

Tentative Agreement Questions & Answers #2

1. Has there been a date set for the actual TA vote?

Answer - Yes - Tuesday October 1st 2019.

2. Why is this pay increase not retro back to the contract expiration date, as it has always been previously?

Answer - The pay increases, dating back to 2012 have been effective in September and have not been retroactive. Our bargaining team proposed a retroactive pay increase but the company would not agree to our proposal. Ultimately, in an effort to settle negotiations, we agreed to institute the initial pay increase upon ratification.

3. Was the 18-hour OT cap discussed in bargaining for BSW? If not, why? If so, what would it have taken to get it reduced?

Answer - Yes - The mandatory overtime cap for Utility Operations was discussed. At the conclusion of bargaining, our teams prioritized the issues and ranked improving short-term disability (STD) and adding long-term disability (LTD) ahead of ahead of reducing the mandatory overtime cap.

4. What titles will be populated for the new WS 46, 47, and 48?

Answer - These job titles are former DirecTV positions and are part of the UFO Addendum: Administrative Support Specialist, Office Coordinator, & Warehouse Assistant

5. Will these titles have family of skills, ESTW, etc.?

Answer - No - Article 7, ESTW, etc. is not applicable to UFO employees.

6. Defined Dedicated System Tech surplus process? Did it fix having them having sometimes super seniority?

Answer - Yes - The Union negotiated an agreement that provides two options for a Surplus of Dedicated Systems Technicians, depending upon the situation:

- 1) **If a Dedicated Systems Tech was previously a Load Tech but was job assigned, either voluntarily or involuntary, to the dedicated position, then the Dedicated Systems Tech will be returned to the load work group. The provisions of Article 7.01A5 will apply for any surplus declaration timeline.**
- 2) **If the Dedicated Systems Tech was hired for a dedicated position, then a surplus declaration of a Dedicated Systems Tech can be made as outlined in 7.01A5. In this situation, only the Dedicated Systems Tech will be impacted by the surplus declaration. These Dedicated Systems Techs do not have the ability to bump other techs.**

7. What was the 1st to 3rd rated Bargaining Suggestion in each department and title? What would it have taken to get the top 3 bargaining demands for each title and department?

Answer – Bargaining proposals are not ranked by department or job title. There were many proposals that were prioritized during the bargaining task force meeting and by the bargaining team. CWA would not publish what is considered to be our top 3 demands, as the company reads everything we send out.

8. The Paid Parental Leave do we get 2 weeks per year, once for the life of the contract, or for every child we have?

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.

Bargained 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/baby bonding laws you're eligible for and/or entitled to.

- **PPL is separate from the short-term disability period birth mothers may be eligible for and different from unpaid leave for care of a newborn or adopted child.**
- **If both parents are AT&T employees, each parent is eligible for leave. You will not receive additional time off if you have or adopt multiple children at the same time. However, you are eligible for additional leave if you have or adopt more children later in the calendar year or in subsequent years.**

9. VPP and an extra week of vacation at 20 years was submitted as a bargaining suggestion. Was that proposed? If not, why? If yes what would it take to get it?

Answer - Yes - We cannot say exactly what it would take to get the company to agree to this proposal. Our bargaining team, passed proposals on the issue and they were rejected by the company. The Union submitted counter proposals but the company did not express an interest in agreeing to our proposals.

10. Were sick days proposed for the BSW contract? If no, why? If Yes what would it take to get it?

Answer - Yes - During negotiations, the company expressed some interest in adding illness time to the Utility Operations contract in exchange for lowering the amount of illness time for BST employees. Ultimately, our bargaining team felt that this would not be a wise decision for our membership.

11. Why is the HSA only good for option 2 in healthcare?

Answer - According to IRS regulations and in conformance with the Affordable Care Act (ACA), only “High Deductible Healthcare Plans” are eligible for an HSA. Therefore, the plan available to us known as Option #1 does not qualify under the existing federal regulations.

12. What are the approved Nano Degree programs? Or is it any Nano Degree I can find at any college?

Answer - Currently, the following programs are approved: web developing, programming, and data analytics.

13. Deleted WRA. Does this now mean all employees will use exchange for surplus including CPE?

Answer - Yes – All employees in the BST agreement will utilize exchange instead of WRA for the purposes of surplus under Article 7.

14. What would we have to do or give up to obtain Job Security for each Title/Department?

Answer - We cannot say exactly what it would take to obtain job security for every title and department. Our bargaining team presented numerous proposals on this issue and was able to convince the company to agree to several of them.

Additional job security improvements, outside of what is included in the tentative agreement, would have to be negotiated.

15. What does the smoking cessation class consist of?

Answer - Currently, the Company uses a vendor called 2Morrow. 2Morrow is an app-based, all-digital program consisting of short, powerful lessons and then the employees and/or their spouses/LRPs participate in the following actions to complete the program:

- 1. Create a profile**
- 2. Learn: Complete all 14 core lessons.**
 - a. Each lesson takes approximately 15-30 minutes to complete.**
 - b. The lessons include a variety of topics designed to educate, motivate and make participants aware of their urges.**
- 3. Practice: Use the 2Morrow app to record at least 10 of each:**
 - a. Awareness: Practice noticing urges.**
 - b. Take Action: Let an urge pass or track tobacco-free days.**
- 4. Persist: Use the program on at least 7 unique days.**

As part of the 2Morrow program, the Company offers nicotine replacement therapy (NRT), such as nicotine patches.