

CWA D4 AT&T Midwest Tentative Agreement Detailed Summary 7/9/19

CORE ARTICLES

Agreement – No Changes

Article 1 - No Changes

Article 2 - Change Sunday Shift definition from majority of hours must fall on Sunday to be considered Sunday Shift to “a shift that starts on Sunday”
Change Holiday Shift Definition from majority of hours must fall on a Holiday to be considered to a Holiday Shift to “a shift which begins on the observed Holiday”

Articles 3 thru Article 9– No Change

Article 10 – 10.08 change to Labor Relations must approve more than 1080 hours per year
10.12 (D) Changes from names of programs to “applicable Medical, Dental, and Vision Programs”
10.12 (E) Change from “terms of plan enrollment” to “terms of the program”

Articles 11 and 12 – No change

Article 13 – Wages – 3.0%, 3.0%, 2.25% and 2.25%
First 3% is retroactive to February 5, 2019 if ratified on or before August 5, 2019 and on payroll as of ratification date.
Second 3% is effective at ratification
First 2.25% effective April 12, 2020
Second 2.25% effective April 11, 2021

Articles 14 thru 15 – No Changes

Article 16 – See Attachments.

Article 17 thru 21 – No Changes

Article 22 – 22.01 Removed dates from language and changed to “of the respective years covered by this agreement.”

Article 23 thru 25– No Changes

Article 26 – See provided “Article 26 and Associated MOA Summary”

Articles 27 thru 28 – No Changes

Article 29 – Applicable date changes. Four year agreement set to expire on April 9, 2022

Appendix A

(All MOAs contain applicable date changes as well as what is listed below)

A-1 No Change

A-2 No Change

A-3 No Change

A-4 No Change

A-5 No Change

A-6 Provides for success sharing payments in 2019, 2020, 2021 & 2022

A-7 No Change

A-8 No Change

A-9 No Change

A-10 No Change

A-11 No Change **(an understanding was reached providing equal points for members covered by Appendix F in the order of consideration)**

A-12 No Change

A-13 Added “during a one on one coaching session” in section (c)

A-14 No Change

A-15 No Change

A-16 Added language “or designee” to both the Company and Union representative

A-17 No Change

A-18 No Change

A-19 add the word ‘not’ in Section 5, no change to intent or application of MOA, Section 7 protection intact

A-20 add the word ‘not’ in Section 5, no change to intent or application of MOA, Section 7 protection intact

A-21 No Change

A-22 No Change

A-23 **Delete**

A-24 No Change

A-25 Updated the Market Business Unit names to the current names

A-26 **Delete**

A-27 No Change

A-28 No Change

A-29 No Change, **Attachment contains update of Business Units, VP's, and Combinations**
change in pooling groups in combinations 4 and 7, some combinations eliminated

A-30 **BU names updated, adds words "unless approved by the Company", percentage increased to 15%**

A-31 **Delete**

A-32 Added 4 additional companies to the participating companies list including DIRECTV LLC in both IMF and Surplus Exchange Companies, updated to include wire tech agreements.

A-33 No Change

A-34 **Clarification in 1st paragraph removing reference to Article 26**

A-35 No Change

A-36 **Updated, no change to intent**

Appendix B

B1 Job Duties-No Changes

B2 MOA- No Changes

Wage Zones-No Changes

Wage Zone Locations- locations added

Pension Band attachment-updated

Appendix D

D1 Benefits-Updated Plan Names

D2-No Changes

D3-No Changes

D4- No Changes

Appendix F

See provided summary

Appendix G

Deleted- see provided summary

Letters Outside the Contract

Video Site Operations Managers (VSOM) - deleted

PPO Administrator – Change, adds the word “or” allowing the Company to utilize different State groupings, 90% coverage still applies

All other current valid letters outside the contract have been renewed and or updated.

New Letters Outside the Contract

- **Catch All Letter** new section memorializes non-populated combinations or combinations left without groups to combine for future bargaining or when section 4 of Appx A29 is invoked
- **Premises Technicians Work Life Committee**-committee to address Prem Tech issues including an end of day solution to meet up to 3 times in the first 18 months of the agreement.
- **DirecTV Contracted Out Video-Work letter**- company will meet with District prior to a surplus of Prem Techs to discuss reassigning stand-alone DTV work performed by vendors to bargained for employees
- **Center Surplus Discussion Letter**- company will meet with District prior to surplus of center work (in Small Business Solutions, Customer Loyalty Group, and Sales Market Business Unit Centers) to discuss if some work being performed by vendors can be reassigned to at-risk bargained for employees.
- **Nanodegrees**- added to Tuition Aid Policy
- **Job Commitment**- adds 25 reqs to be filled in both Dayton, OH and Southfield, MI centers each.
- **Tobacco engagement letter**- states that the smoking cessation plan cannot contain a requirement of becoming a non-tobacco user to get relief from surcharge.
- **Paid Parental Leave**- provided two-weeks of paid leave
- **Illinois Leave Law Letter**

Additional

An understanding between the parties has been reached and finalized regarding the Tentative Agreement and the current 3rd quarter surplus.

Upon a ratification of the TA, the Company commits to discontinue the process of the current 3rd quarter surplus; meaning no employees at-risk would leave the Company's payroll involuntarily. Employees, who have already elected to receive SIPP will continue through with that process. Furthermore, the current VSIPP process will continue; meaning candidates who have their VSIPP election forms in are on file and will still be matched with at-risk employees through the date of ratification. This understanding was reached through continued efforts by the Bargaining Team and District 4 to preserve jobs and employment for our members. At this time, the affected number of members who would no longer be involuntarily removed from payroll is approximately 250.

Also, an understanding between the parties was reached giving members under APPX F equal union points in the order of consideration.

