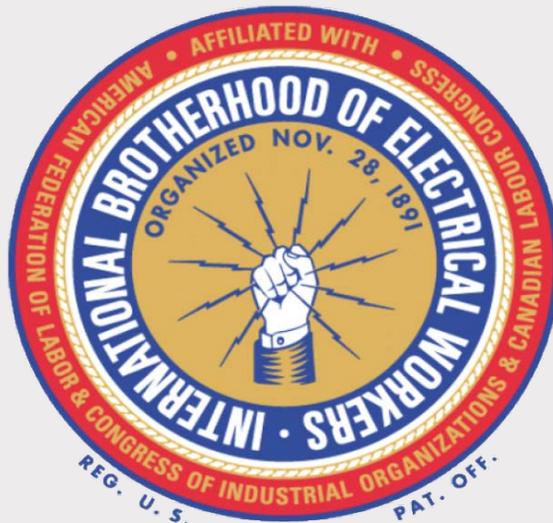


International Brotherhood of Electrical Workers System Council T-3



2016 - HIGHLIGHTS

AT&T - DIRECTV

**Technicians, Warehouse Workers,
and Clerical Employees**



Technicians, Warehouse Workers, and Clerical Employees

Wages

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

	<u>Zone A</u>	<u>Zone B</u>	<u>Zone C</u>
Prem Tech	\$26.11	\$23.39	\$22.78
Warehouse	\$18.99	\$17.31	\$16.35
Admin Supp Ass	\$16.10	\$14.66	\$13.70
Office Coordinator	\$19.22	\$17.31	\$16.35

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

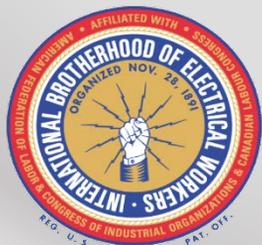
Employees in progression (not at the top wage rate) will move up on the wage schedule every 6-month period after ratification, until they reach the top rate.

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

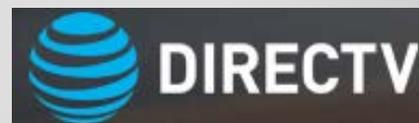
Effective 9/2/17 - 3% wage increase exponentialized.
Effective 9/2/18 - 2.25% wage increase exponentialized.



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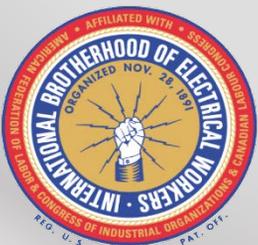
2016 Contract Overview



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.



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2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Benefits

Dramatic improvements as
described in Benefit Section.



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2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Job Security

Secured language that prevents
a layoff caused by subcontracting.



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2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

“Just Cause”
Must exist before
any employee can
be disciplined.



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2016 Contract Overview



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.



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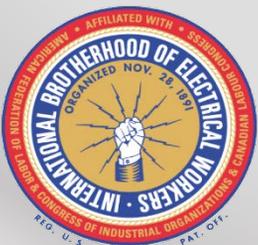
2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Grievance and Arbitration

Process to challenge
unjust discipline
or other violations
of the contract.



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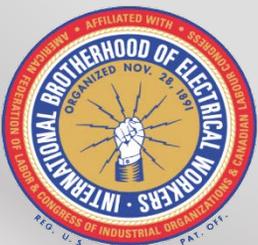
2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Mandatory Overtime

Mandatory overtime
is limited
to 17 hours per week.



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2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Seniority

Credit at AT&T for time
worked with DIRECTV.



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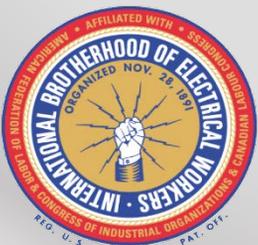
2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

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.



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2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Guaranteed Weekend Off

Employees will be guaranteed
one weekend off per month.



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AT&T /DIRECTV
2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Guaranteed Personal Time Off

Employees have the ability
to take a vacation day
or personal day
on demand
to care for personal
responsibilities.



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2016 Contract Overview



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.



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2016 Contract Overview



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



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2016 Contract Overview



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.



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2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Paid Personal Days Off

4 Personal Days Off
with 6 months of service.



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2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Sick Days

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



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2016 Contract Overview

