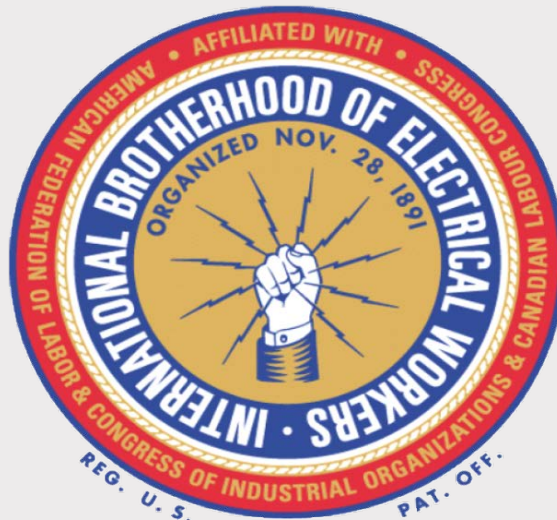


International Brotherhood of Electrical Workers System Council T-3



2016

AT&T – DIRECTV

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

Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article – Recognition

This means the IBEW is recognized as your union representative.

Partial Language

...The Company recognizes the Union as the exclusive bargaining agent for those employees of the Company in the States of Arizona, Colorado, Hawaii, Iowa, Idaho, Minnesota, Montana, North Dakota, Nebraska, Pennsylvania, South Dakota, Utah, Washington and Wyoming whose occupations are listed in Article 1.03 below.

Applicable job titles: Administrative Support Assistant Office Coordinator Premises Technician Warehouse Assistant...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Classification Of Employees

Defines different types of employees: regular, regular limited term, and temporary employees.

Partial Language

...One whose employment is expected to be indefinite.

A regular employee may be either full-time or part-time...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Non-Discrimination

There shall be no discrimination and you also can't be discriminated against for your union activity.

Partial Language

...In a desire to restate their respective policies, neither the Company nor the Union shall unlawfully discriminate against any employee because of such employee's race, color, religion, sex, age, sexual orientation or national origin, or because the employee is an individual with a disability, a disabled veteran, or a veteran of the Vietnam era or other protected classification recognized by applicable Federal, State or local law...

...It is mutually agreed that no discrimination shall be practiced by the Company or the Union against any employee because of membership or non-membership in the Union, or by the Company against any member or officer of the Union because of lawful activities on behalf of the Union...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Company - Union Relationship

It is in everyone's best interest
to respect each other.

The Company and the Union recognize that it is in the best interests of both Parties, the employees and the public that all dealings between them be, and continue to be, characterized by mutual responsibility and respect. To insure that this relationship continues and improves, the Company and the Union, and their respective representatives at all levels, shall apply the terms of this Agreement fairly, in accord with its intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees in the Unit. Each party shall bring to the attention of all employees in the Unit, including new hires, that their purpose is to conduct themselves in a spirit of responsibility and respect for the measures they have agreed upon to insure adherence to this purpose. Nothing in this Article is subject to the arbitration procedures of this Agreement.



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article -No Strike

We won't go on strike while the contract is in place and they won't lock us out.

Partial Language

...It is understood between the Parties that the services to be performed by the employees covered by this Agreement are essential to the operation of the Company and to the health, safety, and welfare of the public, and the Union agrees that it will not authorize or promote any strike or slowdown during the life of this Agreement. The Company agrees that it will not intentionally do anything to prevent the performance of the said services by the said employees insofar as the services are required in the operation of the Company's business.

Should any such employee engage in any strike or slowdown, without the authority and not as the result of the call of the Union, the Parties shall cooperate to enable the Company to carry on its operations without interruption or other injurious effect...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Management Rights

Management has rights in the way they run the company.

Except as specifically limited by provisions of this Agreement, the Company reserves and retains, solely and exclusively, and without recourse to negotiations, all rights, powers, and authority, to operate its business, which include the right to establish, modify and enforce personnel policies, work rules, and regulations and standards for employee performance, including attendance policies, safety policies and disciplinary policies; as well as the right to make and enter into decisions to do any of the provided, however, that these rights shall not be exercised in violation of any of the other terms and provisions of this Agreement.

This Article in no way eliminates the Union's right to engage in effects bargaining with the Company.



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Union Security

Explains that as a condition of employment
IBEW members have to pay union dues.

Partial Language

...Each employee, who is a member of the Union or who is obligated to tender to the Union amounts equal to periodic dues on the date this Agreement is ratified ("Ratification Date"), or who later becomes a member of the Union and all persons becoming employees on or after the Ratification Date, shall, as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members, for the period from such Ratification Date or, in the case of persons becoming employees after the Ratification Date, on or after the thirtieth (30th) calendar day of employment, whichever of these dates is later, until the termination of this Agreement. For the purpose of this Article, "employee" shall mean any member of the bargaining unit...

... Union Security shall only apply in those states where permitted by law...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Union Dues Deductions

Explains how union dues will be collected automatically out of your paychecks.

Partial Language

...The Company shall make collection of union dues, agency fees and initiation fees through payroll deductions upon receipt of a properly executed authorization signed by the employee for whom the deductions are to be made and shall pay over to the local union each month the total amount thus deducted from all employees. Provided that the authorization form specifically authorizes the collection of dues for periods prior to its submission, the Company shall collect such dues, as required under Article XX [Union Security, for a period not to exceed four (4) months. Authorization by employees for such deductions shall be in a form mutually acceptable to the Union and the Company...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Committee On Political Education (COPE)

Members may voluntarily donate to a political fund the Union has set up help those candidates who support issues that are important to working families.

Partial Language

...The Company and the Union shall provide for a program and procedure (subject to payroll system capability) whereby eligible employees of the Company may make voluntary contributions through payroll deduction to the Committee on Political Education ("COPE"), a separately segregated political action committee sponsored by the Union...

...Employee deductions shall be in the minimum amount of fifty cent (\$.50), or ten cent (\$.10) increments thereof, per month. Deductions from employees' pay shall be made each pay period...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Collective Bargaining Procedures

Explains the collective bargaining process, once ratified the contract will be posted on the company's intranet.

Partial Language

...All collective bargaining shall be conducted between authorized representatives of the Union as designated by its Chairman or by a person empowered to act in the Chairman's behalf and authorized representatives of the Company as designated by the Vice-President Labor Relations...

...The Company agrees to have this Agreement available electronically on the Company's intranet system within a reasonable time frame following its ratification and execution...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Bulletin Boards

Union Board Bulletin Boards for notifications from your Union.

Partial Language

...Subject to the provisions of paragraph 1.02 below, the Company agrees to furnish space, without charge, to erect bulletin boards for the exclusive use of the Union. If practicable, and space permits, the area provided should accommodate boards of approximately 48 x 60 inches. Location of the boards shall be mutually decided upon by the appropriate Union Area Steward, Chief Steward, or Business Representative and the appropriate supervisory levels at places where employees covered by this Agreement work or assemble.

The Union agrees to post notices about the following matters only: elections, meetings, reports, other official Union business and notices of Union social and recreational activities. The Union agrees not to post or permit to be posted controversial material or material of a derogatory nature regarding the Company or its personnel...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Union Officers & Representatives

Various language pertaining to union officers and representatives also talks about new member orientation.

Partial Language

...The Company will recognize Stewards selected in accordance with the Union rules and regulations as the Union representatives of the employees in the respective groups for which they are chosen. The Company also recognizes that the displacing of a Steward is the function of the Union...

...Each newly hired employee will be introduced by a supervisor to the appropriate Local Union representative and the Local Union representative will have up to thirty (30) minutes to confer with the employee. However, if groups of three (3) or more are hired at the same time at the same work location, one (1) hour in total may be granted for such conference with all of the newly hired employees instead of the above-referenced individual time if agreed to by the local manager(s) and the local Union Representative. Time spent in such meetings during the employee's regularly scheduled hours shall be paid...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article -Problem Resolution Procedures

This is your grievance and arbitration procedure, also talks about just cause discipline and Dismissal Review Boards.

Partial Language

...After the Company gives notification of a contemplated dismissal for just cause of a non probationary employee the Union may, within two (2) working days, request that a Dismissal Review Board be convened relative to the contemplated dismissal. Such a request by the Union must be made to the appropriate Labor Relations Director or appointed designee...



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2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article -Problem Resolution Procedures

This is your grievance and arbitration procedure, also talks about just cause discipline and Dismissal Review Boards.

Partial Language

...The grievance procedure shall consist of three steps:

Step 1 - A grievance shall be presented to the management representative to whom the aggrieved employee or affected employee group directly reports. All grievances shall be submitted in writing on the appropriate grievance form reflecting the nature of the grievance and specifically identifying the grievant(s) and all articles of this Agreement alleged to have been violated.

Step 2 - A grievance appeal shall be made in writing, using the appropriate written grievance form, to the next higher level management representative or other designated representative of the organization to which the aggrieved employee or affected employee group directly reports.

Step 3 - Notice of a further appeal shall be made in writing to the appropriate Labor Relations Director or other designated Labor Relations Representative...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article -Problem Resolution Procedures

This is your grievance and arbitration procedure, also talks about just cause discipline and Dismissal Review Boards.

Partial Language

...Time and Method for Filing Grievances and Appeals:

(A) No grievance or appeal shall be heard by the Company unless the same has been timely and properly filed as follows:

(1) A grievance must be presented in writing by the Union at Step 1 within thirty(30) days of the action (or failure to act) which is the subject of the grievance.

(2) In the event the grievance is not resolved at Step 1 and the Union wishes to further appeal, such appeal must be made by the Union in writing at Step 2 within thirty (30) days of the receipt of the Company's decision at Step 1 .

(3) In the event the grievance is not resolved at Step 2 and the Union wishes to further appeal, such appeal must be made by the Union in writing at Step 3 within thirty (30) days of the receipt of the Company's decision at Step 2.

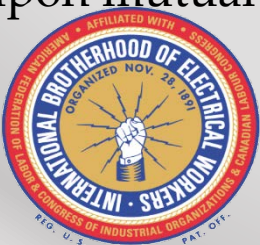
(4) In the event the Union fails to advise the Company of its decision to appeal within the thirty (30) day time limit described in A (1), A (2) or A (3) above, the Company's decision will stand and the grievance considered closed.

(5) Time limitations set forth in this Section may be extended upon mutual consent of both Parties...

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AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article -Problem Resolution Procedures

This is your grievance and arbitration procedure, also talks about just cause discipline and Dismissal Review Boards.

Partial Language

...Grievance Meetings:

(A) A meeting at any step of the grievance procedure shall be held promptly and not later than fourteen (14) days after presentation of the grievance or notice of appeal unless the Parties mutually agree to a later date. A meeting at any step of the grievance procedure may be recessed and reconvened at a later date if the Parties mutually agree.

(B) In the absence of agreement for such later or continued date, if such meeting is not held within fourteen (14) calendar days, the grievance shall be considered denied by the Company as of the fourteenth calendar day. The Union may then appeal the grievance to the next step of the grievance procedure.

(C) All meetings will be held at a mutually agreed time and date. Meetings covered by this Article will take place by teleconference, but may take place by videoconference if available, or any other means by which the views of the Parties can be effectively expressed and considered if mutually agreed. If a meeting is scheduled to take place in person, the Company will establish the place of the meeting considering the convenience of both parties

IBEW System Council T-3

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2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article -Problem Resolution Procedures

This is your grievance and arbitration procedure, also talks about just cause discipline and Dismissal Review Boards.

Partial Language

...An arbitrable matter shall be submitted to arbitration at the request of either party, provided t he party seeking arbitration has notified the other party, by letter, within thirty (30) calendar days of the date of the final decision rendered at Step 3 under the grievance procedure or following a Dismissal Review Board, of its desire for arbitration...



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2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Seniority

Explains seniority a.k.a. Net Credited Service

Seniority, as used in this Agreement shall mean Net Credited Service (also known as Employees' Term of Employment) under the terms of the AT&T Pension Benefit Plan as Described in Article -- [Benefits].

Where two (2) or more employees have the same Net Credited Service (NCS). the employee with the lowest last four (4) digits of social security number shall be considered the most senior.



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2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Time Off

This article talks about various forms of time off vacation, holidays, sick time, jury duty etc.

How it is earned, scheduled etc.

Partial Language

...Working On A Holiday - Employees who work on a holiday, will not be given a day off to be taken at a later date. Employees who work on a holiday will be paid eight (8) hours at straight time for the holiday and at time and one half (1 1/2) for each hour worked on the holiday. Such hours worked at the premium rate shall be used in the calculation of the forty (40) hour overtime threshold.

...Holidays During A Vacation Week - When a holiday falls during a week in which an employee is on vacation, the day will be treated as a holiday, not as a day of vacation...

...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...



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AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Working Conditions

This article describes various working conditions such as job duties, apparel, work schedules like 4-10's, cancelations of work, overtime, differentials, etc.

Partial Language

...**Job Duties** - Titles set forth in Article XX.03 (Recognition] may be required to perform any and all work associated with offered products and services.

...**Work Apparel** - The Company may, at its discretion, implement appearance standards and/or a dress code consistent with State and Federal laws. The Company may change the standards and code at its discretion. Participation in the designated Company Branded Apparel Program (BAP) is mandatory...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Working Conditions

This article describes various working conditions such as job duties, apparel, work schedules like 4-10's, cancelations of work, overtime, differentials etc.

Partial Language

...**Work Schedules** - Insofar as service requirements and the conditions of the business permit, selection of work schedules shall be, when practical, by seniority...

...Employees' scheduled work hours may start at any time of the day, on any day of the week and may be spread over any six (6) days of the week. Work schedules will be posted for a minimum period of one (1) week and are subject to change, with forty-eight (48) hours' notice to the employee...

...Four-Ten Work Schedules - The Company will determine it when and in which groups it would establish a four-ten work schedule. The Company can terminate an established four-ten work schedule at any time for any reason...

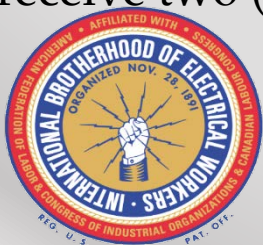
...Split Work Days - The Company may schedule employees to work a split workday...

...Cancellation Of Hours A. If an employee is notified less than twelve (12) hours before the originally scheduled start time that the scheduled hours are canceled, the affected employee will receive two (2) hours of pay at the straight time rate.

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AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Working Conditions

This article describes various working conditions such as job duties, apparel, work schedules like 4-10's, cancelations of work, overtime, differentials etc.

Partial Language

...Shift Differentials - Employees who are scheduled to work an evening or night assignment in which more than fifty (50) percent of the time falls between the hours of 6:00 p.m. and 6:00 a.m., shall receive a daily premium payment of ten (10) percent of their base wages for each day worked..

...Sunday Premium Payments - Employees who work on a Sunday shall receive the rate of one and one-half (1 1/2) times the employee's base wages, up to a maximum of eight (8) hours per day...

...Relief Differential Employees will be paid a differential of eight dollars (\$8.00) when in addition to their normal duties they relieve or assist a manager for four (4) hours or more...

...Working In A Different Title - The assignment of a particular title to an employee does not mean that the employee shall perform only the kind of work coming under his/her title classification...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Working Conditions

This article describes various working conditions such as job duties, apparel, work schedules like 4-10's, cancelations of work, overtime, differentials etc.

Partial Language

...**Home Garaging** - The Company may, at its discretion, implement a mandatory Home Garaging Program...

...**Travel and Temporary Work Locations** - The Company will assign each employee a regular work location. Employees may also be assigned a temporary work location...

...**Contracting Out** - For various reasons where the needs of the business require the Company may subcontract bargaining unit work, provided that it will not currently and directly cause layoffs of Regular Employees covered by this Agreement.

...**Overnight Trips** - If the Company determines that overnight travel is required, the employee will be reimbursed for expenses...Meals, not to exceed thirty-five dollars (\$35) per day...

...**Monitoring/GPS** - The Company, at its discretion, may monitor and/or record calls...at its discretion, may use GPS technology with those employees covered by this Agreement...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Compensation

This article talks about wages, contract signing bonus, and other wage related issues.

Partial Language

...Wage Schedules - The Wage schedules set forth in Attachment 1 to the Memorandum of Agreement Transition of Newly Organized DIRECTV LLC Employees shall be effective on the date provided in that Memorandum. The wage zones referenced in Attachment 1 of that Memorandum are set forth in Appendix A of this Agreement. Thereafter, these wage schedules shall be modified as follows:

Effective **September 3, 2017**, basic weekly wage rates will be increased by **3.00% at the maximum rate**, exponentialized with no change in the start rate.

Effective **September 2, 2018**, basic weekly wage rates will be increased by **2.25% at the maximum rate**, exponentialized with no change in the start rate...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Wage Tables

Technicians, Warehouse Workers, and Clerical Employees

Premises Technician Zone B			
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$512.00	\$512.00	\$512.00
7-12 mos.	\$544.00	\$545.50	\$546.50
13-18 mos.	\$577.50	\$581.00	\$583.50
19-24 mos.	\$613.50	\$619.00	\$623.00
25-30 mos.	\$651.50	\$659.50	\$665.00
31-36 mos.	\$692.00	\$702.50	\$710.00
37-42 mos.	\$735.00	\$748.00	\$758.50
43-48 mos.	\$780.50	\$797.00	\$809.50
49-54 mos.	\$829.50	\$849.00	\$864.50
55-60 mos.	\$881.00	\$904.50	\$923.00
61+ mos.	\$935.50	\$963.50	\$985.00

WAGE SCHEDULE EXAMPLE

Under the tentative agreement, effective September 2, 2016, employees will be slotted into the closest wage schedule that results in a wage increase, and then move up on the wage schedule every 6 months until the maximum wage rate is reached. Below is an example:

- Joe currently makes \$620 per week (\$15.50 per hour). He will be initially slotted at the weekly rate of \$651.50.
- In 6 months (March 2017) his wage rate will increase to \$692 per week (\$17.30 per hour).
- In 12 months (Sep 2017) his wage rate will increase to \$748 per week (18.70 per hour) because he will have gotten his 6 month progression increase AND the negotiated annual wage increase.
- In 18 months (March 2018) his wage rate will increase to \$797 per week (\$19.92 per hour).
- In 24 months (September 2018) his wage rate will increase to \$864.50 (\$21.61 per hour), again because he will have gotten his 6 month progression increase AND the negotiated annual wage increase.
- In 30 months, his wage rate will increase to \$923 per week (23.07 per hour).
- In 36 months, his wage rate will increase to \$985 per week (\$24.62 per hour).



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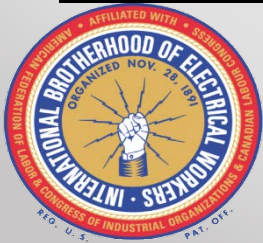
Wage Tables- Example



Zones

Technicians, Warehouse Workers, and Clerical Employees

A	B	C
Denver, CO	Flagstaff, AZ	Yuma, AZ
Gypsum, CO	Peoria, AZ	Le Mars, IA
Littleton, CO	Tempe, AZ	Little Rock, IA
New Castle, CO	Tucson, AZ	Sioux City, IA
Kapolei, HI	Colorado Springs, CO	Walnut, IA
Waipahu, HI	Delta, CO	Cottonwood, ID
Kennewick, WA	Englewood, CO	Franklin, ID
Lacey, WA	Johnstown, CO	Nampa, ID
Lynnwood, WA	Pueblo West, CO	Lismore, MN
Vancouver, WA	Pueblo, CO	Thief River Falls, MN
	Cedar Rapids, IA	Bozeman, MT
	Urbandale, IA	Butte, MT
	Idaho Falls, ID	Helena, MT
	Twin Falls, ID	Missoula, MT
	Billings, MT	Gering, NE
	Kearney, NE	Fargo, ND
	Omaha, NE	Alamogordo, NM
	Bismarck, ND	Clovis, NM
	Lincoln, ND	Portales, NM
	Minot, ND	Rapid City, SD
	Albuquerque, NM	Sioux Falls, SD
	Erie, PA	Tea, SD
	Langhorne, PA	Hurricane, UT
	Union City, PA	St. George, UT
	Salt Lake City, UT	Alpine, WY
	Bear River, WY	Casper, WY
	Cody, WY	Cheyenne, WY
	Evanston, WY	Douglas, WY
	Gillette, WY	Evansville, WY
	Green River, WY	Newcastle, WY
	Laramie, WY	Opal, WY
	Pinedale, WY	Rawlins, WY
	Rock Springs, WY	Riverton, WY
	Spokane Valley, WA	Sheridan, WY
	Yakima, WA	



IBEW System Council T-3

2016 AT&T - DTV

Wage Tables- Example



Wage Tables

Technicians, Warehouse Workers, and Clerical Employees

Premises Technician Zone A			
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$563.50	\$563.50	\$563.50
7-12 mos.	\$591.00	\$592.00	\$593.50
13-18 mos.	\$619.50	\$622.50	\$624.50
19-24 mos.	\$649.50	\$654.00	\$657.50
25-30 mos.	\$681.50	\$687.50	\$692.50
31-36 mos.	\$714.50	\$722.50	\$729.00
37-42 mos.	\$749.00	\$759.50	\$767.50
43-48 mos.	\$785.50	\$798.00	\$808.00
49-54 mos.	\$824.00	\$839.00	\$850.50
55-60 mos.	\$864.00	\$881.50	\$895.50
61-66 mos.	\$906.00	\$926.50	\$942.50
67-72 mos.	\$950.00	\$974.00	\$992.50
73-78 mos.	\$996.00	\$1,023.50	\$1,045.00
79+ mos.	\$1,044.50	\$1,076.00	\$1,100.00

Premises Technician Zone B			
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$512.00	\$512.00	\$512.00
7-12 mos.	\$544.00	\$545.50	\$546.50
13-18 mos.	\$577.50	\$581.00	\$583.50
19-24 mos.	\$613.50	\$619.00	\$623.00
25-30 mos.	\$651.50	\$659.50	\$665.00
31-36 mos.	\$692.00	\$702.50	\$710.00
37-42 mos.	\$735.00	\$748.00	\$758.50
43-48 mos.	\$780.50	\$797.00	\$809.50
49-54 mos.	\$829.50	\$849.00	\$864.50
55-60 mos.	\$881.00	\$904.50	\$923.00
61+ mos.	\$935.50	\$963.50	\$985.00

Premises Technician Zone C			
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$445.50	\$445.50	\$445.50
7-12 mos.	\$478.50	\$480.00	\$481.00
13-18 mos.	\$514.00	\$517.00	\$519.50
19-24 mos.	\$552.00	\$557.00	\$561.00
25-30 mos.	\$593.00	\$600.50	\$605.50
31-36 mos.	\$637.00	\$646.50	\$654.00
37-42 mos.	\$684.50	\$697.00	\$706.00
43-48 mos.	\$735.50	\$750.50	\$762.50
49-54 mos.	\$790.00	\$809.00	\$823.50
55-60 mos.	\$848.50	\$871.50	\$889.00
61+ mos.	\$911.50	\$939.50	\$960.00



IBEW System Council T-3

2016 AT&T - DTV

Wage Tables- Example



Wage Tables

Technicians, Warehouse Workers, and Clerical Employees

Warehouse Assistant Zone A			
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$538.50	\$538.50	\$538.50
7-12 mos.	\$553.00	\$554.00	\$555.00
13-18 mos.	\$568.00	\$570.50	\$572.50
19-24 mos.	\$583.00	\$587.00	\$590.00
25-30 mos.	\$598.50	\$604.00	\$608.00
31-36 mos.	\$614.50	\$621.50	\$627.00
37-42 mos.	\$631.00	\$640.00	\$646.50
43-48 mos.	\$648.00	\$658.50	\$666.50
49-54 mos.	\$665.50	\$677.50	\$687.00
55-60 mos.	\$683.00	\$697.50	\$708.00
61-66 mos.	\$701.50	\$717.50	\$730.00
67-72 mos.	\$720.50	\$738.50	\$752.50
73-78 mos.	\$739.50	\$760.00	\$776.00
79+ mos.	\$759.50	\$782.50	\$800.00

Warehouse Assistant Zone B

	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$490.50	\$490.50	\$490.50
7-12 mos.	\$507.50	\$509.00	\$510.50
13-18 mos.	\$525.50	\$528.50	\$531.00
19-24 mos.	\$544.00	\$549.00	\$552.50
25-30 mos.	\$563.00	\$570.00	\$575.00
31-36 mos.	\$583.00	\$591.50	\$598.00
37-42 mos.	\$603.50	\$614.00	\$622.50
43-48 mos.	\$624.50	\$637.50	\$647.50
49-54 mos.	\$646.50	\$662.00	\$673.50
55-60 mos.	\$669.00	\$687.00	\$701.00
61+ mos.	\$692.50	\$713.50	\$729.50

Warehouse Assistant Zone C

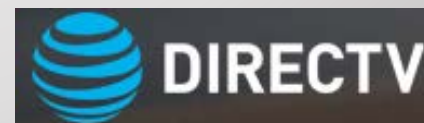
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$420.00	\$420.00	\$420.00
7-12 mos.	\$439.00	\$440.50	\$441.50
13-18 mos.	\$459.00	\$461.50	\$463.50
19-24 mos.	\$479.50	\$484.00	\$487.00
25-30 mos.	\$501.50	\$507.50	\$512.00
31-36 mos.	\$524.00	\$532.00	\$538.00
37-42 mos.	\$548.00	\$557.50	\$565.00
43-48 mos.	\$572.50	\$584.50	\$594.00
49-54 mos.	\$598.50	\$613.00	\$624.00
55-60 mos.	\$625.50	\$642.50	\$655.50
61+ mos.	\$654.00	\$673.50	\$689.00



IBEW System Council T-3

2016 AT&T - DTV

Wage Tables- Example



Wage Tables

Technicians, Warehouse Workers, and Clerical Employees

Administrative Support Assistant Zone A

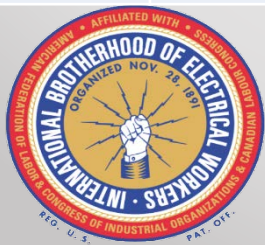
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$490.50	\$490.50	\$490.50
7-12 mos.	\$501.00	\$502.00	\$503.00
13-18 mos.	\$511.50	\$514.00	\$515.50
19-24 mos.	\$522.50	\$526.00	\$528.50
25-30 mos.	\$533.50	\$538.00	\$542.00
31-36 mos.	\$544.50	\$551.00	\$555.50
37-42 mos.	\$556.00	\$564.00	\$569.50
43-48 mos.	\$568.00	\$577.00	\$584.00
49-54 mos.	\$580.00	\$590.50	\$599.00
55-60 mos.	\$592.00	\$604.50	\$614.00
61-66 mos.	\$605.00	\$618.50	\$629.50
67-72 mos.	\$617.50	\$633.00	\$645.50
73-78 mos.	\$630.50	\$648.00	\$661.50
79+ mos.	\$644.00	\$663.50	\$678.00

Administrative Support Assistant Zone B

	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$449.50	\$449.50	\$449.50
7-12 mos.	\$461.50	\$463.00	\$464.00
13-18 mos.	\$474.00	\$477.00	\$479.00
19-24 mos.	\$487.00	\$491.00	\$494.50
25-30 mos.	\$500.00	\$506.00	\$510.50
31-36 mos.	\$513.50	\$521.00	\$527.00
37-42 mos.	\$527.50	\$536.50	\$544.00
43-48 mos.	\$541.50	\$553.00	\$561.50
49-54 mos.	\$558.00	\$569.50	\$579.50
55-60 mos.	\$571.00	\$586.50	\$598.50
61 +mos.	\$586.50	\$604.00	\$617.50

Administrative Support Assistant Zone C

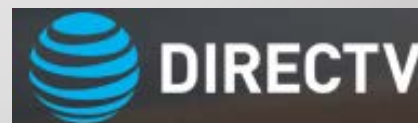
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$420.00	\$420.00	\$420.00
7-12 mos.	\$431.50	\$432.50	\$433.50
13-18 mos.	\$443.00	\$445.50	\$447.50
19-24 mos.	\$455.00	\$459.00	\$462.00
25-30 mos.	\$467.00	\$472.50	\$477.00
31-36 mos.	\$479.50	\$487.00	\$492.50
37-42 mos.	\$492.50	\$501.50	\$508.00
43-48 mos.	\$506.00	\$516.50	\$524.50
49-54 mos.	\$519.50	\$532.00	\$541.50
55-60 mos.	\$533.50	\$548.00	\$559.00
61 +mos.	\$548.00	\$564.50	\$577.00



IBEW System Council T-3

2016 AT&T - DTV

Wage Tables- Example



Wage Tables

Technicians, Warehouse Workers, and Clerical Employees

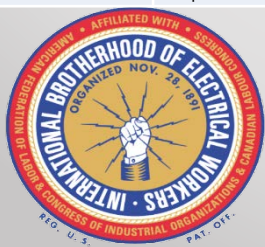
Office Coordinator Zone A			
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$538.50	\$538.50	\$538.50
7-12 mos.	\$553.50	\$554.50	\$555.50
13-18 mos.	\$569.00	\$571.50	\$573.50
19-24 mos.	\$584.50	\$588.50	\$591.50
25-30 mos.	\$601.00	\$606.50	\$610.50
31-36 mos.	\$617.50	\$624.50	\$630.00
37-42 mos.	\$635.00	\$643.50	\$650.00
43-48 mos.	\$652.50	\$663.00	\$671.00
49-54 mos.	\$670.50	\$683.00	\$692.00
55-60 mos.	\$689.00	\$703.50	\$714.50
61-66 mos.	\$708.50	\$724.50	\$737.00
67-72 mos.	\$728.00	\$746.50	\$760.50
73-78 mos.	\$748.00	\$769.00	\$785.00
79+ mos.	\$769.00	\$792.00	\$810.00

Office Coordinator Zone B

	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$500.00	\$500.00	\$500.00
7-12 mos.	\$516.50	\$518.00	\$519.00
13-18 mos.	\$533.50	\$537.00	\$539.00
19-24 mos.	\$551.50	\$556.00	\$560.00
25-30 mos.	\$569.50	\$576.50	\$581.50
31-36 mos.	\$588.50	\$597.00	\$604.00
37-42 mos.	\$608.00	\$619.00	\$627.00
43-48 mos.	\$628.00	\$641.00	\$651.00
49-54 mos.	\$649.00	\$664.50	\$678.50
55-60 mos.	\$670.50	\$688.50	\$702.50
61+ mos.	\$692.50	\$713.50	\$729.50

Office Coordinator Zone C

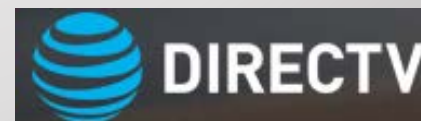
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$420.00	\$420.00	\$420.00
7-12 mos.	\$439.00	\$440.50	\$441.50
13-18 mos.	\$459.00	\$461.50	\$463.50
19-24 mos.	\$479.50	\$484.00	\$487.00
25-30 mos.	\$501.50	\$507.50	\$512.00
31-36 mos.	\$524.00	\$532.00	\$538.00
37-42 mos.	\$548.00	\$557.50	\$565.00
43-48 mos.	\$572.50	\$584.50	\$594.00
49-54 mos.	\$598.50	\$613.00	\$624.00
55-60 mos.	\$625.50	\$642.50	\$655.50
61+ mos.	\$654.00	\$673.50	\$689.00



IBEW System Council T-3

2016 AT&T - DTV

Wage Tables- Example



Technicians, Warehouse Workers, and Clerical Employees

Article - Compensation

This article talks about wages, contract signing bonus, and other wage related issues.

Partial Language

...Ratification Bonus - Each active regular full-time employee on the payroll as of the date of ratification and on the payout date will receive a single two-hundred and fifty dollar (\$250) lump sum contract ratification bonus. Each active part-time employee on the payroll as of the date of ratification and on the payout date will receive a prorated ratification bonus based on their part-time classification (or "part-time equivalent work week") on the ratification date. These ratification bonuses are contingent on the Agreement being ratified by August 26, 2016. All ratification bonus payments will have appropriate deductions withheld. Such payment shall be made as soon as practicable following ratification...

...Additional Cash Awards - The Company may provide employees with additional cash awards. The selection of employees and the amounts of the cash awards will be made at the discretion of management...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Benefits

This section describes the many benefits, pension, and 401K you will now receive along with costs, coverages, and terms and conditions that may apply etc.

Partial Language

...The Parties agree to the plans and programs described below. Copies of the plan documents, Summary Plan Descriptions ("SPOs") and Summary of Material Modifications ("SMMs") of these plans, policies and programs have been and/or will be provided within a reasonable period of time to the Union upon reasonable request. If there is any difference between these SPDs and the ERISA plans or programs (including amendments thereto), the plan texts shall govern. No change shall be made in the terms of these plans, programs and policies, which would reduce or diminish the benefits or privileges provided thereunder as they apply to employees represented by the Union without the consent of the Union...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Benefits

This section describes the many benefits, pension, and 401K you will now receive along with costs, coverages, and terms and conditions that may apply etc.

Partial Language

Effective January 1, 2017, Employees shall be eligible to participate in the benefit plans, programs and policies identified in the chart below, with the plan terms, conditions and provisions which were in effect on December 31, 2016, as described in the applicable SPDs and SMMs, except as noted in this Agreement and Exhibit 1.

Type	Plan/Program/Policy
Medical	AT&T Midwest Medical Program
Dental	AT&T Dental Program (Bargained)
Vision	AT&T Vision Program (Bargained)
Supplemental Medical	AT&T CarePlus – A Supplemental Benefit Program
Life Insurance	AT&T Group Life Insurance Program for Active Employees
FSA	AT&T Flexible Spending Account Plan
Disability	AT&T Disability Income Program
Leave of Absence	Midwest Leaves of Absence Policy
Commuter	AT&T Commuter Benefit Policy
Adoption	AT&T Adoption Reimbursement Policy
EAP	AT&T Employee Assistance Program
Voluntary	AT&T Voluntary Benefits Platform*

* The Voluntary Benefits Platform is available to all Active and Eligible Retired Employees. The Company may unilaterally modify the AT&T Voluntary Benefits Platform from time-to-time or discontinue without further discussions with the Union.

IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Benefits

This section describes the many benefits, pension, and 401K you will now receive along with costs, coverages, and terms and conditions that may apply etc.

Pension And Savings Benefit Plans **Partial Language**

Employees shall be eligible to participate in the benefit plans, programs and policies identified below with the plan terms, conditions and provisions which were in effect on December 31, 2016, as described in the applicable SPDs and SMMs, except as noted herein.

AT&T Retirement Savings Plan

Effective January 1, 2017, Employees will no longer be eligible to participate in the DIRECTV 401 (k) Savings Plan, and Employees shall be eligible for the AT&T Retirement Savings Plan (ARSP) under the terms and conditions in effect as of December 31, 2016.

Employees shall receive a Company Match equal to 80 percent of their Basic Contributions. Basic Contributions can equal up to 6 percent of Compensation as defined in the plan.

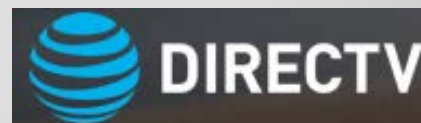
Tue Company Match under ARSP will be made in AT&T Shares.

Employee balances in the DIRECTV 401 (k) Savings Plan will be transferred to an account for the Employee in the ARSP as soon as administratively feasible after the plan merger.

IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Benefits

This section describes the many benefits, pension, and 401K you will now receive along with costs, coverages, and terms and conditions that may apply etc.

Pension And Savings Benefit Plans **Partial Language**

Bargained Cash Balance Program #2 ("BCB#2 Program")

Effective January 1, 2017, Employees will not be credited with additional compensation or service under the DIRECTV Pension Plan and its applicable benefit formulas. Interest credits, where applicable, will continue to accrue.

Effective January 1, 2017, Employees shall be eligible to participate in the BCB#2 Program. Employees will receive Basic Benefit Credits as determined by the following:

Age	Age Credit Factor
Less than 30	1.77%
30-36	2.27%
37-43	2.78%
44-49	3.28%
50 and older	4.04%

Employees shall also receive Interest Credits at an annual rate of 4.5%, and Supplemental Pay Credits, 2% of Pension Compensation, in excess of the Social Security Wage Base, if applicable.

Effective January 1, 2017, Employees' Term of Employment (also known as Net Credited Service) shall be established as the Workday Continuous Service Date, and future adjustments shall be determined under the terms of the AT&T Pension Benefit Plan.



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Force Adjustment

AT&T can hire off the street or from within if you have 30 months of service, they can relocate your work and may give you the opportunity to follow your work, layoffs go by inverse seniority with up to 4 weeks of pay, there is also an opportunity to be recalled.

Partial Language

...The Company may in its discretion hire employees off the street or from outside of the bargaining unit to fill vacancies in positions under this Agreement. However, if the Company determines that a vacancy is to be filled from within, it will post a notice of the vacancy. Regular full-time employees with at least thirty (30) months of time in title, unless waived by the Company, who have satisfactory attendance and work performance may apply for the vacancy...

...The Company will consider an employee's qualifications and where, in the judgment of the Company, such qualifications are equal, it will use seniority...

...**Relocation Of Work** - When work is to be relocated, the Company may, if it deems appropriate, offer the affected employees the opportunity to follow their work to the new location...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Force Adjustment

AT&T can hire off the street or from within if you have 30 months of service, they can relocate your work and may give you the opportunity to follow your work, layoffs go by inverse seniority with up to 4 weeks of pay, there is also an opportunity to be recalled.

Layoff Allowance

1.04 Employees who are laid off will be paid a layoff allowance based on their seniority and their base weekly wage rate in effect at the time of the layoff, in accordance with the following:

LENGTH OF SERVICE	LAYOFF ALLOWANCE
0 - 12 Months	1 week of pay
13 - 24 Months	2 weeks of pay
25 - 47 Months	3 weeks of pay
48 Months or More	4 weeks of pay

Priority Rehire

1.05 Employees who are laid off with satisfactory attendance and work performance and who apply for re-employment to the same position from which they were laid off, will receive priority consideration for re-hire over new applicants for twelve (12) months from his/her layoff date.



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article - Force Adjustment

AT&T can hire off the street or from within if you have 30 months of service, they can relocate your work and may give you the opportunity to follow your work, layoffs go by inverse seniority with up to 4 weeks of pay, there is also an opportunity to be recalled.

Partial Language

...Re: Surplus of Premises Technicians

This letter confirms the understanding reached by the Company and the Union during the 2016 bargaining between IBEW System Council T-3 ("Union") and DIRECTV LLC ("Company") for a new collective bargaining agreement ("DIRECTV CBA") regarding the surplus of Premises Technicians.

The Company agrees to meet with the Union following contract ratification to discuss the opportunity for Premises Technicians, in the event they are notified that they are designated for layoff, to be matched to available positions within the Agreement for which they are qualified prior to hiring employees off the street...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article –SAFETY

The company will provide a safe work environment and work with the IBEW. A safety advisory committee will be established.

No job is so important and no service is so urgent that we cannot take the time to perform our jobs safely!

Partial Language

...The Company will continue to make reasonable provisions for the safety and health of its employees during the hours of his/her employment, and the employees will be expected to cooperate with the Company...

...Safety is a concern to the Company and the Union. The Company and the Union mutually recognize the need for a work environment in which safe operations can be achieved in accomplishing all phases of work, and the need to promote better understanding and acceptance of the principles of safety on the part of all employees to provide for his/her own safety and that of their fellow employees, customers and the general public.

...To achieve the above principles, the Company and the Union agree to establish for the duration of this Agreement an advisory committee on safety principles...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Article –Conclusion

This is a 3 year agreement. The contract is in effect until August 24, 2019.

Partial Language

...This Agreement and all associated memoranda shall become effective as of 12:00 a.m. Central Daylight Time on the day after it has been ratified and shall remain in effect until 11:59 p.m. Central Daylight Time on August 24, 2019. The Union will inform the Company in writing that this Agreement has been ratified as soon as practicable thereafter...



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Success Sharing Plan

You will be part of the Success Sharing Bonus Plan which is tied to the company stock price, subject to certain conditions.

Partial Language

1. Success Units

Employees will be awarded 150 success units at the beginning of each award year (October 3, 2016, October 2, 2017 and October 1, 2018). Those success units will only be valid for that award year and will not carryover to the next award year. A success unit is only used as a multiplier in the payout calculation and is not a share of stock nor has any other value.

2. Determining Award Value

Award Year	Beginning Award Value	Ending Award Value
2017 (October 3, 2016 to September 29, 2017)	October 3, 2016 closing AT&T stock price	September 29, 2017 closing AT&T stock price
2018 (October 2, 2017 to September 28, 2018)	October 2, 2017 closing AT&T stock price	September 28, 2018 closing AT&T stock price
2019 (October 1, 2018 to September 30, 2019)	October 1, 2018 closing AT&T stock price	September 30, 2019 closing AT&T stock price



IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview



Technicians, Warehouse Workers, and Clerical Employees

Success Sharing Plan

You will be part of the Success Sharing Bonus Plan which is tied to the company stock price, subject to certain conditions.

Partial Language

Determining Dividend Rate Value

For Award Years 2017, 2018 and 2019, the payout will include a dividend rate value. This dividend rate value will be determined by adding each AT&T declared quarterly dividend during the award year (historically December, March, June, and September) and multiplying this total by 150 success units.

Payout

Employees will receive a total payout based on the difference between the ending award value and the beginning award value for the award year times 150 success units plus the dividend rate value. For example:

Stock Appreciation Value:

Beginning award value – October 3, 2016 closing AT&T stock price \$37.00
Ending award value – September 29, 2017 closing AT&T stock price \$42.00
Payout – $\$42 - \$37 = \$5 \times 150$ success units = \$750.00

Dividend Rate Value:

December 2016 dividend	\$.48
March 2017 dividend	\$.48
June 2017 dividend	\$.48
September 2017 dividend	\$.48
Total Dividend	\$1.92

Payout - $\$1.92 \times 150$ success units = \$288.00

Total Payout

\$750.00 stock appreciation value + \$288.00 dividend rate value = \$1,038.00

IBEW System Council T-3

AT&T /DIRECTV

2016 Contract Overview

