

Tentative Agreement Questions & Answers #3

Question #1: If two AT&T employees are married, can one of them sign up for family medical coverage or are they each required to get their own individual coverage? If they are covered together under a family medical plan, would the working spouse contribution apply?

Answer #1 - If each spouse/LRP is employed by the Company they can each enroll in separate medical plans, or together in the same medical plan, and the Working Spouse Contribution will not apply. During enrollment, each employee who enrolls a dependent or spouse will have the opportunity to certify that the Working Spouse Contribution does not apply by selecting the option "No or Spouse is an AT&T employee".

Question #2: The Wire Technicians in District 3 have a lot of questions about what: "***in any group identified by the Company***" actually means in the newly negotiated language below:

*Whenever force conditions, as determined by the Company, are considered to warrant a surplus and the possible layoff of employees, **in any group identified by the Company**, the Company shall notify the Union (in writing, prior to notifying the affected employees) of the number of surplus employees in each such group. Layoffs in each such group shall occur in inverse order of seniority?*

Answer #2 - The Company will identify the surplus group and once the group is identified the surplus will occur in the inverse order of seniority. The group could be, but is not limited to, exchanges, entire buildings, geographical areas, management structures, garages, etc. The intent of this agreement is that Wire Technicians will not be surplus by attendance or performance standards, as done in the past, and instead by seniority.