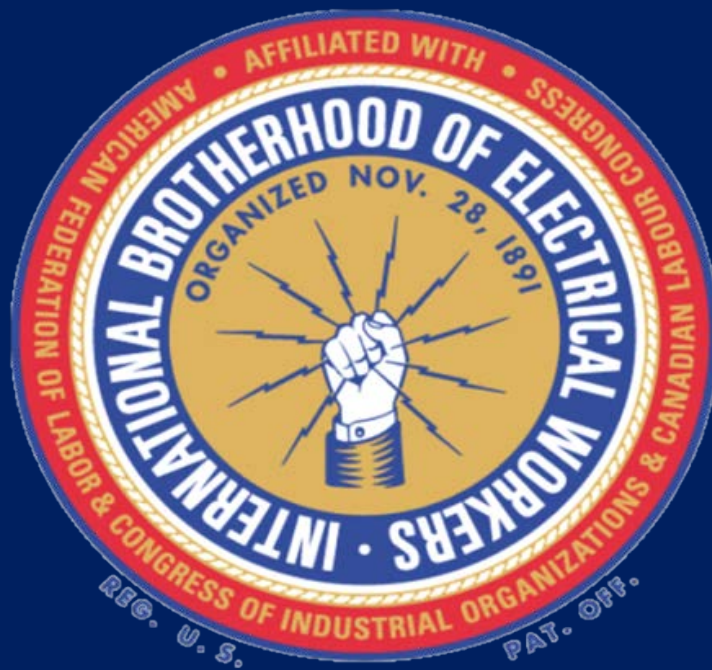


International Brotherhood of Electrical Workers System Council T-3



AT&T Contract Overview May 2017

Agreement Date Change

Old Language

This Agreement is entered into the 23rd day of June, 2013, by and between AT&T... and the System Council T-3 ... of the International Brotherhood Of Electrical Workers, (I.B.E.W.)...

New Language

This Agreement entered into the 25th day of June, 2017, by and between AT&T... and the System Council T-3 ... of the International Brotherhood of Electrical Workers, (I.B.E.W.)...



Article 1 Recognition

1.02 TRA1 removed.

1.03 Date Change.

Old Language

1.02 - ... whose current job titles appear in Memorandums of Agreement in Appendix T (TRA1), (CTT1), (CS1), (CS5) and (NSL1), ...

1.03 ...a part of the 2013 Collective Bargaining Agreement...

New Language

1.02 - ...whose current job titles appear in Memorandums of Agreement in Appendix T (CTT 1), (CS 1), (CS5) and (NSLI),...

1.03 ...a part of the 2017 Collective Bargaining Agreement...



Article 2

Definitions

Definition Changes

Old Language

SUNDAY SHIFT: A shift during which the majority of hours fall on Sunday.

HOLIDAY SHIFT: A shift during which a majority of the hours fall on the observed holiday.

CALENDAR WEEK: A calendar week begins at 12:01 a.m. on Sunday and ends at midnight the following Saturday.

New Language

SUNDAY SHIFT: A shift which begins on Sunday.

HOLIDAY SHIFT: A shift which begins on the observed holiday.

CALENDAR WEEK: A calendar week begins at midnight on Sunday morning and ends at 11:59 p.m. the following Saturday.



Article 3

Non-Discrimination

Definition Changes

Old Language

3.04 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.

New Language

3.05 Nothing in this Article is subject to the arbitration procedures of this Agreement.



Article 4

Company Union Relationship

No Changes



Article 5 No Strike

No Changes



Article 6 Union Security

No Changes



Article 7 Union Dues Deductions

No Changes



Article 8

Committee on Political Education (COPE)

Change into account for
four year agreement

Old Language

8.13 ...Total estimated cost over life of the Agreement:
 $\$525.00 \times 4 \text{ years} = \$2,100.$

New Language

8.13 ...Total estimated cost over
life of the Agreement:
 $\$525.00 \times 5 \text{ years} = \$2,625.$



Article 9

Collective Bargaining Procedures

Number of contracts printed is now 6,500 and company will put contract on intranet.

Old Language

9.09 ... The Company shall pay for the first eight thousand (8,000) requested by the Union at the time of printing...

New Language

9.09 ...The Company shall pay for the six thousand five hundred (6,500) copies requested by the Union at the time of printing...

Additionally, the Company will make the Contract available electronically on the Company's intranet system within a reasonable time frame following its execution.



Article 10 Bulletin Boards

No Changes



Article 11

Union Officers and Representatives

Change in period of leave for union business.

Old Language

11.15 ... The total combined period of all such leaves of absence will not exceed eighteen (18) years.

New Language

11.15 ...The total combined period of all such leaves of absence will not exceed twenty-four (24) years.



Article 12 Problem Resolution Procedures

No Changes



Article 13

Wage Administration

New Language

(A) Current Increase

Basic Weekly Wage Rates will be increased 3.00% at the maximum rate, exponentialized with no change in the start rate. The wage increase will be effective June 25, 2017.

(B) First Anniversary

Effective June 24, 2018 Basic Weekly Wage Rates will be increased 2.50% at the maximum rate, exponentialized with no change in the start rate.

(C) Second Anniversary

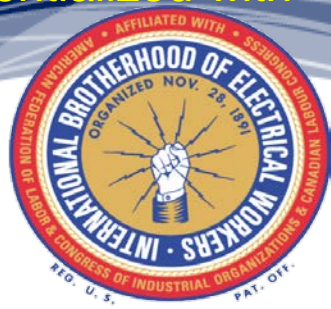
Effective June 23, 2019, Basic Weekly Wage Rates will be increased 3.00% at the maximum rate, exponentialized with no change in the start rate.

(D) Third Anniversary

Effective June 21, 2020 Basic Weekly Wage Rates will be increased 2.25% at the maximum rate, exponentialized with no change in the start rate.

(D) Fourth Anniversary

Effective June 20, 2021 Basic Weekly Wage Rates will be increased 2.50% at the maximum rate, exponentialized with no change in the start rate.



Article 13

Wage Administration

When available the new wage schedules can be found on ibew21.org the link will be titled Wage Schedules.

Premise Technician schedules can be found in Appendix C.



Article 13

Wage Administration

New Language

(E) Ratification Bonus

Each regular full-time employee on the payroll as of the date of ratification will receive a single \$1,000 lump sum contract ratification bonus...

...These ratification bonuses are contingent on the Agreement being ratified by June 1, 2017.



Article 13

Wage Administration

13.07 Disability Program - Name Changes

Disability absences still covered.

Old Language

13.07 ... other than a disability absence governed by the AT&T Midwest Disability Benefits Program or Legacy AT&T Disability Benefits Program will receive no credit on the wage progression consideration interval for the period of absence in excess of thirty (30) days.

New Language

13.07 ...other than a disability absence will receive no credit on the wage progression consideration interval for the period of absence in excess of thirty (30) days.



Article 14 Net Credited Service & Seniority

No Changes



Article 15 Job Classifications and Promotions

No Changes



Article 16

Benefits

**Benefit changes can be
found on ibew21.org
the link is titled
Article 16 - Benefits.**



401k Plan

401k Improvement

Basic contributions are no longer capped at \$65 per week.

An employee can now contribute up to 6% of their weekly wages toward their basic contributions which are matched at 80%.

For example: In the first 12 months (starting Jan. 2018) alone a wage group one employee can see a matched increase of over an additional \$1,200.



Pension

Pension Band Increases:

1% effective January 1, 2018.

1% effective January 1, 2019.

1% effective January 1, 2020.

1% effective January 1, 2021.

1% effective January 1, 2022.



Medical

Medical Monthly Premiums:

Current Employees, 2009 New Hires, 2013 New Hires and 2017 New Hires

2013 New Hires (hired before 1/1/2016), 2009 New Hires and Current Employees

Monthly Contribution Amounts

Option 1	2018	2019	2020	2021	2022
Individual	\$105	\$113	\$126	\$149	\$165
Family	\$284	\$296	\$330	\$390	\$433

Monthly Contribution Amounts

Option 2	2018	2019	2020	2021	2022
Individual	\$46	\$59	\$72	\$95	\$112
Family	\$121	\$154	\$189	\$250	\$293

2017 New Hires

Monthly Contribution Amounts

Option 1	2018	2019	2020	2021	2022
Individual	\$138	\$144	\$150	\$158	\$165
Family	\$362	\$377	\$394	\$414	\$433

Monthly Contribution Amounts

Option 2	2018	2019	2020	2021	2022
Individual	\$84	\$90	\$97	\$104	\$112
Family	\$220	\$236	\$254	\$273	\$293



Medical Medical Deductibles:

2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees

Option 1:

	2018		2019		2020		2021		2022	
	Network/ PPO/ONA	Non- Network/ Non- PPO	Network/ PPO/ONA	Non- Network/ Non- PPO	Network/ PPO/ONA	Non- Network/ Non- PPO	Network/ PPO/ONA	Non- Network/ Non- PPO	Network/ PPO/ONA	Non- Network/ Non-PPO
Ind	\$ 850	\$2,275	\$ 700	\$2,450	\$ 750	\$2,625	\$ 800	\$2,800	\$ 850	\$2,975
Fam	\$1,300	\$4,550	\$1,400	\$4,900	\$1,500	\$5,250	\$1,600	\$5,600	\$1,700	\$5,950

Annual Deductible Provisions:
No change from current program.

Note: The Annual Deductibles will be Included in the Out-Of-Pocket Maximums

Option 2:

	2018		2019		2020		2021		2022	
	Network/ PPO/ONA	Non- Network/ Non- PPO	Network/ PPO/ONA	Non- Network/ Non- PPO	Network/ PPO/ONA	Non- Network/ Non- PPO	Network/ PPO/ONA	Non- Network/ Non- PPO	Network/ PPO/ONA	Non- Network/ Non-PPO
Ind	\$1,450	\$4,350	\$1,500	\$4,500	\$1,550	\$4,650	\$1,600	\$4,800	\$1,650	\$4,950
Fam	\$2,900	\$8,700	\$3,000	\$9,000	\$3,100	\$9,300	\$3,200	\$9,600	\$3,300	\$9,900

Annual Deductible Provisions:

No change from current program except as provided below:

- If the coverage tier is Family, no individual can receive benefits until the Family Annual Deductible is met. The Family Annual Deductible can be met by one or a combination of covered family members.
- The following costs paid by the participant also apply toward the applicable Network/PPO/ONA or Non-Network/Non-PPO Deductible amounts:
 - Outpatient prescription drug allowable charges of eligible expenses.

Note: The Annual Deductibles will be included in the Out-Of-Pocket Maximums



Medical Out of Pocket Maximums:

2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees

Option 1:

Out-of-Pocket Maximum Amounts (Including Annual Deductible)

	2018		2019		2020		2021		2022	
	Network/ PPO/ ONA	Non- Network/ Non- PPO	Network/ PPO/ ONA	Non- Network/ Non- PPO	Network/ PPO/ ONA	Non- Network/ Non- PPO	Network/ PPO/ ONA	Non- Network/ Non- PPO	Network/ PPO/ ONA	Non- Network/ Non- PPO
Ind	\$3,250	\$9,750	\$3,500	\$10,500	\$3,750	\$11,250	\$4,000	\$12,000	\$4,250	\$12,750
Family	\$6,500	\$19,500	\$7,000	\$21,000	\$7,500	\$22,500	\$8,000	\$24,000	\$8,500	\$25,500

(Integrated Med/Surg, MH/SA)

Out-of-Pocket Maximum provisions:

No change from current program, except as provided below:

The following additional costs paid by the participant apply toward the applicable Network/PPO/ONA or Non-Network/Non-PPO Out-of-Pocket Maximum amounts:

- Deductibles
- Coinsurance

Option 2:

Out-of-Pocket Maximum Amounts (Including Annual Deductible)

	2018		2019		2020		2021		2022	
	Network/ PPO/ ONA	Non- Network/ Non- PPO	Network/ PPO/ ONA	Non- Network/ Non- PPO	Network/ PPO/ ONA	Non- Network/ Non- PPO	Network/ PPO/ ONA	Non- Network/ Non- PPO	Network/ PPO/ ONA	Non- Network/ Non- PPO
Ind	\$8,550	\$19,650	\$8,550	\$19,650	\$8,550	\$19,650	\$8,550	\$19,650	\$8,550	\$19,650
Family	\$13,100	\$39,300	\$13,100	\$39,300	\$13,100	\$39,300	\$13,100	\$39,300	\$13,100	\$39,300

(Integrated with Med/Surg, Rx, MH/SA, CarePlus)

Out-of-Pocket Maximum provisions:

If the coverage tier is Family, the applicable Family Out-Of-Pocket Maximum must be met before the Program pays 100% of the Allowable Charges for Eligible Expenses, except that the Program will pay 100% of the Allowable Charges for Eligible Expenses for Network/PPO/ONA Services for an individual family member once the individual meets the Network/PPO/ONA Individual Out-Of-Pocket Maximum, even if the Family Out-Of-Pocket Maximum has not been met.

The following additional costs paid by the participant apply toward the applicable Network/PPO/ONA or Non-Network/Non-PPO Out-of-Pocket Maximum amounts:

- Deductibles
- Coinsurance
- Outpatient prescription drug allowable charges for eligible expenses

Your deductibles now
count toward your out of
pocket maximums.



Medical

Cadillac Tax Understanding

...However, the Parties agree that the Company may unilaterally modify the provisions of any plan providing medical benefits (i.e., annual deductibles, co-pays, out-of-pocket maximums and co-insurance) from time-to-time as reasonably determined by the Company, at its sole discretion, to be minimally necessary to forestall incurring the Excise Tax on High-cost Coverage (Cadillac Tax) pursuant to the Patient Protection and Affordable Care Act (PPACA) for full or partial plan years during the term of this 2017 CBA provided that the same average Company/employee cost shares are retained as those set forth in Attachment A and Attachment B. If the Company modifies any of the benefits listed in Attachment A and Attachment B, it shall list them in a modified “Attachment A” and “Attachment B” which shall be provided to the Union and the modified “Attachment A” and “Attachment B” will govern.



Dental Monthly Premiums:

2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees

Contributions for Dental PPO or DHMO (if available)

2018-2022

Ind	\$8
Ind +1	\$17
Family	\$27

Monthly Premiums:

Ind: \$8,

Ind + 1: \$17

Family: \$27



Vision

Monthly Premiums:

2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees
Contributions for 2018-2022:

	2018-2022 Contribution Amounts
Ind	\$2.50
Ind +1	\$5.50
Fam	\$9.00

Monthly Premiums:

Ind: \$2.50,

Ind + 1: \$5.50,

Family: \$9



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**

**No
Changes**



Article 18

Title Change

**18.07 & 18.10 note in both
regarding AT&T National deleted.**

Old Title

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

New Title

Scheduling and Payment for Time
Worked For Employees Formerly in
Exhibits 4 and 5



Article 18

Title Change

18.07 & 18.10 note in both regarding AT&T National deleted.

New Language

18.07 Delete: Note: The foregoing provisions (Scheduling) shall not apply to employees of AT&T National.

18.10 Delete: Note: The foregoing provisions (Lunch Period and Breaks) shall not apply to employees of AT&T National.



Article 19

Work Done by Supervisors

No Changes



Article 20

Treatment of Time Not Worked

20.04 (E) Date Change, No Intent Change.

Old Language

20.04 (E) Effective January 1, 2014, the maximum amount of paid illness time...

New Language

20.04 (E) The maximum amount of paid illness time for an employee covered by' this Article hired on or before June 25, 2017 shall be eighty (80) hours...



Article 20

Treatment of Time Not Worked

20.04 (F) New Language new hires get
40 hours of illness time.

New Language

The maximum amount of paid illness time for an employee covered by this Article hired after June 25, 2017 shall be forty (40) hours in a calendar year. Nothing in this Agreement shall be interpreted to provide for paid illness time in excess of this amount for such employees.



Article 21 Differentials

No Changes



Article 22

Classification & Treatment of Regular Part-Time Employees

22.03 added AT&T Disability Income Program.

Old Language

22.03 ...AT&T Disability Benefits Program” or their successor Plans...

New Language

22.03 ...AT&T Disability Benefits Program”, or “AT&T Disability Income Program” or their successor Plans...



Article 22

Classification & Treatment of Regular Part-Time Employees

22.05 Name Changes, No Intent Changes

Old Language

22.05 ...under the AT&T Vision Plan, AT&T Dental Plan and the appropriate Ameritech Comprehensive Health Care Plan or the AT&T Medical Expense Plan for Occupational Employees...

New Language

22.05 ...AT&T Vision Program (Bargained Employees), AT&T Dental Program (Bargained Employees and the appropriate AT&T Midwest Medical Program or the AT&T Corp. Medical Program...



Article 23

Recognized Holidays

No
Changes



Article 24

Excused Work Days

24.01 change for new five year agreement.

Old Language

24.01 ...at least six (6) months of Net Credited Service on January 1 of the respective years 2014, 2015, 2016 and 2017 shall be eligible...

New Language

24.01 ...at least six (6) months of Net Credited Service on January 1 of the respective years 2018, 2019, 2020, 2021 and 2022, shall be eligible...



Article 25 Vacations

No Changes



Article 26

Automobile Mileage Expense

**No
Changes**



Article 27

Temporary Assignments

**27.07 Zone 5 East Chicago Heights deleted
Ford Heights added.**

27.09 (A) Daily Meal Allowance Increased

Old Language

27.07 Table: ... ZONE 5...Bartlett, Buffalo Grove, Chicago Heights, E. Chicago Heights, Frankfort...

New Language

27.07 Table: ZONE 5...Bartlett, Buffalo Grove, Chicago Heights, Ford Heights, Frankfort...



Article 27

Temporary Assignments

27.09 (A) & Question 15

Daily Meal Allowance Increased

Old Language

27.09 (A) & Q15 ...a Daily Meal Allowance of Forty Dollars (\$40.00), or a flat allowance of Eight Dollars (\$8.00) for breakfast, Ten Dollars (\$10.00) for lunch, and Twenty-Two Dollars (\$22.00) for dinner...

New Language

27.09 (A) & Q15 ...a Daily Meal Allowance of Forty Dollars (\$42.00), or a flat allowance of Nine Dollars (\$9.00) for breakfast, Eleven Dollars (\$11.00) for lunch, and Twenty-Two Dollars (\$22.00) for dinner...



Article 28 Safety

No Changes



Article 29

Commercial Driver's License & Special Operating Permit or License

**No
Changes**



Article 30

Training and Employment Security

Field Support Administrator moved from
title group 3 to group 10.

Old Language

TITLE GROUP 3: Maintenance Administrator (I/M), Field Support Administrator, Provisioning Specialist...

TITLE GROUP 10: ...Investment Recovery Specialist, Directory Representative

New Language

TITLE GROUP 3: ...Maintenance Administrator (I/M), Provisioning Specialist...

TITLE GROUP 10: ...Investment Recovery Specialist, Directory Representative, Field Support Administrator



Article 30

Training and Employment Security

**RCA changes East Chicago Heights eliminated,
Green Rock changed to Colona.**

Old Language

South Suburban RCA ... Downers Grove, East Chicago Heights, Elmhurst...

RCA #4 ...Galena, Green Rock, Loves Park...

New Language

South Suburban RCA ...Downers Grove, Elmhurst...

RCA #4 ...Galena, Colona, Loves Park...



Article 31

Termination and Validity of Agreement

Change to reflect the new contract dates.

Old Language

31.01 This Agreement shall become effective as of 12:00 a.m. Central Daylight Time on June 23, 2013, and shall remain in effect until 11:59 p.m. Central Daylight Time on June 24, 2017.

New Language

31.01 This Agreement shall become effective as of 12:00 a.m. Central Daylight Time on June 25, 2017, and shall remain in effect until 11:59 p.m. Central Daylight Time on June 25, 2022.



Contract Survey Q16

How long should the
new contract be?

72%

of Local 21 members
wanted a contract over
3 years.



Memoranda MOAs

Many only
contained date or
name changes.



Success Sharing Plan

Date Changes.

Amounts in the examples have gone up.

New Language

...Employees will be awarded 150 success units at the beginning of each award year (October 2, 2017, October 1, 2018, October 1, 2019, October 1, 2020 and October 1, 2021)...



Success Sharing Plan Amounts in the examples have gone up.

New Language

2. Determining Award Value

Award Year	Beginning Award Value	Ending Award Value
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
2020 (October 1, 2019 to September 30, 2020)	October 1, 2019 closing AT&T stock price	September 30, 2020 closing AT&T stock price
2021 (October 1, 2020 to September 30, 2021)	October 1, 2020 closing AT&T stock price	September 30, 2021 closing AT&T stock price
2022 (October 1, 2021 to September 30, 2022)	October 1, 2021 closing AT&T stock price	September 30, 2022 closing AT&T stock price

Stock Appreciation Value:

Beginning award value – October 2, 2017 closing AT&T stock price \$40.00

Ending award value – September 28, 2018 closing AT&T stock price \$45.00

Payout – $\$45 - 40 = \5×150 success units = \$750.00

Dividend Rate Value:

December 2017 dividend \$.49

March 2018 dividend \$.49

June 2018 dividend \$.49

September 2018 dividend \$.49

Total Dividend \$1.96

Payout - $\$1.96 \times 150$ success units = \$294.00

Total Payout

\$750.00 stock appreciation value + \$294.00 dividend rate value = \$1,044.00



Sales Consultants

Date Change.

Old Language

...All terms of the 2013 Collective Bargaining Agreement...

New Language

...All terms of the 2017 Collective Bargaining Agreement...



Sales Consultants

#4. (Bullet point 1)

Old Language

... -Sales Consultants will be eligible for incentive payouts when they attain at least 50% of their sales/collection targets except that for the first four (4) months;

New Language

- Sales Consultants will be eligible for incentive payouts when they attain at least 50% of their sales/collection targets except during initial training, including ramp-up time;



Sales Consultants

#5. Second sentence was eliminated

Old Language

5. Current Sales Representatives, Service Representatives, Customer Representative, Customer Advocates or other like titles within the same work group as a Sales Consultant may choose to convert to a Sales Consultant title. On a one-time basis and at the employee's request, the Company will retreat employees converting to the Sales Consultant job title in accordance with this paragraph to their former title within six months of the initial transfer.

New Language

5. Current Sales Representatives, Service Representatives, Customer Representative, Customer Advocates or other like titles within the same work group as a Sales Consultant may choose to convert to a Sales Consultant title.



Bilingual Differential

New Language

Service Representatives and Sales Consultants assigned to communicate in a foreign language will be paid a differential of six dollars (\$6.00) for any shift where more than four (4) hours of such work is performed, or three dollars (\$3.00) for any shift where four (4) or fewer hours of such work is performed.



Engineering Assistants

Article 23 Core Training Opportunity restriction deleted.

Old Language

Training Opportunity Plan

The Memorandum of Agreement Training Opportunity Plan, as contained in the Core Agreement, will not apply to the employees covered under this Memorandum of Agreement.

New Language

The above language is deleted.



Premise Technicians

1.04 National Transfer Plan added and date change.

Old Language

1.04 This Memorandum contains the entire agreement...and the following Memoranda of Agreement:

A4 Memorandum of Agreement Committee for Substance Abuse Awareness

A6 Memorandum of Agreement Military Leaves of Absence

A9 Memorandum of Agreement regarding Success Sharing Plan

A16 Memorandum of Agreement Benefits Rules for Movement

A18 Memorandum of Agreement Payment in Lieu of Vacation...

New Language

- A-- Memorandum of Agreement National Transfer Plan...



Premise Technicians

4.12 Absence

Old Language

4.12 Absence

Employees having one (1) or more years of NCS shall be paid at the basic wage rate for absences, including 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. Absences of longer than seven (7) consecutive days will be governed by the AT&T Midwest Disability Benefits Program.

New Language

4.12 Personal Illness

Employees having one (1) or more years of NCS shall be paid at the basic wage rate for 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. Absences of longer than seven (7) consecutive days will be governed by the applicable disability plan or program.



Premise Technicians

5.01 Minor change

Old Language

5.01 ...The Company can modify or discontinue this program at its discretion. If the BAP is discontinued for the employees listed in Appendix C, the Company will give those employees a minimum notice of thirty (30) days prior to such discontinuance...

New Language

5.01 ...The Company can modify or discontinue the BAP program or the appearance standards at its discretion. If the BAP is discontinued for the employees listed in Appendix C, the Company will give those employees a minimum notice of thirty (30) days prior to such discontinuance...



Premise Technicians

5.06 Overtime

Old Language

5.06Employees may be required to work up to seventeen (17) hours of overtime per week...

New Language

5.06 ...Employees may be required to work up to fourteen (14) hours of overtime per week...



Premise Technicians

5.06 Overtime

Old Language

5.06 ...For the purpose of crediting time not worked towards an employee's eligibility for overtime payments, only the following absences during a scheduled shift shall be considered:

- Joint Meeting with the Company including Joint Union-Company Committee Meeting and Union-Management Review Board Meetings
- Absence for Union Business (Unpaid)
- Collective Bargaining with the Company

New Language

Add:

- Personal Days Off (Paid)
- Floating Holidays



Premise Technicians

5.14 C Overnight Trips

Old Language

5.14 C. Meals, not to exceed thirty-five dollars (\$35)...

New Language

5.14 C. Meals, not to exceed thirty-seven dollars (\$37)...



Premise Technicians

7.03 Force Adjustment and Surplus Memo

Old Language

7.03 Force Adjustment ...The surplus employees designated for layoff will be notified a minimum of two (2) weeks prior to the layoff date...

New Language

For 7.03 & Memo

7.03 Force Adjustment ...The surplus employees designated for layoff will be notified a minimum of three (3) weeks prior to the layoff date...



Premise Technicians

7.04 Layoff Allowance

Old Language

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

New Language

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 - 71 Months	4 weeks of pay
72 - 95 Months	5 weeks of pay
96 Months or More	6 weeks of pay



Premise Technicians

Guaranteed Personal Time Off

Old Language

... An employee will be allowed, on request, to take off one (1) of his or her single days (Floating Holiday, Personal Day Off or a day-at-a-time Vacation Day) per year except during the months of June, July or August...

New Language

... An employee will be allowed, on request, to take off two (2) of his or her single days (Floating Holiday, Personal Day Off or a day-at-a-time Vacation Day) per year except during the months of June, July or August.

The second requested day off requires a minimum of twenty-four hour notice.



Global Services aka Data Comm

Name and Date Changes.

New Language

- Effective 10/29/17 Basic Weekly Wage Rates will be increased by 3.00%.
- Effective 10/28/18 Basic Weekly Wage Rates will be increased by 2.50%.
- Effective 10/27/19 Basic Weekly Wage Rates will be increased by 3.00%.
- Effective 10/25/20 Basic Weekly Wage Rates will be increased by 2.25%.
- Effective 10/24/21 Basic Weekly Wage Rates will be increased by 2.50%.

\$1,000 signing bonus if ratified by
June 1, 2017.



Global Services aka Data Comm

Change for future transferees to Appendix C
Appendix A15 – Section 6.03b

New Language

b) Overtime pursuant to:

- 1) Article 11, Sections 1 and 2 (a) and (b) of the Local 21 Agreement;
- 2) Article 2 Section 2.5 of the Local 58 Agreement;
- 3) Article 10, Sections 1 and 2 (a) and (b) of the Local 134 Agreement;
- 4) Article 5 of the Local 494 Agreement;



Global Services aka Data Comm

Project Emerald

New Language

...The Company and the Union agree to meet within 30 days following contract ratification to negotiate the integration of SBC Global Services employees covered by Appendices D, E, F, and G with employees in the TFS - Business Services (Core Special Services) group...



National Transfer Plan Memorandum New

In response to the IBEW's concern for its members' employment security and its expressed interest in removing impediments to movement between IBEW Labor Agreements identified in Attachments A and B, the Company agrees to establish a National Transfer Plan (NTP). The NTP will be made up of an Intersubsidary Movement (IM) process and a Contract Surplus Exchange (CSE) process.

The EM process will allow employees to voluntarily move to other participating IBEW Labor Agreements and entities that are party to those agreements and the CSE process will allow surplus employees to voluntarily move to other participating IBEW Labor Agreements and entities that are party to those agreements...



Technical Field and Construction & Engineering Organizations Surplus Employees Memorandum

Cable Splicers Added with Caps

Old Language

Core Installation and Maintenance

Organization Surplus Employees

...This Memorandum of Agreement (“MOA”) covers understandings reached between the Company and the Union regarding the job title of Customer Systems Technician (“CST”) when a surplus is declared

...A surplus CST in CIM who meets the provisions of Article 30...



Technical Field and Construction & Engineering Organizations Surplus Employees Memorandum Cable Splicers Added with Caps

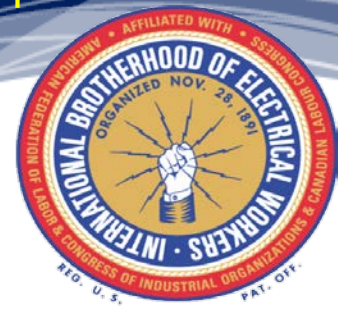
New Language

...regarding the job title of Customer Systems Technician (“CST”) and Cable Splicing Technician (“Splicer”) when a surplus is declared in the Technical Field Services (“TFS”) and/or the Construction & Engineering (“C&E”) Market Business Unit.

...A surplus CST in TFS or a Splicer in C&E...

However, no surplus Splicer in C&E shall displace a Premises Technician if 10% (12% after June 25, 2020) or more of the employees in the Premises Technician job title within the RCA came to the Premises Technician job title with economic protections pursuant to either: 1) the Memorandum of Agreement Regarding Economic Protection Following Placement into Appendix C of Surplus Core Employees and Global Services Employees Identified for Layoff (“Economic Protections MOA”) and the Memorandum of Agreement Regarding Force Movement of Employees and Employee Benefit Treatment (“Movement MOA”), both of which are attachments to Appendix C of the Core Agreement and its predecessor Agreement; or 2) Section 6 of Memorandum of Agreement A15: SBC Global Services Appendices to Core. Such displacement will be considered a lateral job offer under Article 30.

The displaced Premises Technician shall be laid off within twenty-one (21) calendar days following notification of displacement...



Letters

Many only
contained date or
name changes.



Nanodegree Programs

New

Effective January 1, 2018, bargained employees ... will be eligible for tuition reimbursement for approved Nanodegree Programs via participation in the AT&T Non-Management Tuition Assistance Plan. The Company retains the unilateral right to amend, change or cancel the degree programs offered under the Tuition Assistance Plan...



Company Wellness New

...on or after January 1, 2018,
bargained AT&T employees
represented by the IBEW System
Council T-3 shall be eligible to
participate in the AT&T Your Health
Matters Program as provided below.

The Your Health Matters Program
includes Disease Management and
Wellness Programs and Price
Transparency Tool...



DIRECTV Video Work

New

This letter addresses DirecTV contracted video work. While the Company makes no commitment regarding the contracting out of work performed in Appendix C, the Parties agree that in the future the Company may assign some stand-alone DirecTV video work being performed by contractors in IBEW Local 21's jurisdiction to Premises Technicians covered by Appendix C, but further agree that any such work will not be covered by Appendix C 5.13, MOA S3- Contracting Out or any other contracting out restriction. The Parties also agree that should the Company contemplate the layoff of Premises Technicians, they will continue to discuss whether some stand-alone DirecTV video work being performed by contractors in IBEW Local 21's jurisdiction should be assigned to Appendix C. The Company will give the Union at least two weeks' advance notice prior to the first such layoff announcement. Upon request following such notice, the AT&T Midwest Vice President - Labor Relations (or designee) will meet with the Chairman of IBEW System Council T-3 (or designee) to discuss these matters prior to the first scheduled layoff date.



CVS Pharmacies

AT&T has arranged with CVS Caremark to designate all CVS pharmacies as a part of the Caremark mail order fulfillment process. Essentially, this will permit AT&T employees to pick up 90 day prescriptions for maintenance drugs at CVS retail pharmacies and receive the lower mail order rates. This applies even after the prescription has been filled the allowed number of times at a retail pharmacy...



Surplus Moratorium

New

This will confirm the agreement reached by AT&T Midwest and AT&T National (“Company”) and IBEW System Council T-3 during negotiations for a 2017 Core Collective Bargaining Agreement concerning a moratorium on removing bargaining unit employees from payroll due to surplus conditions. The Company commits that no employee covered by the 2017 Core Collective Bargaining Agreement will be involuntarily removed from payroll prior to March 1, 2018 as the result of a surplus condition.

The commitment contained in this letter will last through March 1, 2018.



Paid Parental Leave Policy

New

Effective January 1, 2018, bargained AT&T employees in the 2017 Core Collective Bargaining Agreement represented by IBEW System Council T-3 will be eligible to participate in the Paid Parental Leave Policy...

- Applies to all employees.
- Two week paid parental leave



Sick Leave Laws in Illinois

New

The Parties have mutually agreed to waive the benefits and entitlements of the sick leave provisions (not the minimum wage provisions) of the Chicago Minimum Wage and Paid Sick Leave Ordinance, codified as Chapter 1-24 et seq. of the Municipal Code of Chicago as permitted in Section 1-24-060 of that code. The Parties further agree to waive the benefits and entitlements of the Cook County Earned Sick Leave Ordinance, codified as Chapter 42, Human Relations, Article 1, Section 42-1 through 42-6 of the Cook County Code of Ordinances as permitted in Section 42-5 of that ordinance. The Parties further agree that, if a court of competent jurisdiction determines that the Illinois Employee Sick Leave Act, codified as 820 ILCS 191 of the Illinois Compiled Statutes, applies to employees covered by collective bargaining agreements and a court of competent jurisdiction further determines that the rights available under that statute are subject to waiver in collective bargaining negotiations, the Parties will then meet to discuss whether rights under that statute should be similarly waived.



IBEW Job Creation New

Additional IBEW positions to be created.

AT&T has committed to hire 1,000 people into IBEW represented jobs over the next five years, including a new call center in Chicago.



