application of this Commitment when a force surplus is declared because of any significant change or extraordinary fluctuation in economic or business conditions as determined by the President of the Market Business Unit. Examples of significant changes, include but are not limited to, the following:*

(A) *The cessation of a line of business;*

(B) *An interexchange carrier takeback of billings and collections functions.*

Section 7 retained in ESC (A19) which states the Company CANNOT exercise Section 5 during the life of the agreement.

A-20 - EXTENDED EMPLOYMENT OPPORTUNITY PERIOD – error fixed in Section 5

5. *The force surplus conditions contemplated and dealt with in this Commitment are those which occur in the normal course of business for reasons such as technological change, etc. The Company retains the right, however, to suspend or cancel at any time the application of this Commitment when a force surplus is declared because of any significant change or extraordinary fluctuation in economic or*

business conditions as determined by the President of the Market Business Unit. Examples of significant changes, include but are not limited to, the following:

(A) *The cessation of a line of business;*

(B) *An interexchange carrier takeback of billings and collections functions.*

Section 7 retained in EEOP(A20) which states the Company CANNOT exercise Section 5 during the life of the agreement.

A-29 POOLED TITLES FOR SURPLUS

Pooled title list is updated to reflect current units and VP Level Decision Maker and Names.

Combination #1

| | |
|------------------------|--|
| Market Business Unit | 6/17/2019 VP Level Decision Maker & Name |
| Customer Loyalty Group | Hung Le, VP- Customer Loyalty Group |
| Sales | Anthony E. Tuggle VP- Sales |

Combination #3

| | |
|------------------------------|--|
| Market Business Unit | 6/17/2019 VP Level Decision Maker & Name |
| Finance Billing Operations | Margaret Weaklend VP- Finance Billing Operations |
| Finance Credit & Collections | Rachel Simon VP- Finance Credit & Collections |

Combination #4

| | |
|---|--|
| Market Business Unit | 6/17/2019 VP Level Decision Maker & Name |
| Global Connectivity & Cloud Platform Operations | Michael Paradise VP- Global Connectivity & Cloud Platform Operations |
| Global Infrastructure Provisioning | Gregory Beck VP- Global Infrastructure Provisioning |

Combination #7

| | |
|---|---|
| Market Business Unit | 6/17/2019 VP Level Decision Maker & Name |
| Wireline Access Construction & Engineering | Patrick Hamrock VP-Wireline Access Construction & Engineering |
| Technical Field Services- Business Services | John Locus VP- Technical Field Services- Business Services |
| Technical Field Services MW | John Walsh VP- Technical Field Services MW |
| Construction & Engineering Centers | Robert Walters VP-RAN Operations |
| Dispatch Optimization Center | Christopher Altomari VP Dispatch Optimization Center |

After updating, previous combinations that had only one MBU remaining and were no longer appropriate (including Combinations #2, #5, #6, #8, and #10) have been removed and memorialized in a OCBA letter for future use if it becomes appropriate to combine them with other MBUs when holding meetings under paragraph 4 of MOA A29 or in future bargainings.

A-30 CORE INSTALLATION AND MAINTENACE ORGANIZATION AND CONSTRUCTION AND ENGINEERING SURPLUS EMPLOYEES.

Protected original language with date changes. Business Units are updated to reflect current structure.

Percentage of displaced CSS into Premises Tech title in an FAA increased to 15% with regards to surplus of CSS in C/E.

OCBA Mobility Retail Letter – Renewed letter with date change.

OCBA Opt In/Opt out letter – Renewed letter with date changes.

OTHER

OCBA Letter RE: DirecTV Contracted Out Video Work

This letter provides an opportunity to meet and confer with the Company two (2) weeks prior to the first such lay-off announcement. The meeting will be between Midwest VP of Labor Relations (or designee) and the VP of CWA District 4 (or designee). The meeting is to discuss some work being performed by vendors being reassigned to bargained for employees.

OCBA Letter RE: Select Market Business Unit Call Center Surplus

This letter provides an opportunity to meet and confer with the Company should they announce a surplus of Service Reps and/or Sales Consultants in Small Business Solutions, Customer Loyalty Group, and Sales Market Business Unit call centers in the Midwest. The meeting will be between Midwest VP of Labor Relations (or designee) and the VP of CWA District 4 (or designee). The meeting is to discuss whether some work being performed by vendors may be reassigned to at-risk employees.

OCBA Letter RE: Jobs Commitment

The letter confirms the understanding between the parties that twenty-five (25) jobs each will be posted and filled in both the Acquisition Center located in Southfield and the Customer Loyalty Center in Dayton.

Members covered under Appendix F will now receive equal union points for the order of consideration.

