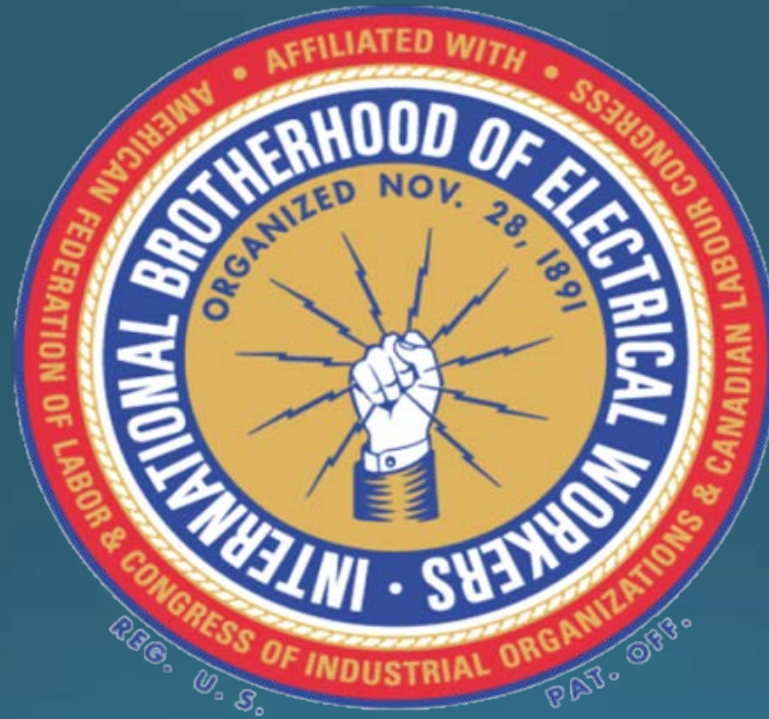


# International Brotherhood of Electrical Workers System Council T-3



**AT&T – DIRECTV - Technician  
Contract Overview  
June 2019**

# Article 1 Recognition

**No  
Changes**



# Article 2

## Classification of Employees

**No  
Changes**



# Article 3 Non-Discrimination

**No  
Changes**



# Article 4 Company - Union Relationship

**No  
Changes**



# Article 5 No Strike

# No Changes



# Article 6

## Management Rights

**No  
Changes**



# Article 7 Union Security

**No  
Changes**





# Article 8

## Union Dues Deductions

**No  
Changes**



# Article 9 Committee On Political Education (COPE)

**No  
Changes**



# Article 10

## Collective Bargaining Procedures

**No  
Changes**



# Article 11

## Bulletin Boards

**No  
Changes**



# Article 12

## Union Officers and Representatives

### Old Language

12.09: Employees who are excused in accordance with the provisions of this Section and Article 9...

12.15: The total combined period of all such leaves of absence will not exceed four (4) years.

12.18: Employees on such leave shall retain eligibility for the following benefits, as determined by the employee's Net Credited Service where applicable:

A) AT&T Midwest Medical Program, AT&T Dental Program and AT&T Vision Program (or any successors thereto)...

### New Language

**12.09: Employees who are excused in accordance with the provisions of this Section and Article 10...**

**12.15: The total combined period of all such leaves of absence will not exceed eight (8) years.**

**12.18: Employees on such leave shall retain eligibility and participation for the following benefits, subject to the terms of the applicable benefits program or policy, as determined by the employee's TOE where applicable:**

**A. AT&T Midwest Medical Program. AT&T Dental Program and AT&T Vision Program (or any successors thereto)...**



# Article 13

## Problem Resolution Procedures

**No  
Changes**



# Article 14 Seniority

**No  
Changes**



# Article 15 Time Off

**No  
Changes**





# Article 16 - Working Conditions

## Old Language

16.06: Cancellation of Hours: A. If an employee is notified less than twelve (12) hours before the originally scheduled start time..

16.07: Employees may be required to work up to seventeen (17) hours of overtime per week subject to the needs of the business, except that this limitation will not apply in cases of emergency...

...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 Dismissal Review Board Meetings, Absence for Union Business (Unpaid), Collective Bargaining with the Company.

16.15: C. Meals, not to exceed thirty-five dollars (\$35) per day...

## New Language

**16.06: If an employee is notified less than sixteen (16) hours before the originally scheduled start time...**

**16.07 Employees may be required to work up to fourteen (14) hours of overtime per week subject to the needs of the business, except that this limitation will not apply in cases of emergency.**

**...For the purpose of crediting time not worked towards an employee's eligibility for overtime payments ... ADD: Floating Holidays**

**16.15: Meals, not to exceed thirty-seven dollars (\$37) per day...**



# Article 17

## Compensation

General Wage Increases

Wage Rates will be increased 3.00% effective August 25, 2019.

Wage Rates will be increased 2.25% effective August 23, 2020.

Wage Rates will be increased 3.00% effective August 22, 2021.

Wage Rates will be increased 2.50% effective August 21, 2022.

**\$1000**

**Ratification Bonus if Contract is Approved  
by 8/2/2019**



# Article 18

## Benefits

**Benefit changes and language changes can be found on [ibew21.org](http://ibew21.org) Under Member Resources – SCT-3 AT&T DTV National Bargaining the link is titled DTV Tech Benefits.**



# Benefits

## Medical Monthly Contributions

Option 1	2020	2021	2022	2023
Individual	\$175	\$184	\$192	\$202
Family	\$379	\$397	\$416	\$436

Option 2	2020	2021	2022	2023
Individual	\$88	\$96	\$105	\$116
Family	\$206	\$224	\$245	\$271



# Tobacco Use Contribution

	2020	2021	2022	2023
Surcharge	\$50	\$60	\$65	\$70



# Deductibles

Option 1	2020		2021		2022		2023	
	Network ONA & PPO	Non- Network & Non-PPO	Network ONA & PPO	Non- Network & Non-PPO	Network ONA & PPO	Non- Network & Non-PPO	Network ONA & PPO	Non- Network & Non-PPO
Individual	\$750	\$2,625	\$800	\$2,800	\$850	\$2,975	\$900	\$3,150
Family	\$1,500	\$5,250	\$1,600	\$5,600	\$1,700	\$5,950	\$1,800	\$6,300

Option 2	2020		2021		2022		2023	
	Network ONA & PPO	Non- Network & Non-PPO	Network ONA & PPO	Non- Network & Non-PPO	Network ONA & PPO	Non- Network & Non-PPO	Network ONA & PPO	Non- Network & Non-PPO
Individual	\$1,550	\$6,200	\$1,600	\$6,400	\$1,650	\$6,600	\$1,700	\$6,800
Family	\$3,100	\$12,400	\$3,200	\$12,800	\$3,300	\$13,200	\$3,400	\$13,600

# Annual Out-of-Pocket Maximums

Option 1	2020		2021		2022		2023	
	Network ONA & PPO	Non- Network & Non-PPO	Network ONA & PPO	Non- Network & Non- PPO	Network ONA & PPO	Non- Network & Non- PPO	Network ONA & PPO	Non- Network & Non-PPO
Individual	\$3,750	\$11,250	\$4,000	\$12,000	\$4,250	\$12,750	\$4,500	\$13,500
Family	\$7,500	\$22,500	\$8,000	\$24,000	\$8,500	\$25,500	\$9,000	\$27,000
Option 2	2020		2021		2022		2023	
	Network ONA & PPO	Non- Network & Non-PPO	Network ONA & PPO	Non- Network & Non- PPO	Network ONA & PPO	Non- Network & Non-PPO	Network ONA & PPO	Non- Network & Non- PPO
Individual	\$6,550	\$19,650	\$6,550	\$19,650	\$6,550	\$19,650	\$6,550	\$19,650
Family	\$13,100	\$39,300	\$13,100	\$39,300	\$13,100	\$39,300	\$13,100	\$39,300

# Prescription Drug Program (Rx)

Retail Network Copays (Up to 30 day supply, 2 fill limit for maintenance):

Option 1	2020 - 2023
Generic	\$10
Preferred	\$35
Non-Preferred	\$80

Option 2 – No Change

Mail Order Copays (Up to 90 day supply)

Option 1	2020 - 2023
Generic	\$20
Preferred	\$70
Non-Preferred	\$160

Option 2 – No Change





# Benefits

## Dental - Monthly Contributions

	2020 - 2023
Individual	\$8
Individual + 1	\$17
Family	\$27



# Benefits

## Vision - Monthly Contributions

	2020 - 2023
Individual	\$2.50
Individual + 1	\$5.50
Family	\$9



# Article 19 - Force Adjustment

## Old Language

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

19.04 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

## New Language

**19.03: The surplus employees designated for layoff will be notified a minimum of three (3) weeks prior...**

### **19.04: 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**



# Article 20 Safety

**No  
Changes**



# Article 21

## Conclusion

### Old 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.

### New Language

**This Agreement and all associated memoranda shall become effective as of 12:00 a.m. Central Daylight Time on August 25, 2019 and shall remain in effect until 11:59 p.m. Central Daylight Time on August 26, 2023.**



# Memoranda – Letters - MOAs

## Old 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.

## New Language

**Many only contained date,  
name or other similar changes.**



# Transition of Newly Organized DirecTV LLC Employees Letter

## New Language

The original letter was replaced because many of the terms have run their course and were replaced with a new letter. The main parts of the new letter states:

The Parties agree that the terms of the Transition MOA have run their course with the exception of the terms addressed in this letter. Employees subject to Section 3(c) of the Transition MOA will remain subject to those terms during the term of the CBA. Also, the waiver provisions of Section 6 of the Transition MOA are not considered terminated, but are instead incorporated into Article 21.02 of the CBA. This Letter of Understanding will remain in effect through the term of the 2019 Collective Bargaining Agreement between the Parties.



# 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 1, 2019, October 1, 2020, October 1, 2021, and October 3, 2022)...





# Success Sharing Plan

## New Language

**Date Changes - Amounts in the examples have gone up.**

### 2. Determining Award Value

Award Year	Beginning Award Value	Ending Award Value
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
2023 (October 3, 2022 to September 29, 2023)	October 3, 2022 closing AT&T stock price	September 29, 2023 closing AT&T stock price



# Date Changes - Amounts in the examples have gone up.

## 3. Determining Dividend Rate Value

The 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.

## 4. 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 1, 2019 closing AT&T stock price \$37.00

Ending award value – September 30, 2020 closing AT&T stock price \$42.00

Payout –  $\$42 - \$37 = \$5 \times 150$  success units = \$750.00

### **Dividend Rate Value:**

December 2019 dividend	\$ .51
March 2020 dividend	\$ .51
June 2020 dividend	\$ .51
September 2020 dividend	\$ .51
Total Dividend	\$2.04

Payout -  $\$2.04 \times 150$  success units = \$306.00

### **Total Payout**

\$750.00 stock appreciation value + \$306.00 dividend rate value = \$1,056.00



# Guaranteed Personal Time Off

Increased from one to two days

## 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 July, August or September.

The second requested day off requires a minimum of twenty-four hour notice. These days may be taken in half ( $\frac{1}{2}$ ) day increments.

One (1) person per work group, per day, (for work groups of less than 100 employees) or 1 person per 100 employees (or work groups larger than 100 employees), will be allowed off unless otherwise mutually agreed locally.

Eligibility requirements for Personal Days Off and day-at-a-time

Vacation are set forth in Article 15 Time Off of the

2019 Collective Bargaining Agreement...



# Nanodegree Programs

New

...Effective January 1, 2020 bargained employees covered by the 2019 IBEW DIRECTV Field Services Collective Bargaining Agreement will be eligible for tuition reimbursement for approved Nanodegree Programs via participation in the AT&T Tuition Aid Policy. The Company retains the unilateral right to amend, change or cancel the degree programs offered under the Tuition Aid Policy or any part thereof at its sole discretion and without bargaining. This Letter of Understanding will remain in effect through the term of the 2019 Collective Bargaining Agreement between the Parties...



# Paid Parental Leave Policy

New

...Effective January 1, 2020 bargained AT&T employees covered by the 2019 IBEW DIRECTV Field Services Collective Bargaining Agreement will be eligible to participate in a Paid Parental Leave Policy "PPL" ) for U.S. Employees.

The PPL provides for two (2) weeks of paid parental leave. The Company retains the unilateral right to modify, suspend or discontinue the PPL Policy at any time in its sole discretion and without bargaining...



# Potential Premises Technician Work

## New

...This letter addresses work that can be performed by Premises Technicians within the 2019 IBEW DIRECTV Field Services Collective Bargaining Agreement ("CBA"). While the Company makes no commitment regarding the contracting out of work performed in the CBA, the Parties agree that in the future the Company may assign work being performed within the geography covered by the CBA to Premises Technicians covered by the CBA, but further agree that any such work will not be covered by Article 16.14 Contracting Out or any other contracting out restriction. The Parties also agree that should the Company contemplate the layoff of Premises Technicians, they will discuss whether some work being performed by contractors that is also being performed by Premises Technicians should be assigned to Premises Technicians covered under the CBA. The Union expressly agrees that neither this letter nor discussions arising from this letter shall be used as a basis to seek any contractor or contractor—related information. The Company will give the Union at least two (2) 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. The commitments contained in this letter will last through the term of the 2019 Collective Bargaining Agreement...



# Ratification Bonus

# \$1,000

Lump sum ratification bonus shall be paid if the Company receives official notice from the Union by August 2, 2019.

Such payment shall be made as soon as practicable following ratification.



**Your Local IBEW officers, bargaining team members,  
and delegates of the IBEW SCT-3 Council  
wholeheartedly support this tentative agreement  
and ask you to vote**

**YES**

**in favor of ratification.**





