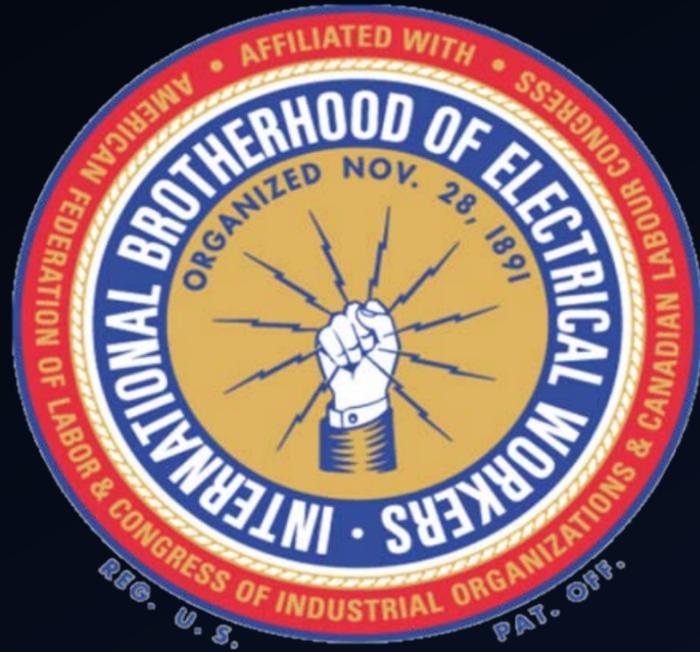


INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS SYSTEM COUNCIL T-3



AT&T CORE Contract Overview 2022



Agreement

Date Change

Old Language

This Agreement is entered into the 25th day of June, 2017, by and between AT&T... and the System Council T-3 ... of the International Brotherhood Of Electrical Workers, (I.B.E.W.)...

New Language

This Agreement entered into the 26th day of June, 2022, by and between AT&T... and the System Council T-3 ... of the International Brotherhood of Electrical Workers, (I.B.E.W.)...



Article 1 – Recognition
Article 2 - Definitions
Article 3 - Non-Discrimination
Article 4 - Company Union Relationship

**We were able to retain current language.
There are no changes
other than possible name, date or address
changes where appropriate.**



Article 5 - No Strike
Article 6 - Union Security
Article 7 - Union Dues Deductions
Article 8 - Committee on Political Education (COPE)

**We were able to retain current language.
There are no changes
other than possible name, date or address
changes where appropriate.**



Article 9 - Collective Bargaining Procedures

Article 10 - Bulletin Boards

Article 11 - Union Officers and Representatives

Article 12 - Problem Resolution Procedures

We were able to retain current language.

**There are no changes
other than possible name, date or address
changes where appropriate.**



Article 13

Wage Administration

New Language

(A) Current Increase

Basic Weekly Wage Rates will be increased 4.00% at the maximum rate, exponentialized with no change in the start rate. The wage increase will be effective June 26, 2022.

(B) First Anniversary

Effective **June 25, 2023** Basic Weekly Wage Rates will be increased **4.00%** at the maximum rate, exponentialized with no change in the start rate.

(C) Second Anniversary

Effective **June 23, 2024**, Basic Weekly Wage Rates will be increased **2.50%** at the maximum rate, exponentialized with no change in the start rate.

Plus COLA

.75% Max Lump Sum Payment 2-1-24

.75% Max Wage Increase 6-23-24

(D) Third Anniversary

Effective **June 22, 2025** Basic Weekly Wage Rates will be increased **3.00%** at the maximum rate, exponentialized with no change in the start rate.

(D) Fourth Anniversary

Effective **June 21, 2026** Basic Weekly Wage Rates will be increased **3.00%** at the maximum rate, exponentialized with no change in the start rate.



Article 13

Wage Administration

When available the new wage schedules can be found on ibew21.org the link will be titled Wage Schedules.

Premise Technician schedules can be found in Appendix C.



Article 14 - Net Credited Service & Seniority

Article 15 - Job Classifications and Promotions

**We were able to retain current language.
There are no changes
other than possible name, date or address
changes where appropriate.**



Article 16 Benefits

**Benefit changes can be
found on ibew21.org
the link is titled
Article 16 - Benefits.**



Pension

Pension Band Increases:

- 1% effective January 1, 2023.
- 1% effective January 1, 2024.
- 1% effective January 1, 2025.
- 1% effective January 1, 2026.
- 1% effective January 1, 2027.



Medical Monthly Premiums

Active
(Full-Time)
Monthly Contributions

2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees

Monthly Contribution Amounts

Option 1	2023	2024	2025	2026	2027
Individual	\$168	\$176	\$185	\$195	\$204
Family	\$441	\$460	\$484	\$510	\$536

Monthly Contribution Amounts

Option 2	2023	2024	2025	2026	2027
Individual	\$117	\$125	\$134	\$144	\$153
Family	\$306	\$327	\$351	\$376	\$402

Monthly Contribution Amounts

Option 3	2023	2024	2025	2026	2027
Individual	N/A	\$61	\$68	\$77	\$86
Family	N/A	\$159	\$179	\$201	\$224



Medical Deductibles

Option 1:

	2023		2024		2025		2026		2027	
	Network/ PPO/ONA	Non- Network/ Non-PPO	Network/ PPO/ONA	Non- Network/ Non-PPO	Network/ PPO/ONA	Non- Network/ Non-PPO	Network/ PPO/ONA	Non- Network/ Non-PPO	Network/ PPO/ONA	Non- Network/ Non- PPO
Ind	\$900	\$2,700	\$ 950	\$2,850	\$1,000	\$3,000	\$1,050	\$3,150	\$1,100	\$3,300
Fam	\$1,800	\$5,400	\$1,900	\$5,700	\$2,000	\$6,000	\$2,100	\$6,300	\$2,200	\$6,600

Annual Deductible Provisions:
No change from current program.

Note: The Annual Deductibles will be included in the Out-Of-Pocket Maximums

Option 2:

	2023		2024		2025		2026		2027	
	Network/ PPO/ONA	Non- Network/ Non-PPO								
Ind	\$1,700	\$5,100	\$1,750	\$5,250	\$1,800	\$5,400	\$1,850	\$5,550	\$1,900	\$5,700
Fam	\$3,400	\$10,200	\$3,500	\$10,500	\$3,600	\$10,800	\$3,700	\$11,100	\$3,800	\$11,400

Annual Deductible Provisions:

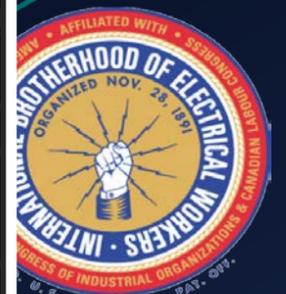
No change from current program, except as provided below:

- If the coverage tier is Family, no individual can receive benefits until the Family Annual Deductible is met. The Family Annual Deductible can be met by one or a combination of covered family members.
- The following costs paid by the participant also apply toward the applicable Network/PPO/ONA or Non-Network/Non-PPO Deductible amounts:
 - Outpatient prescription drug allowable charges of eligible expenses

Note: The Annual Deductibles will be included in the Out-Of-Pocket Maximums

Option 3:

	2023		2024		2025		2026		2027	
	Network/ PPO/ ONA	Non- Network/ Non-PPO	Network/ PPO/ ONA	Non- Network/ Non-PPO	Network/ PPO/ONA	Non- Network/ Non-PPO	Network/ PPO/ONA	Non- Network/ Non-PPO	Network/ PPO/ONA	Non- Network/ Non-PPO
Ind	N/A	N/A	\$3,075	\$9,225	\$3,150	\$9,450	\$3,225	\$9,675	\$3,300	\$9,900
Fam	N/A	N/A	\$6,150	\$18,450	\$6,300	\$18,900	\$6,450	\$19,350	\$6,600	\$19,800



Out of Pocket Maximums

Option 1:

Out-of-Pocket Maximum Amounts (including Annual Deductible)

	2023		2024		2025		2026		2027	
	Network/ PPO/ ONA	Non- Network/ Non- PPO								
Ind	\$3,750	\$11,250	\$4,000	\$12,000	\$4,200	\$12,600	\$4,400	\$13,200	\$4,600	\$13,800
Family	\$7,500	\$22,500	\$8,000	\$24,000	\$8,400	\$25,200	\$8,800	\$26,400	\$9,200	\$27,600

Option 2:

Out-of-Pocket Maximum Amounts (including Annual Deductible)

	2023		2024		2025		2026		2027	
	Network/ PPO/ ONA	Non- Network/ Non- PPO								
Ind	\$7,000	\$21,000	\$7,100	\$21,300	\$7,200	\$21,600	\$7,300	\$21,900	\$7,400	\$22,200
Family	\$14,000	\$42,000	\$14,200	\$42,600	\$14,400	\$43,200	\$14,600	\$43,800	\$14,800	\$44,400

Option 3:

Out-of-Pocket Maximum Amounts (including Annual Deductible)

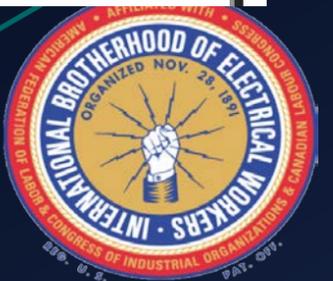
	2023		2024		2025		2026		2027	
	Network/ PPO/ ONA	Non- Network/ Non- PPO								
Ind	N/A	N/A	\$7,100	\$21,300	\$7,200	\$21,600	\$7,300	\$21,900	\$7,400	\$22,200
Family	N/A	N/A	\$14,200	\$42,600	\$14,400	\$43,200	\$14,600	\$43,800	\$14,800	\$44,400

Dental

Monthly Premiums:

Contributions for Dental PPO or DHMO (if available):

	2023	2024	2025	2026	2027
Individual	\$9	\$9	\$9	\$10	\$10
Individual+1	\$19	\$19	\$19	\$21	\$21
Family	\$30	\$30	\$30	\$33	\$33



Vision Monthly Premiums:

	2023	2024	2025	2026	2027
Individual	\$3.00	\$3.00	\$3.00	\$3.50	\$3.50
Individual+1	\$7.50	\$7.50	\$7.50	\$9.50	\$9.50
Family	\$12.50	\$12.50	\$12.50	\$16.00	\$16.00



Article 17 - Scheduling and Payment for Time Worked
Article 18 - Title Change
Article 19 - Work Done by Supervisors

**We were able to retain current language.
There are no changes
other than possible name, date or address
changes where appropriate.**



Article 20 - Treatment of Time Not Worked

Article 21 - Differentials

**Article 22 - Classification & Treatment of
Regular Part-Time Employees**

We were able to retain current language.

**There are no changes
other than possible name, date or address
changes where appropriate.**



Article 23 - Recognized Holidays

Old Language

23.01 The following are the Recognized Holidays...**Martin Luther King Jr.'s Birthday, Good Friday or Floating Holiday**

23.02 (c) Prior to January 1st, an employee must identify either Martin Luther King Jr.'s Birthday or Good Friday as a Recognized Holiday for the next year....

...If an employee elects to designate a Floating Holiday in lieu of Martin Luther King Jr.'s Birthday or Good Friday the Floating Holiday will be scheduled according to...

New Language

23.01 The following are the Recognized Holidays...

Martin Luther King Jr.'s Birthday

Good Friday or Floating Holiday

23.02 (c) Prior to January 1st, an employee must decide whether to identify

Good Friday as a Recognized Holiday for the next year, and

if Good Friday is selected it must be taken on the observed date...

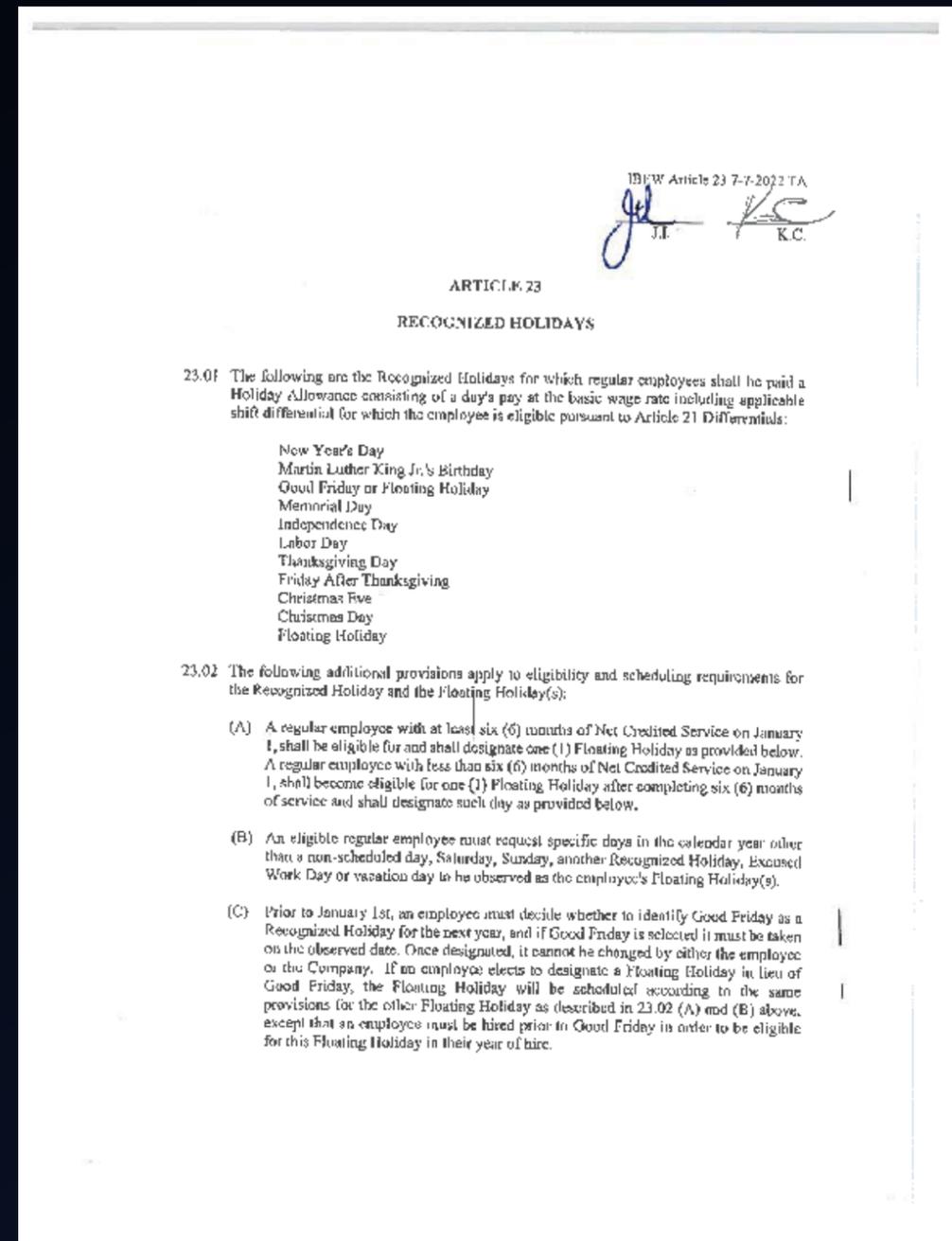
...If an employee elects to designate a Floating Holiday in lieu

of Good Friday, the Floating Holiday will be scheduled according to...



Article 23 - Recognized Holidays

New Language



Article 24 - Excused Work Days
Article 25 – Vacations
Article 26 - Automobile Mileage Expense
Article 27 - Temporary Assignments

We were able to retain current language.
There are no changes
other than possible name, date or address
changes where appropriate.



Article 28 – Safety
**Article 29 - Commercial Driver's License &
Special Operating Permit or License**
Article 30 Training and Employment Security

**We were able to retain current language.
There are no changes
other than possible name, date or address
changes where appropriate.**



Contract Survey Q16

How long should the new contract be?

76%

of Local 21 members wanted a contract over 4 years.

61% = 5 years vs 44% in 2017



Memoranda MOAs

Many only contained date, name or union hall address changes.



Sales Consultants Service Reps and Center Employees New Letter of Understanding - Center Growth Strategy Discussions

New Language

...during the course of 2022 collective bargaining discussions concerning their mutual desire to explore a growth strategy for call centers in the Union's territory...the Parties agreed to meet and discuss establishing a new appendix to the 2022 CBA (or editing an existing appendix thereto)...that provides greater flexibility to the Company, opportunities for growth of Union membership, and enhanced job security for existing call center employees...

1. The creation of a new title that can do any call center work the Company assigns in its sole discretion at a highly competitive cost structure.
2. A commitment that current Service Representatives, Sales Consultants, **and any other mutually agreed titles** covered by the 2022 CBA will be offered positions in the Appendix without a reduction in pay (although their pay may be frozen if their current rate of pay is above the top rate for the new title) and with Health and Welfare benefits consistent with those provided to employees covered by the Core articles, including their pension benefits.
3. An agreement that if current Service Representatives or Sales Consultants covered by the 2022 CBA refuse to take a position in the Appendix, the consequences of such refusal shall be those set forth in the Appendix.

...current Service Representatives or Sales Consultants covered by the 2022 CBA working in Rock Island, Illinois may be forced to move to a new location within the Union's jurisdiction, but if such move would require a relocation package, they will be allowed to work from home in accordance with the terms of the Parties' COVID-19...Program Temporary and Limited Participation Memorandum...



Sales Consultants

New Letter of Understanding - Center Growth Strategy Discussions

Center Growth Strategy Discussions Ltr 7-15-2022 TA

 J.L. K.C.

June 26, 2022

Mr. Paul T. Wright
Chairman, System Council T-3
International Brotherhood of Electrical Workers
4701 Auvergne Avenue
Lisle, IL 60532

Re: Center Growth Strategy Discussions

Dear Mr. Wright:

This Letter confirms the understandings reached between AT&T Midwest ("Company") and International Brotherhood of Electrical Workers System Council T-3 ("Union") (collectively "Parties") during the course of 2022 collective bargaining discussions concerning their mutual desire to explore a growth strategy for call centers in the Union's territory.

During the term of the 2022 Collective Bargaining Agreement between the Parties ("2022 CBA"), the Parties agreed to meet and discuss establishing a new appendix to the 2022 CBA (or editing an existing appendix thereto) ("Appendix") that provides greater flexibility to the Company, opportunities for growth of Union membership, and enhanced job security for existing call center employees currently covered by the 2022 CBA. More specifically, the envisioned Appendix would be expected to include, among other terms agreed to by the parties:

1. The creation of a new title that can do any call center work the Company assigns in its sole discretion at a highly competitive cost structure.
2. A commitment that current Service Representatives, Sales Consultants, and any other mutually agreed titles covered by the 2022 CBA will be offered positions in the Appendix without a reduction in pay (although their pay may be frozen if their current rate of pay is above the top rate for the new title) and with Health and Welfare benefits consistent with those provided to employees covered by the Core articles, including their pension benefits.
3. An agreement that if current Service Representatives or Sales Consultants covered by the 2022 CBA refuse to take a position in the Appendix, the consequences of such refusal shall be those set forth in the Appendix.

Negotiations for the Appendix will begin following ratification of the 2022 CBA and will continue until a tentative agreement is reached for the Appendix or either party gives 30-days' notice that they have concluded that such negotiations are futile and will be terminated. The Parties agree that while such discussions are ongoing (i.e., until such negotiations are terminated pursuant to this paragraph), current Service Representatives or Sales Consultants covered by the



Premise Technicians

Additional Memorandums Have Been Added

Old Language

1.04 This Memorandum contains the entire agreement...and the following Memoranda of Agreement:

A4 Memorandum of Agreement Committee for Substance Abuse Awareness

A6 Memorandum of Agreement Military Leaves of Absence

A9 Memorandum of Agreement regarding Success Sharing Plan

A16 Memorandum of Agreement Benefits Rules for Movement

A18 Memorandum of Agreement Payment in Lieu of Vacation

New Additions to Above List

- A13 Memorandum of Agreement AT&T Midwest & AT&T National Staffing Process
- S 4 Memorandum of Agreement Apprenticeship Program
- S 5 Memorandum of Agreement Concerning the Apprenticeship Program



Premise Technicians

4.01 Holidays

Old Language

Ten (10) paid holidays shall be observed as follows:

New Year's Day

Memorial Day...

New Language

Eleven (11) paid holidays shall be observed as follows:

New Year's Day

Martin Luther King Jr.'s Birthday

Memorial Day...



Premise Technicians

MEMORANDUM OF AGREEMENT FORCE MOVEMENT OF EMPLOYEES AND EMPLOYEE BENEFIT TREATMENT

Old Language

III. TREATMENT OF EMPLOYEES WHO VOLUNTARILY MOVE FROM A JOB TITLE IN APPENDIX C

Regular full-time employees in Appendix C job titles are eligible to transfer to a position under the Core Agreement once they have reached at least thirty (30) months time in title

New Language

III. TREATMENT OF EMPLOYEES WHO VOLUNTARILY MOVE FROM A JOB TITLE IN APPENDIX C

Regular full-time employees in Appendix C job titles are eligible to transfer to a position under The Core Agreement once they have reached at least twenty-four (24) months time in title



Premise Technicians

Section 7.03 Force Adjustment

Time Frames Increased

Old Language

A Premises Technician scheduled to be laid off in accordance with the provisions of Appendix C, Section 7.03 shall for a minimum of three weeks prior to layoff, be allowed to submit the required form(s).....

..the Company shall notify the Union in writing, prior to notifying the affected employees...

...The surplus employees designated for layoff will be notified a minimum of two (2) weeks prior to the layoff date...

New Language

Premises Technician scheduled to be laid off in accordance with the provisions of Appendix C, Section 7.03 shall for a minimum of four weeks prior to layoff, be allowed to submit the required form(s) ...

...the Company shall notify the Union in writing, one (1) week prior to notifying the affected employees...



Premise Technicians

Section 7.01 Transfers Now 24 Months

Old Language

Regular full-time employees with at least thirty (30) months of time in title, unless waived by the Company.....

Regular full-time employees covered under this Memorandum who have at least thirty (30) months time in title...

Regular full-time employees covered under this Memorandum who have at least thirty (30) months time in title...

New Language

Regular full-time employees with at least twenty-four (24) months of time in title, unless waived by the Company...

Regular full-time employees covered under this Memorandum who have at least twenty-four (24) months time in title...

Regular full-time employees covered under this Memorandum who have at least twenty-four (24) months time in title...



AT&T Corp- aka Global Services/Data Comm

Name and Date Changes.

New Language

- Effective **10/30/22** Basic Weekly Wage Rates will be increased by **4.00%**.
- Effective **10/29/23** Basic Weekly Wage Rates will be increased by **4.00%**.
- Effective **10/27/24** Basic Weekly Wage Rates will be increased by **2.50%**

Plus COLA

.75% Max Lump Sum Payment 2-1-24

.75% Max Wage Increase 6-23-24.

- Effective **10/26/25** Basic Weekly Wage Rates will be increased by **3.00%**.
- Effective **10/25/26** Basic Weekly Wage Rates will be increased by **3.00%**.



Appendix S

APPRENTICESHIP PROGRAM

2B - Delete surplus status

Old Language

... If the apprentice was transferred from surplus status with a wage rate which exceeds the 48 month apprentice rate, he or she will suffer no loss in pay,

New Language

...If the apprentice was transferred with a wage rate which exceeds the 48 month apprentice rate, he or she will suffer no loss in pay...



Appendix S

APPRENTICESHIP PROGRAM

New Letter of Understanding

New Language
...COVERS CST
COVERS PREMS



Appendix S - APPRENTICESHIP PROGRAM

New Letter of Understanding - CST

New Language

Treatment of CST Apprentices

..The Parties agree on a one-time, non-precedent setting basis to the following:

1. The Company agrees to temporarily promote Regular Full Time ("RFT") CST Apprentices who at the time of ratification held that position at step 8 of the wage schedule or above (and if at step 8,9, or 10, held it for at least 6 months) to CST Journeyman while awaiting the development and implementation of a New CST Test. Following such temporary promotion, the ratification date will become the new date from which progression is measured ("Progression Effective Date").
2. If upon ratification no New CST Test has been implemented, failure to pass such test will not constitute a barrier to a temporary promotion to CST Journeyman who were at step 8 of the wage schedule at ratification unless and until a New CST Test is made available by the Company, although MOA 5S ratios vi11 continue to apply. In such case the temporary promotion date will be the Progression Effective Date.
3. When the New CST Test becomes available, RFT CST Apprentices who were at step 8, 9, or 10 of the wage schedule at the time of ratification but did not qualify for a temporary promotion due to the MOA S5 ratios will be given the opportunity to take the New CST Test. Those who pass such test within 30 days of it becoming available will be promoted to CST Journeyman and the MOA S5 ratios will not constitute a barrier to such promotion. If, however, the New CST Test is not made available as of January 1, 2023, the RFT CST Apprentices covered under this paragraph 3 will be eligible for the treatment applied to RFT CST Apprentices covered by paragraph 2.
4. Temporarily promoted RFT CST Apprentices who are not at the top step of the wage schedule at the time the New CST Test is implemented must pass the new CST Test within 30 days after it becomes available to them. Failure to do so will cause each such individual to return to the CST Apprentice title, and they will remain on their then-current wage step until such time as they qualify for the CST Journeyman title in accordance with the terms of the Apprenticeship Program.



Appendix S - APPRENTICESHIP PROGRAM

New Letter of Understanding - CST

New Language

Treatment of CST Apprentices

IBEW Apprentice Program Adjustment Letter 7-7-22 TA

 J.L.  K.C.

June 26, 2022

Mr. Paul T. Wright
Chairman, System Council 1-3
President/Business Manager/Financial Secretary
International Brotherhood of Electrical Workers Local Union 21
4701 Auvergne Avenue, Lisle IL, 60532

Re: Apprentice Program Adjustments

Dear Mr. Wright:

This letter will respond to concerns raised during 2022 bargaining regarding issues arising under the Apprentice Program during the term of the 2017 Collective Bargaining Agreement ("2017 CBA") between AT&T Midwest ("Company") and International Brotherhood of Electrical Workers Local 21 ("Union") (collectively "Parties").¹

Treatment of CST Apprentices

During the term of the 2017 CBA, issues have arisen concerning the Customer Systems Technician Certification Test ("CST Test") used to qualify Customer Systems Technician ("CST") Apprentices for Journeyman positions when permitted by the Apprentice Program. Making no judgments or admissions concerning the CST Test, the Parties recognize their common desire for the Company to develop and implement a new test for CST Journeyman eligibility (referred to herein as the "New CST Test") and to account for the concerns raised.

To resolve these concerns, the Parties agree on a one-time, non-precedent setting basis to the following:

1. The Company agrees to temporarily promote Regular Full Time ("RFT") CST Apprentices who at the time of ratification held that position at step 8 of the wage schedule or above (and if at step 8, 9, or 10, held it for at least 6 months) to CST Journeyman while awaiting the development and implementation of a New CST Test. Following such temporary promotion, the ratification date will become the new date from which progression is measured ("Progression Effective Date").
2. If upon ratification no New CST Test has been implemented, failure to pass such test will not constitute a barrier to temporary promotion to CST Journeyman who were at step 8 of the wage schedule at ratification unless and until a New CST Test is made available by the

¹ The Apprentice Program refers to the terms of apprenticeship set forth in MOA S4 - Apprenticeship Program ("MOA S4") and MOA S5 - Continuing Apprenticeship Program ("MOA S5") of the CBA.



Appendix S - APPRENTICESHIP PROGRAM

New Letter of Understanding – Prem Techs

New Language

Premises Technician Placement Upon Move to Apprentice

During the term of the 2017 CBA, issues arose concerning the placement of Premises Technicians into the Apprenticeship Program at Step 8 of the applicable wage schedules. To resolve these concerns, and in consideration of commitments made during 2022 negotiations, the Parties agree:

1. Premises Technicians that moved during the term of the 2017 CBA into an RFT Apprentice title and as a result suffered a reduction in pay will be treated for the purposes described herein as if on the day of such move they had moved to the lowest step of the new wage schedule that did not result in a loss of pay, even if this would have resulted in placement above Step 8.
2. As soon as practicable following ratification, the Company will provide one-time payments to such employees equal to the weekly wage schedule difference between the step they actually moved to or subsequently progressed to and the step on which they would have worked had they been originally moved in accordance with paragraph 1 of this section, multiplied by the number of weeks spent at such step(s).
3. Effective on the date of ratification, employees covered by paragraph 1 of this section will be moved to the step on which they would have been at ratification had they originally moved in accordance with paragraph 1.
4. Future progression will proceed as if the original placement had been in accordance with paragraph 1 of this section.

For purposes of clarity, the Parties intend the term of the section above titled Premises Technician Placement Upon Move to Apprentice to apply before the application of the section titled Treatment of CST, Apprentices.



Appendix S - APPRENTICESHIP PROGRAM

New Letter of Understanding – Prem Techs

New Language

Premises Technician Placement Upon Move to Apprentice

IBEW Apprentice Program Adjustment Letter 7-7-22 TA

 J.L.  K.C.

Company, although MOA 55 ratios will continue to apply. In such case the temporary promotion date will be the Progression Effective Date.

3. When the New CST Test becomes available, RPT CST Apprentices who were at step 8, 9, or 10 of the wage schedule at the time of ratification but did not qualify for a temporary promotion due to the MOA 55 ratios will be given the opportunity to take the New CST Test. Those who pass such test within 30 days of it becoming available will be promoted to CST Journeyman and the MOA 55 ratios will not constitute a barrier to such promotion. If, however, the New CST Test is not made available as of January 1, 2023, the RPT CST Apprentices covered under this paragraph 3 will be eligible for the treatment applied to RPT CST Apprentices covered by paragraph 2.
4. Temporarily promoted RPT CST Apprentices who are not at the top step of the wage schedule at the time the New CST Test is implemented must pass the new CST Test within 30 days after it becomes available to them. Failure to do so will cause each such individual to return to the CST Apprentice title, and they will remain on their then-current wage step until such time as they qualify for the CST Journeyman title in accordance with the terms of the Apprenticeship Program.

Premises Technician Placement Upon Move to Apprentice

During the term of the 2017 CBA, issues arose concerning the placement of Premises Technicians into the Apprenticeship Program at Step 8 of the applicable wage schedules. To resolve these concerns, and in consideration of commitments made during 2022 negotiations, the Parties agree:

1. Premises Technicians that moved during the term of the 2017 CBA into an RPT Apprentice title and as a result suffered a reduction in pay will be treated for the purposes described herein as if on the day of such move they had moved to the lowest step of the new wage schedule that did not result in a loss of pay, even if this would have resulted in placement above Step 8.
2. As soon as practicable following ratification, the Company will provide one-time payments to such employees equal to the weekly wage schedule difference between the step they actually moved to or subsequently progressed to and the step on which they would have worked had they been originally moved in accordance with paragraph 1 of this section, multiplied by the number of weeks spent at such step(s).
3. Effective on the date of ratification, employees covered by paragraph 1 of this section will be moved to the step on which they would have been at ratification had they originally moved in accordance with paragraph 1.
4. Future progression will proceed as if the original placement had been in accordance with paragraph 1 of this section.



Technical Field and Construction & Engineering Organizations Surplus Employees
Memorandum

OPTS Added with Caps
Time Frames Increase & Company Name Changes

New Language

...regarding the job title of Customer Systems Technician (“CST”) and Cable Splicing Technician (“Splicer”), and Outside Plant Technician (OPT) when a surplus is declared in the AT&T Field Operations (“AFO”), Business Field Services (“BFS”) and/or the Access – Construction & Engineering (“ACE”) Market Business Units.

...A surplus CST in AFO//BFS or a surplus Splicer, and/or OPT in ACE...
However, no surplus Splicer, and/or OPT in ACE shall displace a Premises Technician if 12% or more of the employees in the Premises Technician job title within the RCA came to the Premises Technician job title with economic protections pursuant to either....:

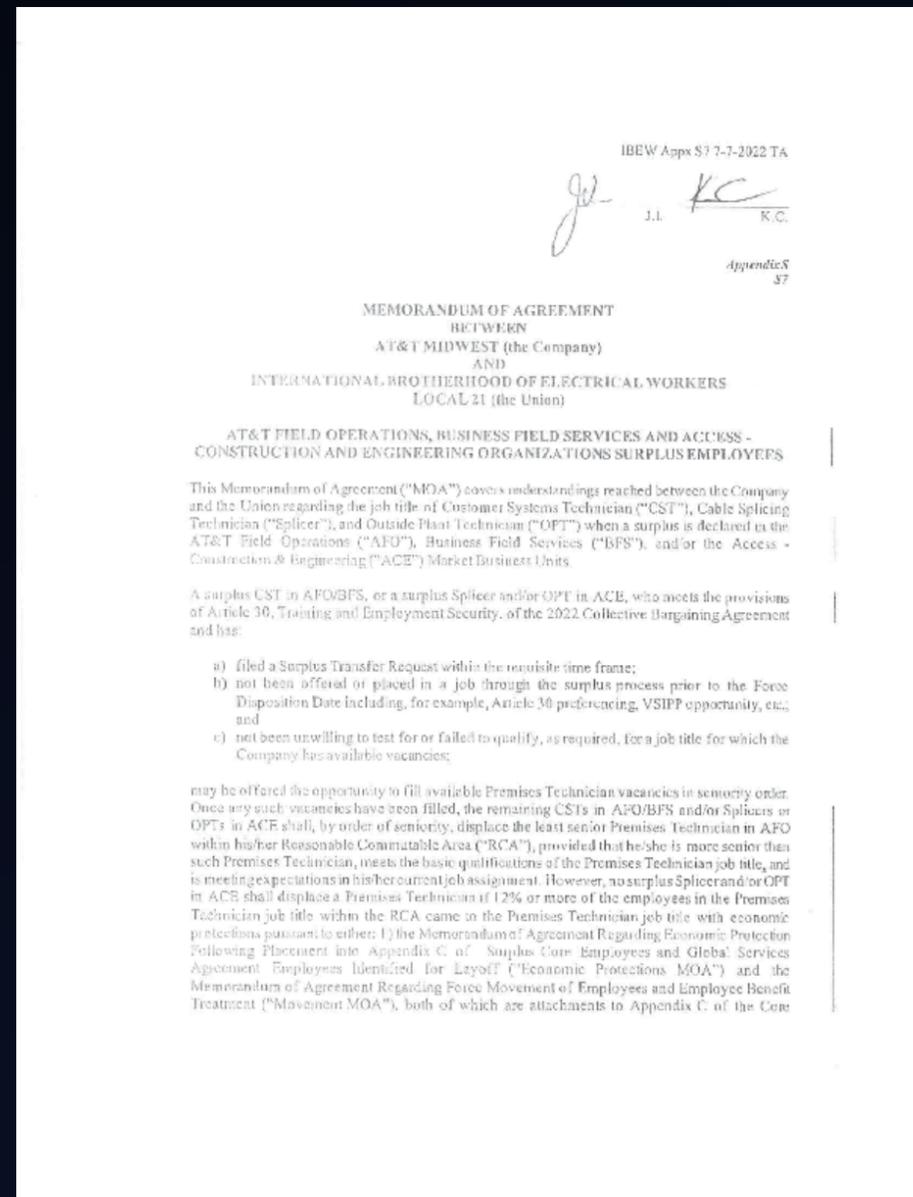
The displaced Premises Technician shall be laid off within twenty-eight (28) calendar days following notification of displacement...



Technical Field and Construction & Engineering Organizations Surplus Employees Memorandum

OPTS Added with Caps Time Frames Increase & Company Name Changes

New Language



Letters

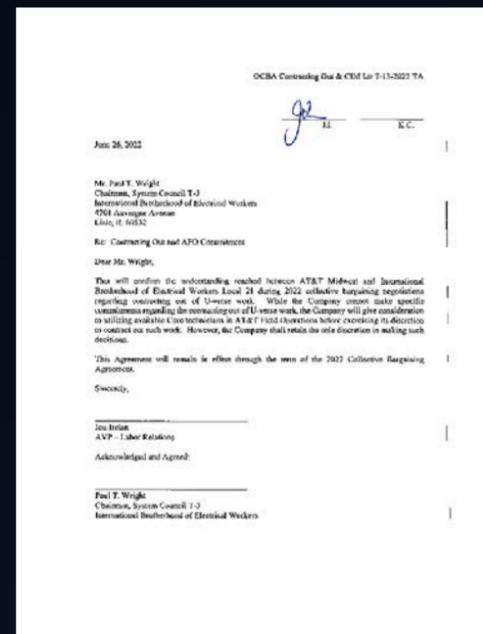
Many only contained date, name or union hall address changes.



Contracting Out of U-verse work - AFO Commitment

Utilizing Core Technicians

...While the Company cannot make specific commitments regarding the contracting out of U-verse work, the Company will give consideration to utilizing available Core technicians in AT&T Field Operations before exercising its discretion to contract out such work...



Arbitration

Letter of Understanding

Creates a committee to address the arbitration backlog, adds additional options for resolution of cases as the committee continues to evaluate roadblocks, allowing cases to move forward to resolution sooner.



