

Questions & Answers on DTV Mid-Atlantic & West Agreement

Union Contract and Ratification

Q. How does having a contract help us?

A. A contract gives us guarantees. If we don't have a contract, we have no guarantees. Without a contract the uncertainty we have experienced since AT&T bought DIRECTV can and will likely continue. Our bargaining committee fought hard to address all issues at the table. While we were not able to keep everything, we had at DIRECTV, we now work for AT&T and we believe that it is imperative for our group to get into a contract.

Q. If the majority votes no, what happens next?

A. A no vote is a rejection of the terms of this tentative agreement and an authorization to strike. If we vote down the contract, we face continued uncertainty and possibly more changes to our working conditions while our bargaining committee goes back to the table to negotiate again with AT&T. In going back to the table, there is no guarantee that we could get a better agreement than this one. We might go longer without raises and/ or be in the more expensive management health care for longer. We would also not have the benefit of the job security and grievance/ arbitration provisions in the contract until we ratified an agreement.

Q. After the contract is ratified, what is the amount of the union dues? When will they go into effect?

A. Union dues are 2.25 hours of your base wages per month. If you make \$16 per hour, dues are \$36 a month. Dues will go into effect at the same time the contract goes into effect or in a pay period thereafter.

Scheduling

Q. I heard there would be accommodations for my school schedule next semester. Is that true?

A. Not currently available.

Q. What about religious ones?

A. This will be decided on a case by case basis in accordance with State and Federal Law .

Justice on the job

Q. What does 'Just Cause' mean?

A. 'Just Cause' is an important part of the negotiated grievance procedure. 'Just Cause' means that AT&T disciplinary actions must be fair and reasonable. It provides important protections against arbitrary or unfair termination and other forms of inappropriate workplace discipline. Just cause, as a standard for discipline, protects job security.

Q. What does the grievance procedure in the contract mean?

A. The negotiated grievance procedure is a three-step formal process for addressing workplace issues such as unfair policies or wrongful discipline. Workers have the benefit of union representation through this process. The union can file a grievance against an unfair discipline, wrongful termination or any other violation of the contract.

Q. What is arbitration and how will it affect me?

A. The arbitration process gives strength and meaning to the grievance procedure – and helps uphold the language in the contract. Arbitration takes the grievance issue outside the AT&T management chain and uses a third-party neutral arbitrator to decide the issue at question. Together, the grievance and arbitration process help insure fair treatment, provide job security and serve to improve working conditions for all workers – even those who never have disciplinary issues. Many arbitrations are on questions of contract interpretation. For example, CWA is currently arbitrating cases on the attendance policy, paid sick leave, and more.

Q. Will I have the right to union representation if I'm called in for an investigatory meeting and/or a disciplinary meeting?

A. Yes, once we ratify the contract. Article 5.1 and 5.2 on page 9 of the Legacy AT&T agreement states.

1. At any meeting between a representative of the Company and an employee in which discipline (including warnings which are to be recorded as such in the personnel file, suspension, demotion, or discharge) is to be announced, a Union representative may be present if the employee so requests.

2. At any investigatory interview between a representative of the Company and an employee, wherein the employee reasonably believes that the information obtained may be used as the basis for disciplinary action against the interviewed employee, a Union representative may be present if the employee so requests.

Wages and Compensation

Q. What will happen to our monthly/quarterly/yearly bonuses under this new contract?

A. AT&T has a Success Sharing Plan (SSP). CWA members will be eligible to receive annual lump sum cash payments based on AT&T's stock price appreciation and AT&T dividend rate. The award payout for 2018 will be made during the last full pay period in November 2018. AT&T pays incentives and bonus in addition to normal wages.

Q. When will we start progressing in pay steps and what are the dates?-

A. On March 19, 2017 all DIRECTV members will be placed in the wage table for their new AT&T job title. Starting at that point members will move to the next pay step every 6 months. On April 9, 2017, employees will receive a 3% wage increase.

Q. Can I receive a \$8 Relief Differential plus a 50% Sunday premium pay at the same time?

A. Yes, you would receive relief differential plus Sunday premium pay.

Q. How do I read the pay scales?

A. The wage tables in the AT&T NIC shows weekly wage rates (for a full-time employee) based on service and the calendar year over the course of the contract.

1. On February 5, 2017, the member placed at wage step 7 under the first wage table. This is the closest step equal to or greater than their current salary. They will be making \$619.50 a week in base wages.
2. On February 26, 2017, they move to the new wage table that's become effective. They're now making \$626.50 a week.
3. On August 5, 2017, they move up to wage step 8 as they've completed the required 6 months. They're now making \$650 a week. The member will continue moving down and to the right on the scale until they reach "top of scale" at step 13.

EXAMPLE (This title and wage scale in not a current one in the Legacy T contract; this is just an illustrative example)

Client Service Specialist

	<u>Effective</u>	<u>Effective</u>	<u>Effective</u>	<u>Effective</u>
<u>Step</u>	<u>2/27/2016</u>	<u>2/26/2017</u>	<u>2/25/2018</u>	<u>2/24/2019</u>
1	501.50	501.50	501.50	501.50
2	519.50	520.50	521.50	522.50
3	538.00	540.00	542.00	545.00
4	557.50	560.50	563.50	568.00
5	577.50	581.50	586.00	592.00
6	598.00	603.50	609.00	617.00
7	619.50	626.50	633.50	643.00
8	642.00	650.00	658.50	670.00
9	665.00	674.50	684.50	698.50
10	688.50	700.00	712.00	728.00
11	713.50	726.50	740.00	758.50
12	739.00	754.00	769.50	790.50
13	765.50	782.50	800.00	824.00

Every 6 months you move down a to a higher pay step

Every year you move over to a new wage table as of the effective date.

Q. If my current wage is higher than the top of the wage scale in this agreement, will I get a raise?

A. Not until the wage scale catches up to your wage.

National Transfer Plan (NTP)

Q. The Memorandum of Agreement refers to DTV workers being able to access the NTP. What is the NTP?

A. The National Transfer Plan (NTP) allows CWA represented DIRECTV employees to have priority placement in other jobs in AT&T anywhere in the country. The NTP is a powerful contractual tool for those interested in transferring to other parts of country or company. CWA fought for and won the right to extend transfer rights across different CWA contracts with AT&T, which resulted in the creation of the National Transfer Plan. On the Effective Date, DTV will be eligible to participate in the NTP in those agreements where DTV has been added as a participating company.

DIRECTV Free Services

Q. Will we still receive free DIRECTV service under the Premier package?

A. AT&T does currently and will continue to provide employee discounts for AT&T services, including DIRECTV. Although we worked to preserve the Premier package for employees, we were not able to get specific language to protect the Premier package in the contract.

Health Benefits

Q. If we're switching health care plans in June, will amounts I pay before June be counted to my annual deductible and out-of-pocket maximum after the switch? (refer to the charts at the end of the document)

A. Yes. Any amount you pay out-of-pocket for medical services will be rolled over into the new plan and count towards reaching your deductible and out-of-pocket maximum.

Q. Will Kaiser HMO plan be an option for our medical benefits under this agreement?

A. Yes, Kaiser is an option for your medical benefits where available.

Q. Do you have to enroll in the medical, dental and vision plans? Can you opt out of one or all?

A. AT&T, employees are able to opt-out from participating in any benefit plan.

Q. Under this agreement, when would the bargained health care plan go into effect?

A. June 1, 2017. The table at the end of this document provides the Legacy T CWA Core Benefits Outline Summary. CWA plans provide better coverage for a lower cost compared to the management plans.

Q. What are the benefits for FMLA employees and how does it work?

A. The Family and Medical Leave Act requires large employers to provide up to 12 weeks unpaid leave for FMLA leave as required by this law. In addition, AT&T provides a Short and Long-term Disability plans for free to members under this agreement. These plans will pay a portion of your wage for periods of medical leave.

- Short-term: Up to 52 weeks at 60% - 100% of wage based on years of service.
- Long-term: Refer to the AT&T Disability Income Program.

Paid Time Off

Q. How does the Paid Time Off in this contract compare to what I'm receiving now?

A. You will likely receive more total paid time off, depending on your service – see table below:

VACATION	ILLNESS	EXCUSED WITH PAY	HOLIDAYS
<p>A. One (1) week after completion of six (6) months of service.</p> <p>B. Two (2) weeks of vacation after completion of twelve (12) months of service. This provision cannot be combined with the above to result in more than two (2) weeks of vacation entitlement in the same vacation year.</p> <p>C. Three (3) weeks of vacation to any employee who completes seven (7) years of service or more but less than fifteen (15) years of service within the vacation year.</p> <p>D. Four (4) weeks of vacation after fifteen (15) years of service or more but less than twenty-five (25) years of service within the vacation year.</p>	<p>Employees having one (1) or more years of NCS shall be paid at the basic wage rate for absences due to personal illness on scheduled workdays, up to five (5) paid days not to exceed forty (40) hours per calendar year. Employees must notify their supervisor before their scheduled start time that they will be absent from work.</p>	<p>Each employee who has completed six (6) months of service will be eligible for seven (8) paid Personal Days Off each vacation year.</p>	<p>Six holidays per year:</p> <p>New Year's Day Memorial Day Independence Day Labor Day Thanksgiving Day Christmas Day</p>

VACATION	ILLNESS	EXCUSED WITH PAY	HOLIDAYS
E. Five (5) weeks of vacation after completing twenty-five (25) years of service or more within the vacation year.			

Q. Can you explain the Personal Days Off benefit?

A. Section 5.7 Selection of Personal Days Off

All Personal Days Off shall be selected based on seniority within a workgroup as determined by the Company. The Company shall determine periods available for selection and the number of employees allowed off on Personal Days Off.

Q. Will we get separate bereavement time or will I need to use vacation time?

A. Section 5.9 Death in An Employee’s Immediate Family/Household

Employees will be granted up to three (3) paid days of excused time off due to a death in the employee’s immediate family. Immediate family includes the employee’s parents, stepparents, adoptive parents, children, stepchildren, adoptive children, brothers, stepbrothers, sisters, stepsisters, husband or wife (including legally recognized partner), grandparents, grandchildren, mother-in-law, father-in-law, brother-in-law, sister-in-law, or other persons living in the same household. If more time off is needed, an employee may request vacation time or unpaid time off, all of which is dependent on the needs of the business. In all cases, supervisory approval is required. Subject to Management’s discretion, the Company may grant unpaid excused time necessary to an employee who requests an absence to attend the funeral of an aunt, uncle, niece, nephew.

Q. If I’ve earned additional vacation time based on my years of service, will it be available starting on my anniversary date or beginning of the new calendar year?

A. You will be able to schedule the additional vacation time you’ve earned at the beginning of the calendar in which you’ll reach the required years of service. Say, for example, your 5-year anniversary is August 30, 2017. In January of 2017 (8 months before your anniversary), you will be granted three weeks of vacation.

Q. What is Canvassing and when will it be implemented?

A. Section 5.5-Vacation Selection

Employees may select their vacation in full weeks and on a day-at-a-time basis during the vacation selection process. Vacations shall be selected in a work group as determined by the Company, based on seniority. The Company shall determine periods available for selection and the number of employees allowed off on vacation.

Q. What happens to my Pension?

A. Any funds accumulated in your DTV Cash Pension will no longer have contribution accruals after June 1st, 2017 but will have interest accruals. At which time, you will be moved over to an AT&T Pension which your contributions will be credited from your DTV Net Credited Service date (i.e. Hire Date.)

i,e. You will have 2 Pensions. One frozen collecting interest, one current and collecting both interest and contributions. The same withdrawal rules apply for both and *that* should be discussed with your tax advisor.

Q. What does voting YES mean?

A. Voting yes ratifies this contract. A ratified contract secures guaranteed benefits, job protections and wage increases. The contract gives DIRECTV/ AT&T workers legally binding language to provide job security, protection from unfair discipline and representation on the job, rights which employees without a contract do not have. Ratification means that AT&T can no longer make unilateral changes to what is in the contract.

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Eligibility for Company Subsidy	<p><u>Current Employees, 2009 New Hires, 2012 New Hires & 2015 New Hires</u></p> <p>No change from current program except as provided below.</p> <p>Individual Coverage: Company subsidy for Employees enrolled in Company sponsored Individual medical coverage (including fully insured coverage options, if available) will continue to begin on the first day of the month in which 90 days of net credited service (NCS) is attained (also referred to as term of employment (TOE)). Employees with less than 90 days of NCS will be eligible to enroll in Company-sponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage.</p> <p>Family Coverage: Company subsidy for Employees enrolled in Company sponsored medical coverage other than Individual coverage will continue to begin on the first day of the month in which 6 months of net credited service (NCS) is attained (also referred to as term of employment (TOE)). Employees with less than 91 days of NCS may enroll in Company-sponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage. Employees with more than 90 days of NCS and less than 6 months of NCS may enroll in Company-sponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage reduced by the company subsidy for the Individual coverage tier.</p>																																																																
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