

## **EXTENSION AGREEMENT**

This Extension Agreement is executed by and between International Brotherhood of Electrical Workers Union, System Council T-3 (“Union”) and the AT&T Midwest signatories (“Company”) to the 2009 core Collective Bargaining Agreement effective June 28, 2009 through June 23, 2012 (“2009 Agreement”). The Company and the Union are hereafter referred to as “Parties.” The Parties have agreed that the current 2009 Agreement shall continue in full force and effect until 11:59 p.m., Central Standard Time, on June 22, 2013, except as specifically provided herein and in Attachment 1 hereto, and that this Extension Agreement expressly includes the applicable “no strike and no lock-out” terms existing in their 2009 Agreement. Changes to the terms of the 2009 Agreement in place for the term of this extension and other consideration for this extension are as follows:

### **1. Wages**

The Parties agree that if this Extension Agreement is ratified on or before July 10, 2012, the Basic Weekly Wage Rates reflected in Appendices to the 2009 Agreement will be increased by one percent (1%) at the maximum rate, exponentialized with no change in the start rate. The wage increase will be effective June 24, 2012.

### **2. Ratification Bonus**

If this Extension Agreement is ratified on or before July 10, 2012, employees covered by the 2009 Agreement will receive a lump sum ratification bonus on the following terms:

- A. Employees who by virtue of their job titles are scheduled to earn less than \$962 per week by the terms of Appendices to the 2009 Agreement, as modified by Section 1 – Wages above, shall receive a ratification bonus of Five Hundred Dollars (\$500.00), less applicable taxes and deductions.

B. Employees who by virtue of their job titles are scheduled to earn \$962 per week or more by the terms of Appendices to the 2009 Agreement, as modified by Section 1 – Wages above, shall receive a ratification bonus of Three Hundred Dollars (\$300.00), less applicable taxes and deductions.

**3. Benefits**

The 2009 Agreement currently provides benefits through the calendar year 2012. To supplement the terms of Article 16 of the 2009 Agreement by accounting for the calendar year 2013, the Parties have agreed that the dollar amounts specified in Attachment 1 hereto will replace, effective January 1, 2013, the corresponding dollar amounts specified in Attachments A and B to Article 16 of the 2009 Agreement.

**4. Ratification**

The Parties agree that if this Extension Agreement is not ratified by July 10, 2012, the resulting passage of time will not leave sufficient opportunity to negotiate a new agreement to replace the expiring 2009 Agreement. Accordingly, the Parties agree that if this Extension Agreement does not ratify, the terms of the 2009 Agreement shall be extended without modification until 11:59 p.m., Central Standard Time, on August 11, 2012.

The terms of this Extension Agreement shall remain in effect until 11:59 p.m., Central Standard Time, on June 22, 2013, unless mutually modified, extended or canceled by the Parties in writing.

**FOR THE UNION:**

**FOR THE COMPANY:**

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Ronald E. Kastner  
Chairman, System Council T-3, IBEW

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Randall S. White  
Vice-President – Labor Relations

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Date

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Date