

## 2019 Article by Article Changes

### AT&T- DIRECTV Technicians

**Article 1 Recognition-No Changes**

**Article 2 Classification of Employees-No Changes**

**Article 3 Non-Discrimination-No Changes**

**Article 4 Company-Union Relationship-No Changes**

**Article 5 No Strike-No Changes**

**Article 6 Management Rights-No Changes**

**Article 7 Union Security-No Changes**

**Article 8 Union Dues Deductions-No Changes**

**Article 9 Committee On Political Education(COPE)-No Changes**

**Article 10 Collective Bargaining Procedures-No Changes**

**Article 11 Bulletin Boards-No Changes**

#### **Article 12- Union Officers and Representatives**

- 12.15: Leaves of Absence time increased not to exceed eight years.
- There are also other name changes in 12.09 and 12.18.

**Article 13 Problem Resolution Procedures-No Changes**

**Article 14 Seniority-No Changes**

**Article 15 Time Off-No Changes**

#### **Article 16-Working Conditions**

- 16.06: Time to notify employees to cancel hours increased to 16 hours from 12 hours.
- 16.07: Mandatory Overtime decreased to 14 hours.
- 16.07: Floating Holidays now count toward overtime.
- 16.15: Meal Allowance increased to \$37.

#### **Article 17- Compensation Increases**

- Effective August 25, 2019 Basic Weekly Wage Rates will be increased by 3.00%. (exponentialized)
- Effective August 23, 2020 Basic Weekly Wage Rates will be increased by 2.25%. (exponentialized)
- Effective August 22, 2021 Basic Weekly Wage Rates will be increased by 3.00%. (exponentialized)
- Effective August 22, 2022 Basic Weekly Wage Rates will be increased by 2.50%. (exponentialized)
- \$ 1000 Ratification Bonus if a contract is accepted.

#### **Article 18-Benefits See Below for Changes**

#### **Article 19-Force Adjustment**

- 19.03: Notification time increased to 3 weeks. Time to notify employees to cancel hours increased to 16 hours from 12 hours.
- 19.04: Length of Service time now goes up to over 96 months with max allowance of 6 weeks of pay.

**Article 20- Safety-No Changes**

## Article 21-Conclusion

- Date Changes contract expires on August 26, 2023.

## Memoranda-Letters-MOAs

- Many only contain date or name changes.

## Nanodegree Programs

- Effective 1/1/20 these programs will be covered via participation in the AT&T Tuition Aid Policy.

## Paid Parental Leave Policy

- Effective 1/1/20, allows for two weeks of paid parental leave.

## Guaranteed Personal Time Off

- Increased from 1 Guaranteed Personal Day to 2 days.

## Potential Premises Technician Work

- Addresses DIRECTV contracted video work. Should the Company contemplate the layoff of Premises Technicians, the Union and the Company will meet to discuss whether work being performed by contractors should be assigned to Premises Technicians prior to any Premises Technician being laid off.

## Article 18 Benefits

- New Hires' eligibility for Short-Term Disability benefits will begin at 18 months Term of Employment.
- Cost Sharing changes to Medical, Dental, and Vision as follows:

### Medical

#### Monthly Contributions

<b>Option 1</b>	2020	2021	2022	2023
Individual	\$175	\$184	\$192	\$202
Family	\$379	\$397	\$416	\$436

<b>Option 2</b>	2020	2021	2022	2023
Individual	\$88	\$96	\$105	\$116
Family	\$206	\$224	\$245	\$271

#### Tobacco Use Contribution

A surcharge will be added to Medical Monthly Contributions for Employees and/or Spouses who use tobacco and choose not to participate in a company designated Tobacco Cessation program, as follows:

	2020	2021	2022	2023
Surcharge	\$50	\$60	\$65	\$70

**Deductibles**

Option 1	2020		2021		2022		2023	
	Network ONA & PPO	Non-Network & Non-PPO	Network ONA & PPO	Non-Network & Non-PPO	Network ONA & PPO	Non-Network & Non-PPO	Network ONA & PPO	Non-Network & Non-PPO
Individual	\$750	\$2,625	\$800	\$2,800	\$850	\$2,975	\$900	\$3,150
Family	\$1,500	\$5,250	\$1,600	\$5,600	\$1,700	\$5,950	\$1,800	\$6,300

Option 2	2020		2021		2022		2023	
	Network ONA & PPO	Non-Network & Non-PPO	Network ONA & PPO	Non-Network & Non-PPO	Network ONA & PPO	Non-Network & Non-PPO	Network ONA & PPO	Non-Network & Non-PPO
Individual	\$1,550	\$6,200	\$1,600	\$6,400	\$1,650	\$6,600	\$1,700	\$6,800
Family	\$3,100	\$12,400	\$3,200	\$12,800	\$3,300	\$13,200	\$3,400	\$13,600

**Annual Out-of-Pocket Maximums**

Option 1	2020		2021		2022		2023	
	Network ONA & PPO	Non-Network & Non-PPO	Network ONA & PPO	Non-Network & Non-PPO	Network ONA & PPO	Non-Network & Non-PPO	Network ONA & PPO	Non-Network & Non-PPO
Individual	\$3,750	\$11,250	\$4,000	\$12,000	\$4,250	\$12,750	\$4,500	\$13,500
Family	\$7,500	\$22,500	\$8,000	\$24,000	\$8,500	\$25,500	\$9,000	\$27,000

Option 2	2020		2021		2022		2023	
	Network ONA & PPO	Non-Network & Non-PPO	Network ONA & PPO	Non-Network & Non-PPO	Network ONA & PPO	Non-Network & Non-PPO	Network ONA & PPO	Non-Network & Non-PPO
Individual	\$6,550	\$19,650	\$6,550	\$19,650	\$6,550	\$19,650	\$6,550	\$19,650
Family	\$13,100	\$39,300	\$13,100	\$39,300	\$13,100	\$39,300	\$13,100	\$39,300

**Prescription Drug Program (Rx)**

**Retail Network Copays (Up to 30 day supply, 2 fill limit for maintenance):**

<b>Option 1</b>	<b>2020 - 2023</b>
Generic	\$10
Preferred	\$35
Non-Preferred	\$80

**Option 2 – No Change**

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**Mail Order Copays (Up to 90 day supply)**

<b>Option 1</b>	<b>2020 - 2023</b>
Generic	\$20
Preferred	\$70
Non-Preferred	\$160

**Option 2 – No Change**

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**Dental - Monthly Contributions**

	<b>2020 - 2023</b>
Individual	\$8
Individual + 1	\$17
Family	\$27

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**Vision - Monthly Contributions**

	<b>2020 - 2023</b>
Individual	\$2.50
Individual + 1	\$5.50
Family	\$9