

Tentative Agreement Questions & Answers

1. Why don't Wire Techs get a pension like core?

Answer - All Wire Technicians, as well as core employees hired on or after 08/09/2009 participate in the Bargained Cash Balance Program #2 of the AT&T Pension Benefit Plan (The BCB#2 Program).

2. Why did core get 1% pension increases but Wire Techs didn't?

Answer - The BCB#2 Program is designed with built in increases. Basic Benefit Credits, which are based on wages and age, are credited monthly to the cash balance account. As a Wire Technician's wages and age increase, Basic Benefit Credits will also increase.

The Southeast Program of the AT&T Pension Benefit Plan (SE Program), which applies to core employees hired on or before 08/08/2009, includes Basic Benefit Credits that are predefined for the term of the agreement. SE Program Basic Benefit Credits are not impacted by scheduled wage increases.

3. Everyone at my yard says this tentative agreement is for core. What is in it for Wire Techs?

Answer - The following parts of the tentative agreement apply to Wire Technicians and UFO employees:

- 13.25% Wage Increase
- Maintained the BCB#2 Program
- Maintained the AT&T Retirement Savings Plan (401K)
- Maintained the AT&T Southeast Disability Benefits Program, including both short-term and long-term disability
- Reduced the monthly contribution for medical coverage for wire technicians hired on or after 12/05/2015 and before the date the 2019 BST Collective Bargaining Agreement is ratified, as follows:

	<u>Current</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
<u>Option 1</u>						
Individual	\$151	\$128	\$132	\$137	\$145	\$153
Family	\$374	\$333	\$356	\$375	\$397	\$418
<u>Option 2</u>						
Individual	\$101	\$78	\$84	\$90	\$97	\$104
Family	\$250	\$214	\$230	\$245	\$264	\$283

- **Added the ability to elect to make contributions to a Health Savings Account (HSA) with pre-tax payroll deduction**
- **Added two weeks of paid parental leave**
- **Added Nano-degrees to Tuition Aid**
- **Section 4.12 - Eliminated the requirement for receipts in order to be reimbursed for meals - \$37 per day**
- **Section 5.12 - Eliminated the 24-hour notice requirement for the second request for a guaranteed day off**
- **Section 6.04 - Added two weeks to the layoff allowance - Four to six weeks**
- **Section 6.03 - Extended layoff notification from three to four weeks**
- **Section 6.03 - Provides for layoff by inverse seniority among the identified group.**
- **Section 1.03 UFO - Added Core Article 6.06 for Military Service**
- **Section 7 - Removed Section 7 - The company can no longer cancel a tour already in progress**
- **Added a letter stating that disciplinary entries must include a reasonable explanation**

4. Explain the 29% cost share

Answer - Through a formal Request for Information (RFI), AT&T provides CWA historical healthcare claims' information and financial/cost data, at both the District and National levels. This information is used to determine what percentage the employer and the employee pay for healthcare. The employee portion of the negotiated cost share is split up between premiums, deductibles, co-insurance, and prescription co-payments based upon the historical claim's information.

5. Does it start at 29% or go up to 29%?

Answer - The 2019 target cost share is 28%. Under the terms of the tentative agreement, the target cost share for years 2020 through 2024 will be 29% for employees hired prior to the ratification date.

6. What's included in the 29%?

Answer - Please see the answer to question #4

7. What percentage are we paying now?

Answer - Please see the answer to question #5

8. We pay the same current premium till June 2020?

Answer - Under the terms of the proposed tentative agreement, the Health & Welfare changes would be effective 06/01/2020

9. Current employees, 2009 new hires, and 2012 new hires maintain 52 weeks of Short-Term Disability (STD)?

Answer - Yes, Current Employees, 2009 new hires and 2012 new hires in BST/Billing remain eligible for benefits through the AT&T SE Disability Benefits Program, which includes 52 weeks of STD eligibility

10. 2015 and 2019 new hires - How many weeks of STD do they have? And what about utilities?

Answer - 2015 new hires and 2019 new hires are eligible for STD benefits through the AT&T Disability Income Program, which includes 26 weeks of STD eligibility. Additionally, under the terms and conditions of the tentative agreement, Utility Operations employees will become eligible for STD benefits through the AT&T Disability Income Program, which is designed to replace 60% or 100% of pay, based on your service, as shown below:

<u>Term of Employment</u>	<u>100% of Pay</u>	<u>60% of Pay</u>
6 months to 2 years	0 weeks	26 weeks
2 years to 5 years	4 weeks	22 weeks
5 years to 15 years	13 weeks	13 weeks
15 or more years	26 weeks	0 weeks

11. 2019 new hires – Does this mean hired after Jan 2019 or after ratification?

Answer - 2019 new hires are employees who hire, rehire or transfer into jobs under the 2019 collective bargaining agreements after the ratification date.

12. 2019 new hires STD, is that 26 weeks at 50% pay? Then LTD at 50% pay? And what about utilities?

Answer - 2019 new hires are eligible for STD benefits through the AT&T Disability Income Program, which includes 26 weeks of STD eligibility. Additionally, under the terms and conditions of the tentative agreement, Utility Operations employees will become eligible for STD benefits through the AT&T Disability Income Program. STD benefits are designed to replace 60% or 100% of pay based on your service, as shown below:

Term of Employment	100% of Pay	60% of Pay
6 months to 2 years	0 weeks	26 weeks
2 years to 5 years	4 weeks	22 weeks
5 years to 15 years	13 weeks	13 weeks
15 or more years	26 weeks	0 weeks

2019 new hires and Utility Operations employees are eligible for The Long-Term Disability (LTD) benefits, which begins on the first day immediately following the end of the 26-week period for STD and end when you return to work with any AT&T company, are no longer disabled under the terms of the program, or reach an age factor as described in the summary plan description (SPD). The LTD benefits equal 50 percent of your pay, reduced by other sources of income as described in the SPD.

13. Eligible retirees in 2019, is that through 12-31-19?

Answer - Employees who terminate employment during the term of the 2019 collective bargaining agreement and who meet the applicable requirements are eligible for post-retirement benefits through the term of the agreement and are referred to as “Eligible Retired Employees”.

14. Article 5.12A2 does this allow or exclude easy time carry over? I understand you can only have 2 days of ET per the Appendix however, if this time isn't use does it revert back to vacation to be included in the 5 carry over?

Answer - The tentative agreement does not include any changes to Article 5.12A2.

15. Parental leave- who is eligible? Core? Utilities? Mother? Father?

Answer - Employees from all three bargaining units: BST, Utility Operations, & Billing, who have at least six months of service when he or she applies for Paid Parental Leave. Both new mothers and fathers are eligible to take Paid Parental Leave.

16. Does parental leave add two weeks to the current 5 for the mother?

Answer - Article 6.02 of the BST contract and Section 5.15 of the UFO Network Addendum address illness time. Paid Parental Leave (PPL) is separate from illness time and the STD period that birth mothers may be eligible for and different from unpaid leave for care of a newborn or adopted child.

17. How is seniority affected by parental leave?

Answer - Employees must use their PPL in increments in one 10-day increment or two five-day increments (or however many days constitute a regular work week). This period will be used in computing seniority.

18. Does FMLA run concurrently with parental leave?

Answer - Employees have one year from the date of birth or adoption to use Paid Parental Leave, which will run concurrently with FMLA or any federal, state or municipal paid sick leave or paid parental leave.

19. Can you take parental leave if you aren't eligible for FMLA?

Answer - Yes. BST, Utility Operations, & Billing, employees who have at least six months of service when he or she applies for PPL are eligible.

20. In what time frame does parental leave have to be taken?

Answer - Employees have one year from the date of birth or adoption to use Paid Parental Leave. Employees must use their PPL in one 10-day increment or two five-day increments (or however many days constitute a regular work week). This leave is available to the parents of children who are born after 12/31/2019; it does not apply to parents of children born prior to 1/1/2020.

21. Is the Health Saving Account (HSA) deducted from our paycheck before taxes?

Answer - Yes, the Fidelity Health Savings Account (HSA) contributions through payroll deduction will be pre-tax.

22. Does the HSA balance carry over from year to year?

Answer - Yes, in accordance with IRS regulations:

<https://www.irs.gov/publications/p969>

23. Is there a maximum I can contribute to the HSA?

Answer - The amounts employees may contribute to an HSA is determined by IRS regulations:

https://www.irs.gov/irb/2019-22_IRB#REV-PROC-2019-25

24. What are the changes to Article 1.17?

Answer - The proposed changes to Article 1.17 included in the tentative agreement are listed below:

1. For the purposes of force adjustment, an organizational unit is defined as the employees who fall in the chain of command of the direct report of a direct report to the CEO of AT&T Communications. These designations are for the life of the agreement unless otherwise negotiated at the Bargaining Level.
2. The Union and the Company agree the following Organizational Units are currently in place, as designated in Article 1.17 of the Collective Bargaining Agreement:

Anne Chow
Soraabh Saxena
Joan Arison
Kenneth Lear
David Toti
Keith Connolly
Michael Watson
Rachel Ybarra
Andre Feutsch
Scott Mair
Jennifer Robertson
Jon Summers
Jamie Barton
Jennifer Van Buskirk
Michelle Jordan
Kathleen Larkin

The parties further agree that these Organization Units may change based on the definition of Article 1.17 (the direct report of a direct report of the CEO of AT&T Communications), and the Company will provide a quarterly report of the Organizational Units. No change will be made to those units within the quarter for surplus purposes. The report will be provided at the beginning of each quarter.

3. **During 2019, both the Union and the Company agreed to modify Article 1.17 of the BST Working Agreement, with the understanding that this modification is not intended to be utilized to shift employees between organizational units in an effort to target them for a surplus or to protect them from a surplus, nor shorten the timeframe of the process, which is typically 90 days. Any dispute regarding the true intent of this understanding shall be grieved at the Executive Level and shall be subject to the arbitration procedures of the BST Working Agreement.**

Additionally, the Union expressed concern with organizational movements of Wage Scale 27 and 27L representatives and subsequent surpluses, which the Company has addressed by agreeing to pool such organizational units for purposes of bumping in certain situations.

For example, if post ratification, the org unit under Barton (currently Consumer) is separated into multiple units and employees in wage scale 27 and wage scale 27L continue to perform the same basic job duties performed in the previous combined organization, both units will be pooled for bumping in the event of a surplus during the life of the contract in either unit.

Similarly, if post ratification, the org unit under Chow (currently Small Business) is separated into multiple units and employees in wage scale 27 and wage scale 27L continue to perform the same basic job duties performed in the previous combined organization, both units will be pooled for bumping in the event of a surplus during the life of the contract in either unit.

Additionally, the Union requested and the Company agreed to provide a quarterly list of employees identifying the organizational unit in which they reside. The Company will not change the organizational unit for purposes of surplus during the quarter.

25. Article 7 over Article 10 – When will this go into effect?

Answer - The implementation timeline is currently being negotiated.

26. Article 8.03A1e what titles appear more than once?

Answer - Several, for example: Digital Technician – Skill Groups 3 and 9. See Appendix A Part III.

27. Article 24 - Did the money stay the same \$110? Was there conversation on replenishing money when all is spent?

Answer - The formula for funding the Employment Security Partnership Program remained the same at \$110; however, funding for the AT&T Tuition Aid Plan will not come from the Partnership budget.

28. Appendix C part IX delete- please explain

Answer - Obsolete language was removed from the contract. As part of the tentative agreement, the reference to the Operator Services and Consumer Services forums was deleted. Operator Services is no longer in existence and Consumer Services Local Governance Partnerships (LGPs) and Business Unit Operations Boards will continue as stipulated in the renewed Aligning for Success MOA.

29. Appendix C Part XVII uniform program - what are the numbers? What are the caps?

Answer - The initial vendor credit was increased from \$443.55 to \$503.88. The annual credit was increased from \$194.10 to \$220.50. Unused balances up to the initial vendor allowance may be carried over from one year to the next.

**Maximum number of items per category per year will apply as follows:
Shirts/Qty = 15, Pants/Qty = 10, Hats/Qty = 5, Socks/Qty = 15, Jackets/Qty = 2. Supervisor approval is needed to exceed any category item.**

30. My spouse and I both take insurance at both our employers, one becomes primary and the other secondary in the event we need medical care. Will I have to pay the working spouse surcharge if I keep her on my insurance?

Answer - Response: If an employee and spouse/LRP are covered by the Company self-insured or fully-insured medical program options, but the spouse/LRP also has access to medical coverage through the spouse's/LRP's employer, the Working Spouse/LRP contribution shall apply, even if the Company sponsored plan is secondary insurance

31. UFO - what happened to all those proposals? The floor was covered with them at the task force meeting!

Answer - They were put into formal bargaining proposals and were presented at the bargaining table. In addition, each proposal was thoroughly reviewed and discussed at the Wire Tech Sub-Committee. Union Proposals #48 through #74 applied exclusively to the UFO Addendum.

32. Who was on the UFO table for the CWA and company?

Answer - The UFO proposals are passed at the main bargaining table for the BST contract. There is not a separate bargaining table for the UFO. All members of both the CWA and Company Bargaining Teams are a part of the main table for the BST contract.

33. What did the company want for the WT in the core? Increase wage scale?

Answer - Our bargaining team passed three different proposals to bring the Wire Technicians into the Core Contract, at a different wage scale in each proposal. The company rejected all three proposals at the bargaining table.

34. What did the company want for increasing relatives for bereavement for Wire Techs?

Answer - The company would not agree to increase the number of relatives for bereavement in the UFO Addendum. The company introduced a counter-proposal to the Union's proposal to do so. This counter proposal would allow employees to take vacation and/or personal days off in the event of a relative's death, who is not currently listed in the UFO Addendum. In exchange for this, the company proposed several items such as mandatory stand by, elimination of termination pay, etc.

35. What did the company want for improving Wire Techs overtime language?

Answer - Our bargaining team passed a proposal to reduce the UFO Addendum mandatory overtime cap from 14 hours down to 10 hours. The company rejected the Union's proposal and did not make a counter offer.

36. What did the company want for Double Time for Wire Techs?

Answer - Our bargaining team passed a proposal to add double time at 49 hours to the UFO Addendum. The company rejected the Union's proposal and did not make a counter offer.

37. Why didn't the company give Wire Techs Article 7?

Answer - Our bargaining team passed numerous proposals to provide Wire Techs with a defined surplus process that would occur in the inverse order of seniority, bumping options within 35 miles and the within the state, a relocation package, and job bank provisions. The company rejected the Union's proposals.

38. Why didn't Wire Techs get more scheduled weekends off?

Answer - Our bargaining team passed proposals to provide Wire Techs with two guaranteed weekends off per month and to prohibit more than two consecutive 6-day workweeks. The company rejected the Union's proposals and did not make counter offers.

39. Does Utility Operations have a pension?

Answer - Yes, all Utility Operations employees participate in the Bargained Cash Balance Program #2 of the AT&T Pension Benefit Plan (The BCB#2 Program).

40. What does Utility Operations "Define unlimited Overtime" mean?

Answer - Unlimited overtime will be offered within the normal safety guidelines and customer service considerations. Generally, an acceptable period for overtime is considered to be on the quarter hour nearest sunrise and sunset as reported by the National Weather Service for the reporting location.