

Tentative Agreement Article Summary

Agreement

- Date change.

Article 1 Recognition

- 1.02 TRA1 removed.
- 1.03 Date change.

Article 2 Definitions

- Sunday and holiday shifts changed to hours which begin on a Sunday or observed holiday.
- Calendar week begins at midnight on Sunday and continues to Saturday at 11:59 p.m.

Article 3 Non-Discrimination

- Section 3.05 added to state Article is not subject to arbitration.

Article 4 Company Union Relationship

- No changes.

Article 5 No Strike

- No changes.

Article 6 Union Security

- No changes.

Article 7 Union Dues Deductions

- No changes.

Article 8 Committee on Political Education (COPE)

- Change in 8.13 to account for five (5) year agreement.

Article 9 Collective Bargaining Procedures

- No intent change.
- Number of contracts printed is now 6,500 and company will put contract on intranet.

Article 10 Bulletin Boards

- No changes.

Article 11 Union Officers and Representatives

- No intent change.
- 11.15 change in period of leave for union business.

Article 12 Problem Resolution Procedures

- No changes.

Article 13 Wage Administration

- Effective June 25, 2017 Basic Weekly Wage Rates will be increased by 3.00%.
- Effective June 24, 2018 Basic Weekly Wage Rates will be increased by 2.50%.
- Effective June 23, 2019 Basic Weekly Wage Rates will be increased by 3.00%.
- Effective June 21, 2020 Basic Weekly Wage Rates will be increased by 2.25%.
- Effective June 20, 2021 Basic Weekly Wage Rates will be increased by 2.50%.
- \$1,000 signing bonus if ratified by June 1, 2017.
- 13.07 Disability Program names have been deleted. Disability absences still covered.

- The new wages scales reflecting the proposed wage increases are still being created at this time.

Article 14 Net Credited Service & Seniority

- No changes.

Article 15 Job Classifications and Promotions

- No changes.

Article 16 Benefits

A detailed explanation will be given at the May Union Meetings.

The IBEW System Council T-3 Benefit Outline Summary can be found on ibew21.org.

401K Improvement

- Basic contributions are no longer capped at \$65 per week.
- An employee will now be matched at 80% of up to 6% of their pay per week.
- For example: In the first 12 months (starting Jan. 2018) alone a wage group one employee can see a matched increase of over an additional \$1,200.

Pension Band Increases:

- 1% effective January 1, 2018.
- 1% effective January 1, 2019.
- 1% effective January 1, 2020.
- 1% effective January 1, 2021.
- 1% effective January 1, 2022.

Medical Benefits:

- No changes to current plan coverage.
- Additional option now available with different cost structure.
- For employees on the payroll prior to the expiration of the current contract monthly contributions will be:

Option 1

Monthly Contributions:

- 2018 - \$105 individual, \$264 family.
- 2019 - \$113 individual, \$296 family.
- 2020 - \$126 individual, \$330 family.
- 2021 - \$149 individual, \$390 family.
- 2022 - \$165 individual, \$433 family.

Annual deductibles for network providers will be:

- 2018 - \$650 individual, \$1,300 family.
- 2019 - \$700 individual, \$1,400 family.
- 2020 - \$750 individual, \$1,500 family.
- 2021 - \$800 individual, \$1,600 family.
- 2022 - \$850 individual, \$1,700 family.
- Annual deductibles will now be included in the Out-Of-Pocket Maximums.
- Out of network coinsurance is now 50%.

Out-of-pocket maximums for network providers will be:

- 2018 - \$3,250 individual, \$6,500 family.
- 2019 - \$3,500 individual, \$7,000 family.
- 2020 - \$3,750 individual, \$7,500 family.
- 2021 - \$4,000 individual, \$8,000 family.
- 2020 - \$4,250 individual, \$8,500 family.
- In previous contracts annual deductibles were not included in out-of-pocket maximums. In 2018 your annual deductibles are included in out-of-pocket maximums.

Option 2 – NEW MEDICAL OPTION

Monthly Contributions:

- 2018 - \$46 individual, \$121 family.
- 2019 - \$59 individual, \$154 family.
- 2020 - \$72 individual, \$189 family.
- 2021 - \$95 individual, \$250 family.
- 2022 - \$112 individual, \$293 family.

Annual deductibles for network providers will be:

- 2018 - \$1,450 individual, \$2,900 family.
- 2019 - \$1,500 individual, \$3,000 family.
- 2020 - \$1,550 individual, \$3,100 family.
- 2021 - \$1,600 individual, \$3,200 family.
- 2022 - \$1,650 individual, \$3,300 family.
- Annual deductibles are included in the Out-Of-Pocket Maximums.
- For Option 2 prescription drug and CarePlus are integrated with the deductible.

Coinurance will be 10% for network providers.

Out-of-pocket maximums for network providers:

- 2018 - 2022 - \$6,500 individual, \$13,100 family.
- Your annual deductibles are included in out-of-pocket maximums.
- For Option 2 the out-of-pocket maximum is integrated with prescription drug and CarePlus.

Dental Benefits

Monthly Contribution Amounts:

- Individual = \$8.
- Individual+1 = \$17.
- Family = \$27.

Vision Benefits

Monthly Contribution Amounts:

- Individual = \$2.50.
- Individual+1 = \$5.50.
- Family = \$9.00.

Post-Retirement Benefits

- Will continue.

Article 17 Scheduling and Payment for Time Worked For AT&T Midwest Employees in Job Titles Formerly in Exhibits 1, 2 & 3 and AT&T National Employees in Job Titles Covered by Appendix T, Articles CS1, CTT1 & NSI1

- No changes.

Article 18 Scheduling and Payment for Time Worked For Employees Formerly in Exhibits 4 and 5 and AT&T National Employees in Job Titles Covered by Appendix T, Articles OS1 and TRA1

- AT&T National Employees in job titles in Appendix T, article TRA1 deleted from title.
- 18.07 & 18.10 – note in both regarding AT&T National deleted.

Article 19 Work Done by Supervisors

- No changes.

Article 20 Treatment of Time Not Worked

- 20.04 (E) Date change, no intent change.
- 20.04 (F) New language, employees hired after 6/25/17 get 40 hours of illness time.

Article 21 Differentials

- No changes.

Article 22 Classification & Treatment of Regular Part-Time Employees

- 22.03 added AT&T Disability Income Program.
- 22.05 Name changes, no intent changes – changed Vision and Dental Plan names also deleted Ameritech Comprehensive Health Care Plan and AT&T Medical Expense Plan for Occupational Employees.

Changed to read AT&T Vision Program, AT&T Dental Program, AT&T Midwest Medical Program and AT&T Corp. Medical Program.

Article 23 Recognized Holidays

- No changes.

Article 24 Excused Work Days

- Change in 24.01 to account for new five (5) year agreement.

Article 25 Vacations

- No changes.

Article 26 Automobile Mileage Expense

- No changes.

Article 27 Temporary Assignments

- In Zone 5 East Chicago Heights was eliminated; Ford Heights was added.
- 27.09 (A) Daily Meal Allowance increased to \$42. Breakfast goes up to \$9, lunch \$11.
- Question 15 changed to reflect increase to \$42, breakfast \$9 and lunch \$11.

Article 28 Safety

- No changes.

Article 29 Commercial Driver's License & Special Operating Permit or License

- No changes.

Article 30 Training and Employment Security

- In the title group Field Support Administrator, moved from title group 3 to group 10.
- RCA changes in South Suburban - East Chicago Heights eliminated. In RCA #4 Green Rock changed to Colona.

Article 31 Termination and Validity of Agreement

- Change to reflect the new contract dates.

Memoranda

- Many only contained date or name changes.

Success Sharing

- Date changes.
- Amounts in the examples have gone up.

Sales Consultants

- Date change.
- #4. (Bullet points 1 and 2) – *That for the first four months* has been deleted, now reads 50% except during initial training, including ramp up time.
- Meaning sales consultants are eligible for 100% of their incentive payout when they achieve 50% of their target during initial training and ramp-up time.
- #5. Second sentence was eliminated about an employee requesting a retreat to their former job title.

Bilingual Differential

- Service Representatives and Sales Consultants assigned to communicate in a foreign language be paid \$6 for any shift where more than four hours of such work is performed or \$3 for any shift under four hours.

Global Services

- Name and date changes.
- Effective October 29, 2017 Basic Weekly Wage Rates will be increased by 3.00%.
- Effective October 28, 2018 Basic Weekly Wage Rates will be increased by 2.50%.
- Effective October 27, 2019 Basic Weekly Wage Rates will be increased by 3.00%.
- Effective October 25, 2020 Basic Weekly Wage Rates will be increased by 2.25%.
- Effective October 24, 2021 Basic Weekly Wage Rates will be increased by 2.50%.
- \$1,000 signing bonus if ratified by June 1, 2017.
- 6.03 b) Overtime #1 – Change in overtime treatment for future transfers into Appendix C.
- Within 30 days after contract ratification the parties have committed to open discussions regarding Project Emerald.

Appendix C - Premises Technicians

- 1.04 Memo on National Transfer Plan added and date change.
- 5.01 Minor change they can modify the BAP program or appearance standards.
- 5.06 Mandatory overtime reduced from 17 to 14 hours per week.
- Personal Days and Floating Holidays are now considered time worked for the purposes of overtime.
- 5.14 Board and Lodging Meal Allowance increased to \$37.
- 7.03 Layoff notice increased to three (3) weeks; change also made in Surplus Memo.
- 7.04 Layoff allowance increased up to six (6) weeks of pay based on length of service.

- One additional guaranteed day off added with 24 hour notice in Time Off memo.

Appendix S

National Transfer Plan Memorandum

- The Intersubsidiary Movement process (IM) and Contract Surplus Exchange (CSE) will allow IBEW members to voluntarily move into participating IBEW Labor Agreements.

Technical Field and Construction & Engineering Organizations Surplus Employees Memorandum

- Cable Splicing Technicians have been added and may become Premises Technicians if surplus, as long as the caps put in place are not exceeded.

Engineering Assistants

- Training Opportunity Plan language that stated that the Core Training Opportunity Plan didn't apply is eliminated.

Letters

Nanodegree Programs

- Effective 1/1/18 these programs will be covered via participation in the AT&T Non-Management Tuition Assistance Program.

Company Wellness

- As soon as feasible after 1/1/18, employees will be able to participate in the AT&T Your Health Matters Program which includes Wellness Programs, Disease Management and a Healthcare Price Transparency Tool.

DIRECTV Video Work

- Addresses DIRECTV contracted video work. The company may assign some stand-alone work to Premises Technicians and also agree that should the Company contemplate the layoff of Premises Technicians they will discuss the work assigned to Appendix C.

CVS Pharmacies

- Employees can continue to pick up 90 day prescriptions at CVS pharmacies and receive the lower mail order rates.

Surplus Moratorium

- The company commits that no employee will be involuntarily removed from payroll prior to March 1, 2018 as the result of a surplus condition.

Paid Parental Leave Policy

- Effective 1/1/18, allows two weeks of paid time off to bond with your newborn or newly-adopted child.

IBEW Job Creation

- Additional IBEW positions to be created. AT&T has committed to hire 1,000 people into IBEW-represented jobs over the next five years, including a new call center in Chicago.