International Brotherhood of Electrical Workers
System Council T-3

2016 - HIGHLIGHTS

AT&T – DIRECTV

Technicians, Warehouse Workers, and Clerical Employees
## Wages

A full wage schedule was established with Top Wage Rates set as follows:

<table>
<thead>
<tr>
<th></th>
<th>Zone A</th>
<th>Zone B</th>
<th>Zone C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prem Tech</td>
<td>$26.11</td>
<td>$23.39</td>
<td>$22.78</td>
</tr>
<tr>
<td>Warehouse</td>
<td>$18.99</td>
<td>$17.31</td>
<td>$16.35</td>
</tr>
<tr>
<td>Admin Supp Ass</td>
<td>$16.10</td>
<td>$14.66</td>
<td>$13.70</td>
</tr>
<tr>
<td>Office Coordinator</td>
<td>$19.22</td>
<td>$17.31</td>
<td>$16.35</td>
</tr>
</tbody>
</table>

Employees will be slotted to the closest wage rate that results in a wage increase.

Employees in progression (not at the top wage rate) will move up on the wage schedule every 6-month period after ratification, until they reach the top rate.

This will result in significant wage increases for employees in this category; in many cases over 20% during the term of the collective bargaining agreement.

Employees above the maximum wage rate are pay-protected until the top rate catches up to them.

The wages are based on 3 different wage zones: Zone A, Zone B, Zone C

**Effective 9/2/17 - 3% wage increase exponentialized.**

**Effective 9/2/18 - 2.25% wage increase exponentialized.**
Technicians, Warehouse Workers, and Clerical Employees

Contract Ratification Bonus & Success Sharing

Technicians, Warehouse Workers, and Clerical Employees covered by this Agreement will receive a $250 signing bonus and participate in the Success Sharing Plan which pays out annually based on AT&T’s stock price and dividends.
Technicians, Warehouse Workers, and Clerical Employees

Benefits

Dramatic improvements as described in Benefit Section.
Technicians, Warehouse Workers, and Clerical Employees

Job Security
Secured language that prevents a layoff caused by subcontracting.
Technicians, Warehouse Workers, and Clerical Employees

“Just Cause”
Must exist before any employee can be disciplined.
Technicians, Warehouse Workers, and Clerical Employees

Union/Management Review Panel

Held at Union’s request before any employee with 12 months or more of service can be terminated.
Technicians, Warehouse Workers, and Clerical Employees

Grievance and Arbitration
Process to challenge unjust discipline or other violations of the contract.
Mandatory Overtime

Mandatory overtime is limited to 17 hours per week.
Seniority
Credit at AT&T for time worked with DIRECTV.
Sunday Premium
Premium rate of 1.5 times an employee’s base wage rate will be paid for up to 8 hours worked on Sunday.
Guaranteed Weekend Off

Employees will be guaranteed one weekend off per month.
Guaranteed Personal Time Off

Employees have the ability to take a vacation day or personal day on demand to care for personal responsibilities.
Technicians, Warehouse Workers, and Clerical Employees

Holiday Premium

A rate of 2.5 times an employee’s base wage rate will be paid for up to 8 hours worked on a holiday.
Technicians, Warehouse Workers, and Clerical Employees

10 Paid Holidays
- New Year’s Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

4 Floating Holidays
Technicians, Warehouse Workers, and Clerical Employees

**Vacations**

1 week for 6 months of service.
2 weeks for 12 months of service.
3 weeks for 7 years of service.
4 weeks for 15 years of service.
5 weeks for 25 years of service.
Technicians, Warehouse Workers, and Clerical Employees

Paid Personal Days Off

4 Personal Days Off with 6 months of service.
Technicians, Warehouse Workers, and Clerical Employees

Sick Days
Up to 5 Paid Sick Days for employees with 1 year of service or more.