

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS SYSTEM COUNCIL T-3 ^{AFL} _{CIO}



AT&T Tentative Agreement Details

Tuesday March 26, 2013 - 5:00pm (CST) - Earlier today the IBEW announced a new tentative agreement was reached with AT&T. This update contains more information on changes made to articles, appendixes and memorandums.

More information and a contract overview will be provided at the April IBEW Local 21 Union meetings.

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Article 1 Recognition

- Date Change

Article 2 Definitions

- No Changes

Article 3 Non-Discrimination

- No Changes

Article 4 Company Union Relationship

- No Changes

Article 5 No Strike

- No Changes

Article 6 Union Security

- 6.03 (C) Removed
- 6.04 added–Union Security shall only apply in those states where permitted by law.

Article 7 Union Dues Deductions

- Slight change to 7.05 (B) – cleaned up language, no intent change.

Article 8 Committee on Political Education (COPE)

- Change in 8.13 to account for four (4) year agreement.

Article 9 Collective Bargaining Procedures

- No intent change.
- Changes to titles of company representatives.

Article 10 Bulletin Boards

- No Changes

Article 11 Union Officers and Representatives

- Change to wording in 11.02. A steward can no longer be moved out of a work location without the permission of the Union, unless the steward was declared surplus. Intent-the company is removed from the Union's administration of the Local.

Article 12 Problem Resolution Procedures

- No Changes

Article 13 Wage Administration

- Effective June 23, 2013 Basic Weekly Wage Rates will be increased by 2.25%.
- Effective June 22, 2014 Basic Weekly Wage Rates will be increased by 2.50%.
- Effective June 28, 2015 Basic Weekly Wage Rates will be increased by 2.75%.
- Effective June 26, 2016 Basic Weekly Wage Rates will be increased by 3.00%.
- \$1,000 signing bonus if ratified by May 7, 2013.
- 13.07- deleted sickness or accident. No intent change, name change only.

Article 14 Net Credited Service & Seniority

- No Changes

Article 15 Job Classifications and Promotions

- No Changes

Article 16 Benefits

- Pension Band Increases:
 - 1% effective January 1, 2014
 - 1% effective January 1, 2015
 - 1% effective January 1, 2016
 - 1% effective January 1, 2017
- Employees Covered by Appendix C and all new hires after August 8, 2009:
 - Basic benefits credit added to the cash balance account will be increased by increasing the age credit factor by 1% effective January 1, 2014.

Medical Benefits

- No Changes to current plan coverage.
- For employees on the payroll prior to the expiration of the current contract monthly contributions will be:
 - 2014** - \$45 individual, \$95 family
 - 2015** - \$70 individual, \$150 family
 - 2016** - \$90 individual, \$195 family
 - 2017** - \$105 individual, \$225 family
- Annual deductibles for network providers will be \$500 for individuals, \$1,000 for families in all contract years.
- Coinsurance will be 10 percent for network providers.
- Out-of-pocket maximums for network providers will be:
 - 2014** - \$1,700 individual, \$3,400 family
 - 2015** - \$2,000 individual, \$4,000 family
 - 2016** - \$2,000 individual, \$4,000 family
 - 2017** - \$2,000 individual, \$4,000 family

Dental Benefits

- New dental plan starting in 2014 will require monthly premiums, but the plan provides for increased coverage amounts:

Monthly Contribution Amounts:

Individual= \$3

Individual+1= \$9

Family= \$16

Yearly Deductible \$25 per person in network.

Out of network \$50 per person.

Class 1- Preventative 100% coverage- deductible waived.

Class 2- Basic Restorative 90% after deductible.

Class 3- Major Restorative 80% after deductible.

Class 4 – Orthodontia 80% after deductible.

Out of network costs are higher 70%/50%/50%.

Annual Max Benefit per individual Network \$ 1,750

Out of Network \$ \$1,300.

Orthodontic Lifetime Max per individual Network \$ 2,000

Out of Network \$1,400.

Vision Benefits

- The new vision plan starting in 2014 will require monthly premiums. The new plan is similar to Vision Plus but with lower monthly costs.

Monthly Contribution Amounts:

Individual= \$2.50

Individual+1= \$5.00

Family= \$7.00

Retiree 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

- Only change is in 17.18 Sickness and Accident Disability (Paid) now reads Disability (Paid). No intent change, name change only.

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

- Only change is in 18.16 Sickness and Accident Disability (Paid) now reads Disability (Paid). No intent change, name change only.

Article 19 Work Done by Supervisors

- No Changes

Article 20 Treatment of Time Not Worked

- 20.03 Sickness and Accident Disability (Paid) now reads Disability (Paid). No intent change, name change only.
- 20.04 (C) Sickness and Accident Disability Plan now reads AT&T Midwest Disability Benefits Program. No intent change, name change only.
- 20.04 (E) New Language- Effective 1/1/14 Employees will have up to 10 paid days for personal illness. If an employee has less than 5 days of illness in the prior year, 5 additional days may be used in conjunction with an approved disability.
- 20.06 Legally Recognized Partner added.

Article 21 Differentials

- 21.04 Sickness and Accident Disability now reads Disability. No intent change, name change only.

Article 22 Classification & Treatment of Regular Part-Time Employees

- 22.05 Changes in wording and eliminated sections A, B, and C.

Article 23 Recognized Holidays

- Date change

Article 24 Excused Work Days

- Change in 24.01 to account for new four (4) year agreement.

Article 25 Vacations

- 25.15 New Section added refers to the new Memorandum of Agreement regarding Payment in Lieu of Vacation when an employee leaves the company for reasons other than those listed in the article.

Article 26 Automobile Mileage Expense

- No Changes

Article 27 Temporary Assignments

- Slight change to 27.09 – cleaned up language, no intent change.

Article 28 Safety

- Slight change to 28.05 cleaned up language, no intent change.

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

- No Changes

Article 30 Training and Employment Security

- Changes were made to Article 30 to address membership concerns and shortfalls contained in the previous version of the article.

Article 31 Termination and Validity of Agreement

- Change to reflect the new contract dates.

Engineering Assistants

- Steward's joint meeting time will now count toward overtime.

Sales Consultants

- Network attendance guidelines will be adopted.
- Quotas will be adjusted to account for time off after the third day not the fifth.

Global Services - Data Comm

- The daily allowances were increased to \$35 across all four locals.
- Four (4) week layoff allowance added.

Premise Technicians

- Articles 9 and 29 of the Core Agreement now apply to premise technicians
- Seniority scheduling.
- 17-hour max on mandatory overtime per week.
- Before use of contractors they will consider using I&R employees.
- Premise Technicians may perform pair changes when installing IP enabled products and services.
- Premise Technicians may place bridge tap cancellation devices, excluding splicing them into cable pairs.
- Premise Techs \$0.55 hourly raise in addition to first year percent increase.
- Steward's joint meeting time will now count toward overtime.
- Job descriptions are now described in memo.
- Vacation selection process improved.
- Inclusion in substance abuse awareness committee.
- Rewording of Military Leave Memo.

- Details will first be filled by volunteers then forced by seniority.
- One employee per work group per day is guaranteed a day off.

Success Sharing Plan

- Payments will now be made as lump sum cash payments rather than as contributions into HRA accounts.

Savings and Security 401k Plan

- Employees over the age of 50 before the end of the calendar year, will have the right for catch up contributions under the IRS rules, on a before tax basis.

Successorship Language

If AT&T Midwest and AT&T National sell a portion of its assets that involve current employees moving to the new company as a condition of the sale the buyer shall agree to assume the terms of the existing collective bargaining agreement. The agreement may be opened after 18 months but no later than 24 months after the transfer.

To get more detailed information on the changes we urge all members to attend the April Unit meetings.

Solidarity!