

MEMORANDUM OF AGREEMENT

**Pacific Bell Telephone Company
Nevada Bell Telephone Company, LLC
AT&T Services, Inc.
AT&T Billing Southwest, LLC**

AND

Communications Workers of America

Signature Day

July 27, 2024



2024 Bargaining Agreement

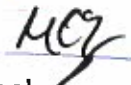
Between AT&T And The Communications Workers of America

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**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 3E
SUBJECT: Benefits**

AGREED: 

AGREED: 

PROPOSED MOA LANGUAGE:

The means for fulfilling the terms of this Agreement may be the Companies' adoption of their own plans and associated plan documents or participation in equivalent plans having plan documents that includes, for bargained-for employees, the benefits agreed to be provided pursuant to this Agreement and substantially the terms, provisions and conditions under which such benefits are to be provided. The sole remedy for issues with respect to the validity or amount of any claim for benefits is the claim and appeal process as defined in the individual benefits plans and programs. The parties agree to the plans and programs described below. Copies of the plan documents, Summary Plan Descriptions (SPDs) and Summary of Material Modifications (SMMs) of these plans, policies and programs have been provided to the Union. If there is any difference between these SPDs and the ERISA plans or programs (including amendments thereto), the plan texts shall govern.

For purposes of this Agreement:

- Employees hired/rehired on or before August 8, 2009, excluding those in titles under Appendix D, shall be referred to as "Current Employees".
- Employees hired/rehired or transferred into the 2009 Collective Bargaining Agreement (CBA) (including transfers to a job title under Appendix E and transfers pursuant to the National Transfer Plan) after August 8, 2009 and on or before April 7, 2013, excluding those in titles under Appendix D, shall be referred to as "2009 New Hires". In addition, "2009 New Hires" shall also include individuals who were classified as Temporary or Term Employee as of August 8, 2009 and who were subsequently reclassified to Regular Employee status during the term of the 2009 CBA. In addition, "2009 New Hires" shall also include DIRECTV LLC ("DTV") employees whose Term of Employment (TOE) (as of January 1, 2017) was on or before April 7, 2013.
- Employees hired/rehired or transferred into the 2012 CBA (including transfers to a job title under Appendix E and transfers pursuant to the National Transfer Plan) after April 7, 2013 and on or before August 10, 2017, excluding those in titles under Appendix D, shall be referred to as "2012 New Hires". In addition, "2012 New Hires" shall also include DTV employees whose TOE (as of January 1, 2017) or subsequent rehire or transfer date was after April 7, 2013 and on or before August 10, 2017.
- Employees hired/rehired or transferred into the 2016 CBA (including transfers to a job title under Appendix E and transfers pursuant to the National Transfer Plan) after August 10, 2017 and on or before May 29, 2020 ~~the date the 2020 CBA is ratified pursuant to the terms of such agreement ("Ratification Date")~~, excluding those in titles under Appendix D, shall be referred to as "2016 New Hires".

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- Employees hired/rehired or transferred into the 2020 CBA or the 2024 CBA (including transfers to a job title under Appendix E and transfers pursuant to the National Transfer Plan) after May 29, 2020 ~~the Ratification Date~~, excluding those in titles under Appendix D, shall be referred to as "2020 New Hires".
- "Moved Employees" shall be defined as former Appendix D employees that moved into the Systems Technician title in Appendix A covered by "Movement of Current Appendix D Employees to Appendix A and Maintenance of Appendix D" in the 2016 CBA.
 - Moved Employees hired/rehired or transferred on or before July 31, 1997 shall be treated as Current Employees, except that Pension and Savings Benefit Plans will be treated as described in Section 2 below.
 - Moved Employees hired/rehired or transferred after July 31, 1997 shall be treated as 2012 New Hires, except that Pension and Savings Benefit Plans will be treated as described in Section 2 below.
- Current Employees who are laid off, excluding those in titles under Appendix D, who are recalled and whose service is immediately bridged will be treated as Current Employees. 2009 New Hires who are laid off, excluding Employees in titles under Appendix D, who are recalled and whose service is immediately bridged will be treated as 2009 New Hires. 2012 New Hires who are laid off, excluding Employees in titles under Appendix D, who are recalled and whose service is immediately bridged will be treated as 2012 New Hires. 2016 New Hires who are laid off, excluding Employees in titles under Appendix D, who are recalled and whose service is immediately bridged will be treated as 2016 New Hires. 2020 New Hires who are laid off, excluding Employees in titles under Appendix D, who are recalled and whose service is immediately bridged will be treated as 2020 New Hires.
- Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires, 2020 New Hires and Moved Employees shall be referred to collectively as "Employees".
- Employees who terminate employment during the term of this Agreement and who meet the applicable requirements to be eligible for post-retirement benefits are referred to as "Eligible Retired Employees".
- The term "Employees" for purposes of this Agreement is limited to those employee classifications specifically eligible for each benefit type as specified in the 2024~~0~~ CBA.

Section 3 of this Agreement regarding Benefits Rules for Movement of Employees provides specific rules regarding benefits for Employees who move among job titles or move pursuant to the National Transfer Plan. The provisions

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of the Section 3 take precedence over other provisions of this Agreement with respect to Employees addressed in Section 3.

1. HEALTH AND WELFARE BENEFIT PLANS

A. Effective January 1, 2025¹ unless noted otherwise, Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires shall be eligible to participate in the benefit plans, programs and policies identified in the chart below by an x, with the plan terms, conditions and provisions which were in effect on April 6⁴, 2024⁰, as described in the applicable SPDs and SMMs, except as noted herein.

Plan/Program/Policy	Current Employees & 2009 New Hires	2012 New Hires	2016 New Hires & 2020 New Hires
AT&T West <u>Bargained Employees Medical Program*</u>	x	x	x
AT&T Dental Program (Bargained Employees)	x	x	x
AT&T Vision Program (Bargained Employees)	x	x	x
AT&T CarePlus – A Supplemental Benefit Program	x	x	x
AT&T Group Life Insurance Program for Active Employees**	x	x	x
AT&T Consolidated Long – Term Care Insurance Plan (closed to new entrants 5/1/2012)	x		
AT&T Flexible Spending Account Plan	x	x	x
AT&T Health Reimbursement Account Program	x		
AT&T West Disability Benefits Program	x	x	
AT&T Disability Income Program**			x
AT&T West Bargained Employee Leave of Absence Policy	x	x	x
AT&T Commuter Benefit Policy	x	x	x
AT&T Adoption Reimbursement Policy <u>AT&T Surrogacy Reimbursement Policy</u> <u>AT&T Cryopreservation Reimbursement Policy</u>	x	x	x
AT&T Employee Assistance Program	x	x	x
AT&T <u>Ancillary</u> Voluntary Benefits <u>Program</u> Platform	x	x	x

* AT&T Bargained Employees Medical Program, following the terms and provisions of the AT&T Medical Program in effect on January 1, 2024, except and to the extent the provisions below, differ from the current details.

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| ****** This program includes Supplemental Life Insurance and Dependent Life Insurance provisions.

| ~~**** Effective on the day following Ratification Date.**~~

- B. Employees, including newly eligible Employees and Eligible Retired Employees (as provided for in Paragraph 1.D) shall continue to participate in the same benefit plans, programs and policies on the same terms and conditions that apply on the date immediately prior to the date of ratification of this Agreement until the benefits identified in Paragraph 1.A above become effective, subject to changes to benefits resulting from the operation of existing plan provisions and amendments necessary due to changes in the law.
- C. The Companies may unilaterally modify or discontinue AT&T CarePlus - A Supplemental Benefit Program, AT&T Consolidated Long-Term Care Insurance and the AT&T Voluntary Benefits Platform without further discussions with the Union.
- D. Employees who terminate employment with the Companies during the term of this Agreement and are eligible for post-retirement medical coverage under the terms of the medical program the Employee was eligible for as an active Employee as of the date of termination (an "Eligible Retired Employee") will be eligible, during the term of this Agreement, for coverage under the AT&T West Eligible Former Bargained Employee Medical Program, AT&T ~~Eligible Former Employee~~ CarePlus – A Supplemental Benefit Program, AT&T ~~Eligible Former Employee~~ Dental Program (Bargained Employees), AT&T Eligible Former Employee Group Life Insurance Program for Bargained Employees, AT&T Eligible Former Employee Vision Program, and AT&T Consolidated Long – Term Care Insurance Plan (current participants only), subject to changes to benefits resulting from the operation of existing plan provisions and amendments necessary to comply with changes in the law, and with the exceptions identified in Exhibit 1. Nothing in this Paragraph 1.D shall be construed to provide benefits for any period subsequent to the term of this Agreement or for any employee other than those referenced above who terminate employment during the term of this Agreement.
- E. Exhibit 1 provides a summary of certain plan, program and/or policy terms, conditions and provisions, including any which are exceptions to terms, conditions and provisions described in the applicable SPDs and SMMs as well as any which differ among groups of employees eligible to participate in a particular plan, program or policy, such as the applicable deductible or copayment amount. If there are discrepancies between the specific information provided in Exhibit 1 and the plan documents, SPDs or SMMs, the information provided in Exhibit 1, as applicable will govern.

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It is understood that certain benefits described in Exhibit 1 are subject to change to comply with implementation of the PPACA and associated regulations and agency guidance. The Companies will notify the Union of the changes the Companies make to conform the benefits under this Agreement with final regulations and guidance under PPACA and any amendment determined to be necessary due to changes in the law. Should any of these changes require bargaining, all other terms and provisions of the 2024 CBA will remain in effect through expiration.

- F. The Companies will continue to offer fully-insured coverage options, such as HMOs, at the Company's discretion. Exhibit 2 contains provisions applicable to the Kaiser HMO option available to Employees who reside in California under the AT&T Bargained Employees ~~West~~-Medical Program.

2. PENSION AND SAVINGS BENEFIT PLANS

- A. Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires, 2020 New Hires and Moved Employees shall be eligible to participate in the benefit plans, programs and policies, with the plan terms, conditions and provisions which were in effect on April ~~6~~4, 2024, as described in the applicable SPDs and SMMs, except as noted herein.

B. Current Employees

Except as provided below, Current Employees, but excluding those working in Appendix E (other than Surplus Appendix E Employees (Current Employee) as defined in Section 3), shall continue to participate in the following pension and savings benefit plans, programs, and policies on the same terms and conditions which were in effect on April ~~6~~4, 2024.

- West Program of the AT&T ~~WarnerMedia~~ Component Part of the AT&T Pension Benefit Plan (the "West Program")

- i. Current Employees that continue to participate in the West Program will be eligible for the following pension band increase:

- 1.0% effective January 1, 202~~5~~1
 - ~~0.1~~0% effective January 1, 202~~6~~2
 - 1.0% effective January 1, 202~~7~~3
 - ~~0.25~~1.0% effective January 1, 202~~8~~4

- AT&T Retirement Savings Plan ("ARSP")

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- C. Current Employees working in Appendix E, 2009 New Hires, 2012 New Hires, 2016 New Hires, 2020 New Hires and "Moved Employees" hired/rehired or transferred after December 31, 2013

Except as provided below, Current Employees working in Appendix E (other than Surplus Appendix E Employees (Current Employee) as defined in Section 3), 2009 New Hires, 2012 New Hires, 2016 New Hires,

2020 New Hires and Moved Employees hired/rehired or transferred after December 31, 2013 shall continue to participate in the following pension and savings benefit plans, programs, and policies on the same terms and conditions which were in effect on April ~~64~~, 202~~40~~.

- Bargained Cash Balance Program #2 of the AT&T~~WarnerMedia~~ Component Part of the AT&T Pension Benefit Plan (the "BCB#2 Program")
- AT&T Retirement Savings Plan

- D. Moved Employees hired/rehired or transferred on or before December 31, 2013

Except as provided below, Moved Employees hired/rehired or transferred on or before December 31, 2013 shall continue to participate in the following pension and savings benefit plans, programs, and policies on the same terms and conditions which were in effect on April ~~64~~, 202~~40~~.

- Bargained Cash Balance Program of the AT&T~~WarnerMedia~~ Component Part of the AT&T Pension Benefit Plan (the "BCB Program")
- AT&T Retirement Savings Plan

3. BENEFIT RULES FOR MOVEMENT OF EMPLOYEES AND RECLASSIFICATION OF EMPLOYEES

- A. General Provision – Any individual who moves after the Ratification Date~~April 4, 2020~~ from a job title not covered by the 202~~40~~ West Core CWA CBA to a job title covered by the 202~~40~~ West Core CWA CBA, where the circumstances of the move are not specifically accounted for in one of the following paragraphs, will be treated as a 2020 New Hire under this Agreement. Any Employee who moves from an Appendix D job title, where the circumstances of the move are not specifically accounted for in one of the following paragraphs, to a non-Appendix D job title will be treated as a 2020 New Hire under this Agreement. Any Moved Employee (former employee in Appendix D) who subsequently moves to another job

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under this Agreement will be treated as a 2020 New Hire under this Agreement. Any Employee who moves into any of the 2024~~0~~ CBAs ~~on or before~~after April 64, 2024~~0~~ and immediately prior to the Ratification Date will be governed by the movement provisions of the 2020~~16~~ CBAs.

B. Definitions

- i. Surplus Appendix E Employee (Current Employee): A "Surplus Appendix E Employee (Current Employee)" means an individual who was a Current Employee under this Agreement and who was transferred or transfers to an Appendix E job title pursuant to the Force Adjustment Surplus Process from a job title under Appendix A of the 2009, 2012, 2016, ~~or 2020~~ or 2024 West Core CWA CBAs.
- ii. Surplus Appendix E Employee (2009 New Hire): A "Surplus Appendix E Employee (2009 New Hire)" means an individual who was a 2009 New Hire under this Agreement and who was transferred or transfers to an Appendix E job title pursuant to the Force Adjustment Surplus Process from a job title under Appendix A of the 2009, 2012, 2016, ~~or 2020~~ or 2024 West Core CWA CBAs.
- iii. Surplus Appendix E Employee (2012 New Hire): A "Surplus Appendix E Employee (2012 New Hire)" means an individual who was a 2012 New Hire under this Agreement and who was transferred or transfers to an Appendix E job title pursuant to the Force Adjustment Surplus Process from a job title under Appendix A of the 2012, 2016, ~~or 2020~~ or 2024 West Core CWA CBAs.
- iv. Surplus Appendix E Employee (2016 New Hire): A "Surplus Appendix E Employee (2016 New Hire)" means an individual who was a 2016 New Hire under this Agreement and who was transferred or transfers to an Appendix E job title pursuant to the Force Adjustment Surplus Process from a job title under Appendix A of the 2016, ~~or 2020~~ or 2024 West Core CWA CBAs.
- v. An "Inter-Region Transferred Converted Temp/Term Employee" means an individual who was classified as a temp or term employee as of August 8, 2009 in one of the 2009 Core CWA Collective Bargaining Agreements in the ~~East~~, Midwest, Southwest, Southeast and Legacy T regions ("Core CWA CBAs") who was subsequently reclassified to "regular employee" status during the term of such applicable 2009 Core CWA and then moved pursuant to the National Transfer Plan to any job title, except a job title under Appendix D covered by the 2024~~0~~ West Core CWA CBA.

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- vi. A "Transferred Appendix E Current Employee" means an individual who was a Current Employee under this Agreement or employed as of August 8, 2009 in any of the 2009 Core CWA CBAs, excluding employees in one of the following appendices under the 2009 Core CWA CBAs: Midwest Region Appendix F or Southwest Region Appendix J, and who was transferred or transfers during the term of this Agreement, excluding transfers pursuant to the force adjustment surplus process, to an Appendix E job, and immediately preceding such movement was being treated as a "Current Employee" for benefit purposes.
- vii. An "Inter-Region Transferred Appendix Employee" means an individual who was employed as of August 8, 2009 in a job title in Appendix E under this Agreement or one of the following appendices under any of the 2009 Core CWA CBAs: Midwest Region Appendix F or Southwest Region Appendix J and while in such job title did not have economic protections as a result of a surplus and then moved pursuant to the National Transfer Plan to any job title, except a job title under Appendix D, covered by the 2024~~0~~ West Core CWA CBA.
- viii. A "Transferred 2009 New Hire Employee" means an individual who was:
 - o hired or rehired after August 8, 2009 and on or before April 7, 2013 in a job title in one of the 2009/2012 Core CWA CBAs who moved pursuant to the National Transfer Plan into any job title, except a job title under Appendix D, covered by the 2024~~0~~ West Core CWA CBA,
 - or
 - o hired or rehired after August 8, 2009 and on or before April 7, 2013 in a job title under this Agreement and who was transferred or transfers during the term of this Agreement, excluding transfers pursuant to the force adjustment surplus process, to an Appendix E job,
 - or
 - o a DTV employee whose TOE (as of January 1, 2017) was ~~is~~ on or before April 7, 2013 in a job title in one of the 2015/2017 Core CBAs who moved pursuant to the National Transfer Plan into any job title, except a job title under Appendix D covered by the 2024~~0~~ West Core CWA CBA.

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ix. A "Transferred 2012 New Hire Employee" means an individual who was:

- hired or rehired after April 7, 2013 and on or before August 10, 2017 in a job title in one of the 2012/2013/2015 Core CWA CBAs who moved pursuant to the National Transfer Plan into any job title, except a job title under Appendix D, covered by the 2024~~0~~ West Core CWA CBA,
- or
- hired or rehired after April 7, 2013 and on or August 10, 2017 in a job title under this Agreement and who was transferred or transfers during the term of this Agreement, excluding transfers pursuant to the force adjustment surplus process, to an Appendix E job,
- or
- a DTV employee whose TOE (as of January 1, 2017) or subsequent rehire date ~~was~~ is after April 7, 2013 and on or before August 10, 2017 in a job title in one of the 2015/2017 Core CBAs who moved pursuant to the National Transfer Plan into any job title, except a job title under Appendix D, covered by the 2024~~0~~ West Core CWA CBA.

x. A "Transferred 2016 New Hire Employee" means an individual who was:

- hired or rehired after August 10, 2017 and on or before ~~May 29, 2020~~ the Ratification Date in a job title in one of the 2015/2016/2017/2018/2019 Core CWA CBAs who moved pursuant to the National Transfer Plan into any job title, except a job title under Appendix D, covered by the 2024~~0~~ West Core CWA CBA,
- or
- hired or rehired after August 10, 2017 and on or before ~~May 29, 2020~~ the Ratification Date in a job title under this Agreement and who was transferred or transfers during the term of this Agreement, excluding transfers pursuant to the force adjustment surplus process, to an Appendix E job.

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- xi. An "Inter-Region Transferred Current Employee" means an individual who was employed as of August 8, 2009 in one of the 2009 Core CWA CBAs other than one of the following appendices under the 2009 Core CWA CBAs: Midwest Region Appendix F or Southwest Region Appendix J, who moved pursuant to the National Transfer Plan into any job title covered by the 2024~~0~~ West Core CWA CBA (except a job title under Appendix D or Appendix E) and immediately preceding such movement was being treated as a "Current Employee" for benefit plan purposes under the transferring applicable CBA.

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- C. The following employee groups will be eligible to participate in the same plans, policies and provisions on the same terms and conditions as will be provided under the Benefit Agreement as specified below.

Employee Group	Benefit Treatment Of Initial Move	Benefit Treatment Of Subsequent Moves to Any Other Job Title Covered Under the 20240 CBA
Surplus Appendix E Employee (Current Employee)	Current Employees	Current Employees
Surplus Appendix E Employee (2009 New Hire)	2009 New Hires	2009 New Hires
Surplus Appendix E Employee (2012 New Hire)	2012 New Hires	2012 New Hires
Surplus Appendix E Employee (2016 New Hire)	2016 New Hires	2016 New Hires
Inter-Region Transferred Converted Temp/Term Employee	2009 New Hires	2009 New Hires
Transferred Appendix E Current Employee	Current Employees 2009 New Hires (Pension /Savings)	Current Employees (if subsequent move is to a job title outside Appendix E)
Inter-Region Transferred Appendix Employee	2009 New Hires	2009 New Hires
Transferred 2009 New Hire Employee	2009 New Hires	2009 New Hires
Transferred 2012 New Hire Employee	2012 New Hires	2012 New Hires
Transferred 2016 New Hire Employee	2016 New Hires	2016 New Hires
Inter-Region Transferred Current Employee	Current Employee	Current Employee (if subsequent move is to a job title outside Appendix E)

For movement into an Appendix D job title, reference the 20240 West Appendix D MOA.

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Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u>X</u>	<i>Appendix D</i>	<u> </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u>X</u>	<i>Appendix E</i>	<u>X</u>
<i>AT&T Services, Inc.</i>	<u>X</u>	<i>AT&T Billing Southwest, LLC</i>	<u>X</u>

West CWA Core Benefits Outline Summary

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires
Active Employees	
Effective Date(s)	Health & Welfare: 1/1/2025+ unless noted otherwise.
Eligibility	
For Medical, Dental, Vision, Disability, CarePlus, and Life Insurance (unless otherwise specified)	<u>2012 New Hires, 2009 New Hires and Current Employees</u> Applicable programs: Medical – AT&T Bargained Employees West Medical Program* Dental – AT&T Dental Program (Bargained Employees) Vision – AT&T Vision Program (Bargained Employees) Disability – AT&T West Disability Benefits Program CarePlus – AT&T CarePlus – A Supplemental Benefit Program Life Insurance – AT&T Group Life Insurance Program for Active Employees**
	<u>2020 New Hires and 2016 New Hires</u> Applicable programs: Medical – AT&T Bargained Employees West Medical Program* Dental – AT&T Dental Program (Bargained Employees) Vision – AT&T Vision Program (Bargained Employees) Disability – AT&T Disability Income Program, effective the day following Ratification date. CarePlus – AT&T CarePlus – A Supplemental Benefit Program Life Insurance – AT&T Group Life Insurance Program for Active Employees** *Following the terms and provisions of the AT&T Medical Program in effect on Jan. 1, 2024, except and to the extent the provisions below, differ from the current details. **Includes Supplemental Life and Dependent Life provisions.
Health Reimbursement Account (HRAs)	
	<u>2009 New Hires and Current Employees</u> None. No additional Company crediting. Employees who have remaining account balances will continue to have access to those account balances subject to provisions of the program. <u>2020 New Hires, 2016 New Hires and 2012 New Hires</u> Not applicable.
Medical	
Program	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> AT&T Bargained Employees West Medical Program, following the terms and provisions of the AT&T Medical Program in effect on Jan. 1, 2024, except and to the extent the provisions below, differ from the current details. No change from current program except as provided below, and including: • Choice of: ○ Option 1 - Broad, or ○ Option 1 - Select, or ○ Option 2 - Broad, or ○ Option 2 - Select as defined below Option 1 – Select, Option 2 – Select and Fully-insured coverage options, (such as HMOs), will be available at the discretion of the Company.
Eligibility for Coverage	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Active Regular, Term and Temporary Full-Time and Part-Time Employees are eligible for coverage. Eligibility for coverage begins on the Employee's date of hire, provided the Employee enrolls within the 31-day enrollment period. No changes from current program.

West CWA Core Benefits Outline Summary

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires
Eligibility for Company Subsidy	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Eligibility for Company subsidy begins on the Employee's date of hire, provided the Employee enrolls within the Eligibility 31-day enrollment period. No change from current program, except as provided below: Individual Coverage: Company subsidy for Employees enrolled in Company-sponsored individual medical coverage (including fully-insured coverage options, if available) will begin on the first day of the month in which 90 days of net credited service (NCS) is attained (also referred to as term of employment (TOE)). Employees with less than 90 days of NCS will be eligible to enroll in Company-sponsored medical coverage (including fully-insured coverage options, if available) but are required to pay 100% of the cost of coverage. Family Coverage: Company subsidy for Employees enrolled in Company-sponsored medical coverage other than individual coverage will continue to begin on the first day of the month in which 6 months of net credited service (NCS) is attained (also referred to as term of employment (TOE)). Employees with less than 91 days of NCS may enroll in Company-sponsored medical coverage (including fully-insured coverage options, if available) but are required to pay 100% of the cost of coverage. Employees with more than 90 days of NCS and less than 6 months of NCS may enroll in Company-sponsored medical coverage (including fully-insured coverage options, if available) but are required to pay 100% of the cost of coverage reduced by the company subsidy for the individual coverage tier.
Wellbeing Incentives	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Incentives for participating in the AT&T sponsored wellbeing program follow management provisions as they change from time to time, at the sole discretion of the Company.
Wellbeing Choice Account	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Employees shall have access to the Wellbeing Choice Credit Account (Wellbeing Choice Account) for accumulating credits resulting from the employee and his or her spouse/partner, if applicable, completing certain wellbeing activities through the AT&T sponsored wellbeing program and to use after-tax accumulated credits to reimburse for eligible wellbeing expenses under the same conditions as management employees. No additional credits to the Wellbeing Choice Account shall be permissible, including, but not limited to employee contributions, company contributions, standard company contributions, and enhanced company contributions.
Health Savings Account	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Employees who meet the legal requirements can continue to elect to make pre-tax payroll contributions to a HSA via the Section 125 Cafeteria Plan up to the HSA annual maximum set by the IRS. The Company will provide a standard company contribution to Active Employees' HSA who meet the following criteria: • Enroll in an AT&T medical option that meets IRS qualifications for pre-tax HSA contributions. • Have or establish an HSA account with the Companies' HSA administrator. • Provided the below options meet annual IRS criteria as HSA-qualified HDHPs, the Company will match up to the below amounts for employees who elect to make payroll deduction contributions in an amount equal or greater than the minimum amounts, outlined below: ◦ Option 2 Broad, Option 2 Select, Fully-insured HMOs considered to be a HDHP*: ▪ \$1,000 Individual/\$2,000 Family * Fully-insured coverage options (such as HMOs) are available at the discretion of the Companies.

West CWA Core Benefits Outline Summary

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires																								
Active (Full-Time) Monthly Contributions	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u>																								
	<u>2009 New Hires, 2012 New Hires, 2016 New Hires and Current Employees</u>																								
	Monthly Contribution Amounts																								
	<table><tr><td>Option 1</td><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>Individual</td><td>\$149</td><td>\$152</td><td>\$155</td><td>\$158</td></tr><tr><td>Family</td><td>\$332</td><td>\$351</td><td>\$373</td><td>\$394</td></tr></table>	Option 1	2021	2022	2023	2024	Individual	\$149	\$152	\$155	\$158	Family	\$332	\$351	\$373	\$394									
	Option 1	2021	2022	2023	2024																				
	Individual	\$149	\$152	\$155	\$158																				
	Family	\$332	\$351	\$373	\$394																				
	Monthly Contribution Amounts																								
	<table><tr><td>Option 2</td><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>Individual</td><td>\$86</td><td>\$90</td><td>\$94</td><td>\$97</td></tr><tr><td>Family</td><td>\$213</td><td>\$230</td><td>\$249</td><td>\$268</td></tr></table>	Option 2	2021	2022	2023	2024	Individual	\$86	\$90	\$94	\$97	Family	\$213	\$230	\$249	\$268									
	Option 2	2021	2022	2023	2024																				
Individual	\$86	\$90	\$94	\$97																					
Family	\$213	\$230	\$249	\$268																					
<u>2020 New Hires</u>																									
Monthly Contribution Amounts																									
<table><tr><td>Option 1 - Broad</td><td>2025</td><td>2026</td><td>2027</td><td>2028</td></tr><tr><td>Individual</td><td>\$153178</td><td>\$162181</td><td>\$172184</td><td>\$177187</td></tr><tr><td>Individual + Spouse/Partner</td><td>\$397</td><td>\$421</td><td>\$447</td><td>\$460</td></tr><tr><td>Individual + Child(ren)</td><td>\$259</td><td>\$275</td><td>\$292</td><td>\$301</td></tr><tr><td>Family</td><td>\$427396</td><td>\$453417</td><td>\$481443</td><td>\$496468</td></tr></table>	Option 1 - Broad	2025	2026	2027	2028	Individual	\$153 178	\$162 181	\$172 184	\$177 187	Individual + Spouse/Partner	\$397	\$421	\$447	\$460	Individual + Child(ren)	\$259	\$275	\$292	\$301	Family	\$427 396	\$453 417	\$481 443	\$496 468
Option 1 - Broad	2025	2026	2027	2028																					
Individual	\$153 178	\$162 181	\$172 184	\$177 187																					
Individual + Spouse/Partner	\$397	\$421	\$447	\$460																					
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Monthly Contribution Amounts																									
<table><tr><td>Option 1 - Select</td><td>2025</td><td>2026</td><td>2027</td><td>2028</td></tr><tr><td>Individual</td><td>\$134</td><td>\$142</td><td>\$151</td><td>\$155</td></tr><tr><td>Individual + Spouse/Partner</td><td>\$348</td><td>\$370</td><td>\$393</td><td>\$404</td></tr><tr><td>Individual + Child(ren)</td><td>\$228</td><td>\$242</td><td>\$257</td><td>\$264</td></tr><tr><td>Family</td><td>\$375</td><td>\$398</td><td>\$423</td><td>\$435</td></tr></table>	Option 1 - Select	2025	2026	2027	2028	Individual	\$134	\$142	\$151	\$155	Individual + Spouse/Partner	\$348	\$370	\$393	\$404	Individual + Child(ren)	\$228	\$242	\$257	\$264	Family	\$375	\$398	\$423	\$435
Option 1 - Select	2025	2026	2027	2028																					
Individual	\$134	\$142	\$151	\$155																					
Individual + Spouse/Partner	\$348	\$370	\$393	\$404																					
Individual + Child(ren)	\$228	\$242	\$257	\$264																					
Family	\$375	\$398	\$423	\$435																					
Monthly Contribution Amounts																									
<table><tr><td>Option 2 - Broad</td><td>2025</td><td>2026</td><td>2027</td><td>2028</td></tr><tr><td>Individual</td><td>\$ 52112</td><td>\$ 61116</td><td>\$ 72121</td><td>\$ 70124</td></tr><tr><td>Individual + Spouse/Partner</td><td>\$146</td><td>\$172</td><td>\$201</td><td>\$196</td></tr><tr><td>Individual + Child(ren)</td><td>\$88</td><td>\$105</td><td>\$122</td><td>\$119</td></tr><tr><td>Family</td><td>\$156277</td><td>\$184297</td><td>\$215320</td><td>\$210343</td></tr></table>	Option 2 - Broad	2025	2026	2027	2028	Individual	\$ 52 112	\$ 61 116	\$ 72 121	\$ 70 124	Individual + Spouse/Partner	\$146	\$172	\$201	\$196	Individual + Child(ren)	\$88	\$105	\$122	\$119	Family	\$156 277	\$184 297	\$215 320	\$210 343
Option 2 - Broad	2025	2026	2027	2028																					
Individual	\$ 52 112	\$ 61 116	\$ 72 121	\$ 70 124																					
Individual + Spouse/Partner	\$146	\$172	\$201	\$196																					
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<table><tr><td>Option 2 - Select</td><td>2025</td><td>2026</td><td>2027</td><td>2028</td></tr><tr><td>Individual</td><td>\$ 34</td><td>\$ 43</td><td>\$ 52</td><td>\$ 49</td></tr><tr><td>Individual + Spouse/Partner</td><td>\$ 96</td><td>\$120</td><td>\$146</td><td>\$138</td></tr><tr><td>Individual + Child(ren)</td><td>\$ 58</td><td>\$ 73</td><td>\$ 89</td><td>\$ 84</td></tr><tr><td>Family</td><td>\$103</td><td>\$129</td><td>\$156</td><td>\$148</td></tr></table>	Option 2 - Select	2025	2026	2027	2028	Individual	\$ 34	\$ 43	\$ 52	\$ 49	Individual + Spouse/Partner	\$ 96	\$120	\$146	\$138	Individual + Child(ren)	\$ 58	\$ 73	\$ 89	\$ 84	Family	\$103	\$129	\$156	\$148
Option 2 - Select	2025	2026	2027	2028																					
Individual	\$ 34	\$ 43	\$ 52	\$ 49																					
Individual + Spouse/Partner	\$ 96	\$120	\$146	\$138																					
Individual + Child(ren)	\$ 58	\$ 73	\$ 89	\$ 84																					
Family	\$103	\$129	\$156	\$148																					
	Fully-insured coverage options (such as HMOs) - For fully-insured coverage options (except for those considered to be HDHPs), when the premium for the fully-insured coverage option (for example HMO premium) is equal to or less than the cost of coverage for the Company self-funded Option 1 – Broad Plan (Company Plan) for the same coverage tier, the contribution amounts for the Option 1 – Broad Company Plan shall apply; if the premium for the fully-insured option is greater than the cost of coverage for the Option 1 – Broad Company Plan, then the employee contribution is the contribution for the Option 1 – Broad Company Plan plus the difference between the cost of the fully-insured coverage option and the cost of the Option 1 – Broad Company Plan for the applicable tier. - For fully-insured coverage options considered to be HDHPs, when the premium for the fully-insured coverage option (for example HMO premium) is equal to or less than the cost of coverage for the Company self-funded Option 2 – Broad Plan for the same coverage tier, the contribution amounts for the Option 2 – Broad Plan shall apply; if the premium for the fully-insured option is greater than the cost of coverage for the Option 2 – Broad Plan, then the employee contribution is the difference between the cost of the fully-insured coverage option and the cost of the Option 2 – Broad Plan for the applicable tier.																								

West CWA Core Benefits Outline Summary

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires								
Active (Part-Time) Monthly Contributions	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program. Hired or rehired before Jan. 1, 1981: Same as Full-time Employees Hired, rehired or transferred on or after Jan. 1, 1981: Based on scheduled hours per week - Greater than or equal to 20 hours = 50% of full cost of coverage* - Less than 20 hours = 100% of full cost of coverage* * Note: Calculation of full cost of coverage continues to be subject to annual adjustment.								
Company Extended Coverage	<u>Separation Benefits</u> Employees who elect to leave the service of the Companies may be eligible to receive Separation Benefits subject to the conditions described in Article 2 Section 2.07 of the 2024 West Collective Bargaining Agreement (2024 CBA).								
Working Spouse/Partner Contribution	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> <u>Spouse/Partner Access to Medical Coverage Additional Medical Contribution:</u> Participants whose spouse/partner enrolls in AT&T-sponsored medical coverage (within either self-insured or fully insured programs) but otherwise has access to medical coverage through their employer, excluding AT&T, will pay an additional monthly contribution toward their cost of coverage. The monthly additional contribution is shown below. The participant must attest that his or her spouse/partner does not have access to medical coverage otherwise the additional contribution will be applied. Additional Monthly Medical Contribution: <table><tr><td>20251</td><td>20262</td><td>20273</td><td>20284</td></tr><tr><td>\$12000</td><td>\$12500</td><td>\$13040</td><td>\$13546</td></tr></table>	20251	20262	20273	20284	\$12000	\$12500	\$13040	\$13546
20251	20262	20273	20284						
\$12000	\$12500	\$13040	\$13546						
Tobacco Use Contribution	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> <u>Tobacco Use Additional Medical Contribution:</u> Employees and/or spouses/partners who use tobacco, are enrolled in AT&T-sponsored medical coverage (within either self-insured or fully insured programs) and who choose not to participate in a designated Tobacco Cessation program will pay an additional monthly contribution toward their cost of coverage. The employee and/or spouse/partners must attest to no tobacco usage or engage in a Company-sponsored Tobacco Cessation program in the time defined during Annual Enrollment otherwise the additional monthly contribution will be applied. Engagement is currently defined as enrollment, participation and completion. A tobacco user is currently defined as someone who has used tobacco products more frequently than once a month <u>or more, on average</u> . Tobacco products include cigarettes, cigars, pipes, e-cigarettes, vaporizers and smokeless tobacco. The definitions of engagement, tobacco user, tobacco products and the terms of the Company-sponsored Tobacco Cessation program may change from time to time, at the sole discretion of the Company. Additional Monthly Medical Contribution for each employee and/or spouse/partner: <table><tr><td>20251 - 2028</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>\$7560</td><td>\$65</td><td>\$70</td><td>\$75</td></tr></table>	20251 - 2028	2022	2023	2024	\$7560	\$65	\$70	\$75
20251 - 2028	2022	2023	2024						
\$7560	\$65	\$70	\$75						

West CWA Core Benefits Outline Summary

Annual
Deductibles

2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees

Option 1 - Broad:

	2025 ¹		2026 ²		2027 ³		2028 ⁴	
	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network
Ind	\$ 1,000 800	\$ 3,000 2,400	\$ 1,000 850	\$ 3,000 2,550	\$ 1,000 900	\$ 3,000 2,700	\$ 1,100 950	\$ 3,300 2,850
Ind+Sp	\$ 2,000	\$ 6,000	\$ 2,000	\$ 6,000	\$ 2,000	\$ 6,000	\$ 2,200	\$ 6,600
Ind+Ch	\$ 2,000	\$ 6,000	\$ 2,000	\$ 6,000	\$ 2,000	\$ 6,000	\$ 2,200	\$ 6,600
Family	\$ 2,000 1,600	\$ 6,000 4,800	\$ 2,000 1,700	\$ 6,000 5,100	\$ 2,000 1,800	\$ 6,000 5,400	\$ 2,200 1,900	\$ 6,600 5,700

Option 1 - Select:

	2025		2026		2027		2028	
	Network	Non-Network	Network	Non-Network	Network	Non-Network	Network	Non-Network
Ind	\$ 1,000	N/A	\$ 1,000	N/A	\$ 1,000	N/A	\$ 1,100	N/A
Ind+Sp	\$ 2,000	N/A	\$ 2,000	N/A	\$ 2,000	N/A	\$ 2,200	N/A
Ind+Ch	\$ 2,000	N/A	\$ 2,000	N/A	\$ 2,000	N/A	\$ 2,200	N/A
Family	\$ 2,000	N/A	\$ 2,000	N/A	\$ 2,000	N/A	\$ 2,200	N/A

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

Annual Deductible Provisions - Option 1 - Broad, Option 1 - Select:

No change from current program except as provided below:

- If the coverage tier is Individual + Child(ren), Individual + Spouse/Partner or Family, a covered person is eligible to receive benefits once their eligible/allowable expenses satisfy the Individual Deductible amount. The Individual + Child(ren), Individual + Spouse/Partner or Family Deductible is met once any combination of covered persons' eligible/allowable expenses meet the Individual + Child(ren), Individual + Spouse/Partner or Family amount. It is not necessary that any one individual reach the Individual Deductible but no one individual may contribute more than the Individual Deductible amount.
- The following costs paid by the participant apply toward the applicable Network/ONA or Non-Network Deductible amounts:
 - All prescription drug allowable charges of eligible expenses.
- The following costs will never apply toward the Annual Deductible:
 - Copays for primary care, specialist and mental health/substance abuse office visits;
 - Any applicable coinsurance paid for preventive care drugs as permitted under section 223(c)(2)(C) of the Internal Revenue Code.

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

Option 2 - Broad:

	2025 ¹		2026 ²		2027 ³		2028 ⁴	
	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network
Ind	\$ 3,000 1,600	\$ 9,000 4,800	\$ 3,000 1,650	\$ 9,000 4,950	\$ 3,000 1,700	\$ 9,000 5,100	\$ 3,300 1,750	\$ 9,900 5,250
Ind+Sp	\$ 6,000	\$ 18,000	\$ 6,000	\$ 18,000	\$ 6,000	\$ 18,000	\$ 6,600	\$ 19,800
Ind+Ch	\$ 6,000	\$ 18,000	\$ 6,000	\$ 18,000	\$ 6,000	\$ 18,000	\$ 6,600	\$ 19,800
Family	\$ 6,000 3,200	\$ 18,000 9,600	\$ 6,000 3,300	\$ 18,000 9,900	\$ 6,000 3,400	\$ 18,000 10,200	\$ 6,600 3,500	\$ 19,800 10,500

Option 2 - Select:

	2025		2026		2027		2028	
	Network	Non-Network	Network	Non-Network	Network	Non-Network	Network	Non-Network
Ind	\$ 3,000	N/A	\$ 3,000	N/A	\$ 3,000	N/A	\$ 3,300	N/A
Ind+Sp	\$ 6,000	N/A	\$ 6,000	N/A	\$ 6,000	N/A	\$ 6,600	N/A
Ind+Ch	\$ 6,000	N/A	\$ 6,000	N/A	\$ 6,000	N/A	\$ 6,600	N/A
Family	\$ 6,000	N/A	\$ 6,000	N/A	\$ 6,000	N/A	\$ 6,600	N/A

Annual Deductible Provisions:

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

Annual Deductible Provisions - Option 2 - Broad, Option 2 - Select:

No change from current program except as provided below:

- If the coverage tier is Individual + Child(ren), Individual + Spouse/Partner or Family, no individual can receive benefits until the Individual + Child(ren), Individual + Spouse/Partner or Family Annual Deductible is met. The Individual + Child(ren), Individual + Spouse/Partner or 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/ONA or Non-Network Deductible amounts:
 - All prescription drug allowable charges of eligible expenses.
- The following costs will never apply toward the Annual Deductible:

West CWA Core Benefits Outline Summary

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires																																																
	Any applicable coinsurance paid for preventive care drugs as permitted under section 223(c)(2)(C) of the Internal Revenue Code. Note: The Annual Deductibles are included in the Out-Of-Pocket Maximums.																																																
General Copay/ Coinsurance – Med/Surg and MH/SA	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Option 1 - Broad: <table border="1"> <tr> <td></td><td colspan="2">2025-20284</td></tr> <tr> <td></td><td>Network & ONA</td><td>Non- Network</td></tr> <tr> <td>Preventive</td><td>\$0 / 0% Ded waived</td><td>No Benefit</td></tr> <tr> <td>Sickness/ Illness</td><td>\$0 / 10% After Ded</td><td>\$0 / 50% After Ded</td></tr> </table> Option 1 - Select: <table border="1"> <tr> <td></td><td colspan="2">2025-2028</td></tr> <tr> <td></td><td>Network</td><td>Non- Network</td></tr> <tr> <td>Preventive</td><td>\$0 / 0% Ded waived</td><td>N/A</td></tr> <tr> <td>Sickness/ Illness</td><td>\$0 / 10% After Ded</td><td>N/A</td></tr> </table> Option 2 - Broad: <table border="1"> <tr> <td></td><td colspan="2">2025-20284</td></tr> <tr> <td></td><td>Network & ONA</td><td>Non- Network</td></tr> <tr> <td>Preventive</td><td>\$0 / 0% Ded waived</td><td>No Benefit</td></tr> <tr> <td>Sickness/ Illness</td><td>\$0 / 30% After Ded</td><td>\$0 / 50% After Ded</td></tr> </table> Option 2 - Select: <table border="1"> <tr> <td></td><td colspan="2">2025-2028</td></tr> <tr> <td></td><td>Network</td><td>Non- Network</td></tr> <tr> <td>Preventive</td><td>\$0 / 0% Ded waived</td><td>N/A</td></tr> <tr> <td>Sickness/ Illness</td><td>\$0 / 30% After Ded</td><td>N/A</td></tr> </table> Non-network: The methodology for calculating the Allowable Charge for all categories of Non-Network expenses may be changed from time to time at the Company's discretion.		2025-20284			Network & ONA	Non- Network	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/ Illness	\$0 / 10% After Ded	\$0 / 50% After Ded		2025-2028			Network	Non- Network	Preventive	\$0 / 0% Ded waived	N/A	Sickness/ Illness	\$0 / 10% After Ded	N/A		2025-20284			Network & ONA	Non- Network	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/ Illness	\$0 / 30% After Ded	\$0 / 50% After Ded		2025-2028			Network	Non- Network	Preventive	\$0 / 0% Ded waived	N/A	Sickness/ Illness	\$0 / 30% After Ded	N/A
	2025-20284																																																
	Network & ONA	Non- Network																																															
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West CWA Core Benefits Outline Summary

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires	
Office Visit - Copay/ Coinsurance	2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees	
	Option 1 - Broad:	
	2025-2028	
		Network & ONA
		Non-Network
	Preventive	\$0 / 0% Ded waived
	Primary Care Physician (PCP) Sickness/ Illness	\$0 / 40% After Ded waived
	Specialist	\$50 / 0% Ded waived
	Mental Health/ Substance Abuse (MH/SA)	\$0 / 0% Ded waived
		\$0 / 50% After Ded
		\$0 / 50% After Ded
	Option 1 - Select:	
	2025-2028	
		Network
		Non-Network
	Preventive	\$0 / 0% Ded waived
	Primary Care Physician (PCP)	\$0 / 0% Ded waived
	Specialist	\$50 / 0% Ded waived
	Mental Health/ Substance Abuse (MH/SA)	\$0 / 0% Ded waived
		N/A
		N/A
		N/A
	Option 2 - Broad:	
	2025-2028	
		Network & ONA
		Non-Network
	Preventive	\$0 / 0% Ded waived
	Primary Care Physician (PCP) Sickness/ Illness	\$0 / 40% After Ded
	Specialist	\$50 / 0% After Ded
	Mental Health/ Substance Abuse (MH/SA)	\$0 / 0% After Ded
		\$0 / 50% After Ded
		\$0 / 50% After Ded
	Option 2 - Select:	
	2025-2028	
		Network
		Non-Network
	Preventive	\$0 / 0% Ded waived
	Primary Care Physician (PCP)	\$0 / 0% After Ded
	Specialist	\$50 / 0% After Ded
	Mental Health/ Substance Abuse (MH/SA)	\$0 / 0% After Ded
		N/A

West CWA Core Benefits Outline Summary

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires																								
Urgent Care Facility / Professional Services - Copay / Coinsurance	2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees Option 1 - Broad: <table> <tr> <td colspan="2">2025-2028</td></tr> <tr> <td>Network & ONA</td><td>Non-Network</td></tr> <tr> <td>\$0 / 10%; After Ded</td><td>\$0 / 50%; After Ded</td></tr> </table> Option 1 - Select: <table> <tr> <td colspan="2">2025-2028</td></tr> <tr> <td>Network</td><td>Non-Network</td></tr> <tr> <td>\$0 / 10%; After Ded</td><td>N/A</td></tr> </table> Option 2 - Broad: <table> <tr> <td colspan="2">2025-2028</td></tr> <tr> <td>Network & ONA</td><td>Non-Network</td></tr> <tr> <td>\$0 / 10%; After Ded</td><td>\$0 / 50%; After Ded</td></tr> </table> Option 2 - Select: <table> <tr> <td colspan="2">2025-2028</td></tr> <tr> <td>Network</td><td>Non-Network</td></tr> <tr> <td>\$0 / 30%; After Ded</td><td>N/A</td></tr> </table>	2025-2028		Network & ONA	Non-Network	\$0 / 10%; After Ded	\$0 / 50%; After Ded	2025-2028		Network	Non-Network	\$0 / 10%; After Ded	N/A	2025-2028		Network & ONA	Non-Network	\$0 / 10%; After Ded	\$0 / 50%; After Ded	2025-2028		Network	Non-Network	\$0 / 30%; After Ded	N/A
2025-2028																									
Network & ONA	Non-Network																								
\$0 / 10%; After Ded	\$0 / 50%; After Ded																								
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Network	Non-Network																								
\$0 / 30%; After Ded	N/A																								
Emergency Room Facility / Professional Services - Copay / Coinsurance (Emergencies)	2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees Option 1 - Broad and Option 1 - Select: <table> <tr> <td colspan="2">2025-2028</td></tr> <tr> <td>Network & ONA</td><td>Non-Network</td></tr> <tr> <td>\$0 / 10%; After Ded</td><td>\$0 / 10%; After Ded</td></tr> </table> Option 2 - Broad and Option 2 - Select: <table> <tr> <td colspan="2">2025-2028</td></tr> <tr> <td>Network & ONA</td><td>Non-Network</td></tr> <tr> <td>\$0 / 30%; After Ded</td><td>\$0 / 30%; After Ded</td></tr> </table> * True emergencies only. Non-emergencies are not covered.	2025-2028		Network & ONA	Non-Network	\$0 / 10%; After Ded	\$0 / 10%; After Ded	2025-2028		Network & ONA	Non-Network	\$0 / 30%; After Ded	\$0 / 30%; After Ded												
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Network & ONA	Non-Network																								
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Hospital Inpatient / Outpatient Facility / Professional Services - Copay / Coinsurance	2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees Option 1 - Broad: <table> <tr> <td colspan="2">2025-2028</td></tr> <tr> <td>Network & ONA</td><td>Non-Network</td></tr> <tr> <td>\$0 / 10%; After Ded</td><td>\$0 / 50%; After Ded</td></tr> </table> Option 1 - Select: <table> <tr> <td colspan="2">2025-2028</td></tr> <tr> <td>Network</td><td>Non-Network</td></tr> <tr> <td>\$0 / 10%; After Ded</td><td>N/A</td></tr> </table> Option 2 - Broad: <table> <tr> <td colspan="2">2025-2028</td></tr> <tr> <td>Network & ONA</td><td>Non-Network</td></tr> <tr> <td>\$0 / 30%; After Ded</td><td>\$0 / 50%; After Ded</td></tr> </table> Option 2 - Select: <table> <tr> <td colspan="2">2025-2028</td></tr> <tr> <td>Network</td><td>Non-Network</td></tr> <tr> <td>\$0 / 30%; After Ded</td><td>N/A</td></tr> </table>	2025-2028		Network & ONA	Non-Network	\$0 / 10%; After Ded	\$0 / 50%; After Ded	2025-2028		Network	Non-Network	\$0 / 10%; After Ded	N/A	2025-2028		Network & ONA	Non-Network	\$0 / 30%; After Ded	\$0 / 50%; After Ded	2025-2028		Network	Non-Network	\$0 / 30%; After Ded	N/A
2025-2028																									
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\$0 / 30%; After Ded	N/A																								

West CWA Core Benefits Outline Summary

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires												
Tests (all tests including x-ray, radiology, lab test, etc) - Copay / Coinsurance	2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees												
	Option 1 - Broad:												
	<table><tr><td></td><td colspan="2">2025-2028</td></tr><tr><td></td><td>Network & ONA</td><td>Non-Network</td></tr><tr><td>Preventive</td><td>\$0 / 0% Ded waived</td><td>No Benefit</td></tr><tr><td>Sickness/Illness</td><td>\$0 / 10% After Ded</td><td>\$0 / 50% After Ded</td></tr></table>		2025-2028			Network & ONA	Non-Network	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded
		2025-2028											
		Network & ONA	Non-Network										
	Preventive	\$0 / 0% Ded waived	No Benefit										
	Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded										
	Option 1 - Select:												
	<table><tr><td></td><td colspan="2">2025-2028</td></tr><tr><td></td><td>Network</td><td>Non-Network</td></tr><tr><td>Preventive</td><td>\$0 / 0% Ded waived</td><td>N/A</td></tr><tr><td>Sickness/Illness</td><td>\$0 / 10% After Ded</td><td>N/A</td></tr></table>		2025-2028			Network	Non-Network	Preventive	\$0 / 0% Ded waived	N/A	Sickness/Illness	\$0 / 10% After Ded	N/A
		2025-2028											
	Network	Non-Network											
Preventive	\$0 / 0% Ded waived	N/A											
Sickness/Illness	\$0 / 10% After Ded	N/A											
Option 2 - Broad:													
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	2025-2028												
	Network & ONA	Non-Network											
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Option 2 - Select:													
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	2025-2028												
	Network	Non-Network											
Preventive	\$0 / 0% Ded waived	N/A											
Sickness/Illness	\$0 / 30% After Ded	N/A											
Mental Health/Substance Abuse (MH/SA) Copay / Coinsurance	2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees												
	Option 1:												
	<table><tr><td></td><td colspan="2">2021-2024</td></tr><tr><td></td><td>Network & ONA</td><td>Non-Network</td></tr><tr><td>Preventive</td><td>\$0 / 0% Ded waived</td><td>No Benefit</td></tr><tr><td>Sickness/Illness</td><td>\$0 / 10% After Ded</td><td>\$0 / 50% After Ded</td></tr></table>		2021-2024			Network & ONA	Non-Network	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded
		2021-2024											
		Network & ONA	Non-Network										
Preventive	\$0 / 0% Ded waived	No Benefit											
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Option 2:													
<table><tr><td></td><td colspan="2">2021-2024</td></tr><tr><td></td><td>Network & ONA</td><td>Non-Network</td></tr><tr><td>Preventive</td><td>\$0 / 0% Ded waived</td><td>No Benefit</td></tr><tr><td>Sickness/Illness</td><td>\$0 / 10% After Ded</td><td>\$0 / 50% After Ded</td></tr></table>		2021-2024			Network & ONA	Non-Network	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded	
	2021-2024												
	Network & ONA	Non-Network											
Preventive	\$0 / 0% Ded waived	No Benefit											
Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded											
Hearing Aid Reimbursement	No changes to current Hearing Benefit, except that reimbursement of expenses incurred to purchase hearing aid appliance(s) will increase to \$2,000 in any rolling 36-month period.												

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires								
Annual Out-of-Pocket Maximums (OOP)	2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees								
	Option 1 – Broad:								
	Out-of-Pocket Maximum Amounts (including Annual Deductible)								
		2025 ¹		2026 ²		2027 ³		2028 ⁴	
		Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network
Ind		\$ 4,000 3,800	\$15,000 11,400	\$ 4,350 3,850	\$15,000 11,550	\$ 4,700 3,900	\$15,000 11,700	\$ 5,000 3,950	\$16,500 11,850
Ind+Sp		\$ 8,000	\$30,000	\$ 8,700	\$30,000	\$ 9,400	\$30,000	\$10,000	\$33,000
Ind+Ch		\$ 8,000	\$30,000	\$ 8,700	\$30,000	\$ 9,400	\$30,000	\$10,000	\$33,000
Family		\$ 8,000 7,600	\$30,000 22,800	\$ 8,700 7,700	\$30,000 23,100	\$ 9,400 7,800	\$30,000 23,400	\$10,000 7,900	\$33,000 23,700
Option 1 – Select:									
		2025		2026		2027		2028	
		Network	Non-Network	Network	Non-Network	Network	Non-Network	Network	Non-Network
Ind		\$ 4,000	N/A	\$ 4,350	N/A	\$ 4,700	N/A	\$ 5,000	N/A
Ind+Sp		\$ 8,000	N/A	\$ 8,700	N/A	\$ 9,400	N/A	\$10,000	N/A
Ind+Ch		\$ 8,000	N/A	\$ 8,700	N/A	\$ 9,400	N/A	\$10,000	N/A
Family		\$ 8,000	N/A	\$ 8,700	N/A	\$ 9,400	N/A	\$10,000	N/A
(Integrated with Med/Surg, Rx and 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/ONA or Non-Network Out-of-Pocket Maximum amounts:									
– Deductibles									
– Coinsurance									
Option 2 – Broad:									
Out-of-Pocket Maximum Amounts (including Annual Deductible)									
		2025 ¹		2026 ²		2027 ³		2028 ⁴	
		Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network	Network & ONA	Non-Network
Ind		\$ 7,500 6,650	\$22,500 19,950	\$ 7,500 6,750	\$22,500 20,250	\$ 7,500 ⁶ 6,850	\$22,500 20,650	\$ 8,000 6,900	\$24,000 20,700
Ind+Sp		\$15,000	\$45,000	\$15,000	\$45,000	\$15,000	\$45,000	\$16,000	\$48,000
Ind+Ch		\$15,000	\$45,000	\$15,000	\$45,000	\$15,000	\$45,000	\$16,000	\$48,000
Family		\$15,000 13,300	\$45,000 39,900	\$15,000 13,500	\$45,000 40,500	\$15,000 13,700	\$45,000 41,100	\$16,000 13,800	\$48,000 41,400
Option 2 – Select:									
		2025		2026		2027		2028	
		Network	Non-Network	Network	Non-Network	Network	Non-Network	Network	Non-Network
Ind		\$ 7,500	N/A	\$ 7,500	N/A	\$ 7,500	N/A	\$ 8,000	N/A
Ind+Sp		\$15,000	N/A	\$15,000	N/A	\$15,000	N/A	\$16,000	N/A
Ind+Ch		\$15,000	N/A	\$15,000	N/A	\$15,000	N/A	\$16,000	N/A
Family		\$15,000	N/A	\$15,000	N/A	\$15,000	N/A	\$16,000	N/A
(Integrated with Med/Surg, Rx, MH/SA, and CarePlus)									
Out-of-Pocket Maximum provisions - Option 1 - Broad, Option 1 - Select, Option 2 - Broad and Option 2 - Select:									
No change from current program except as provided below:									
If the coverage tier is Individual + Child(ren), Individual + Spouse/Partner or Family, the applicable Individual + Child(ren), Individual + Spouse/Partner or 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/ONA Services for an individual family member once the individual meets the applicable Network/ONA Individual Out-Of-Pocket Maximum, even if the Individual + Child(ren), Individual + Spouse/Partner or Family Out-Of-Pocket Maximum has not been met.									
The following additional costs paid by the participant for medical and/or prescription drug services apply toward the applicable Network/ONA or Non-Network Out-of-Pocket Maximum amounts (if applicable):									
- Deductibles - Copays/Coinsurance - All prescription drug allowable charges for eligible expenses.									

West CWA Core Benefits Outline Summary

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires																			
Prescription Drug Program (Rx)	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u>																			
	Option 1 - Broad and Option 1 - Select:																			
	Deductible: None . Integrated with Med/Surg and MH/SA Any applicable coinsurance paid for preventive care drugs as permitted under section 223(c)(2)(C) of the Internal Revenue Code is not subject to the deductible.																			
	Out-of-Pocket Maximum: <u>Integrated with Med/Surg and MH/SA</u>																			
	<table><tr><td></td><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>Ind</td><td>\$1,600</td><td>\$1,600</td><td>\$1,700</td><td>\$1,700</td></tr><tr><td>Fam</td><td>\$3,000</td><td>\$3,200</td><td>\$3,400</td><td>\$3,400</td></tr></table>		2021	2022	2023	2024	Ind	\$1,600	\$1,600	\$1,700	\$1,700	Fam	\$3,000	\$3,200	\$3,400	\$3,400				
		2021	2022	2023	2024															
	Ind	\$1,600	\$1,600	\$1,700	\$1,700															
	Fam	\$3,000	\$3,200	\$3,400	\$3,400															
	Retail – Network Coinsurance pays :																			
	(Up to 30-day supply, limited to 2 fills for maintenance)																			
<table><tr><td></td><td><u>2025-2028</u></td></tr><tr><td>Generic</td><td>10%</td></tr><tr><td>Preferred</td><td>10%</td></tr><tr><td>Non-Preferred</td><td>50%</td></tr></table>		<u>2025-2028</u>	Generic	10%	Preferred	10%	Non-Preferred	50%												
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Retail – Network Coinsurance Maximum:																				
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Non-Preferred	No maximum \$80	No maximum \$80	No maximum \$80	No maximum \$90																
Retail – Non-Network Coinsurance pays :																				
Participant pays the greater of the applicable Network coinsurance pay or balance remaining after the program pays 75% of network retail cost.																				
Mail Order Coinsurance pays :																				
(Up to 90-day supply)																				
<table><tr><td></td><td><u>2025-2028</u></td></tr><tr><td>Generic</td><td>10%</td></tr><tr><td>Preferred</td><td>10%</td></tr><tr><td>Non-Preferred</td><td>50%</td></tr></table>		<u>2025-2028</u>	Generic	10%	Preferred	10%	Non-Preferred	50%												
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	20251	20262	20273	20284																
Generic	\$10020	\$10020	\$10020	\$10020																
Preferred	\$20070	\$20080	\$20080	\$40090																
Non-Preferred	No maximum \$160	No maximum \$160	No maximum \$160	No maximum \$180																
Option 2 - Broad and Option 2 - Select:																				
Deductible: Integrated with Med/Surg, MH/SA, and CarePlus Any applicable coinsurance paid for preventive care drugs as permitted under section 223(c)(2)(C) of the Internal Revenue Code is not subject to the deductible.																				
Out-of-Pocket Maximum: Integrated with Med/Surg, MH/SA, and CarePlus																				
Retail – Network Coinsurance pays :																				

West CWA Core Benefits Outline Summary

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires																																																								
	(Up to 30-day supply, limited to 2 fills for maintenance) <table><tr><td></td><td><u>2025-2028</u></td></tr><tr><td>Generic</td><td>30%</td></tr><tr><td>Preferred</td><td>30%</td></tr><tr><td>Non-Preferred</td><td>50%</td></tr></table> Retail – Network Coinsurance Maximum: <table><tr><td></td><td><u>2025</u></td><td><u>2026</u></td><td><u>2027</u></td><td><u>2028</u></td></tr><tr><td>Generic</td><td>\$ 5010</td><td>\$ 5010</td><td>\$ 5010</td><td>\$ 5010</td></tr><tr><td>Preferred</td><td>\$10035</td><td>\$10040</td><td>\$10040</td><td>\$20045</td></tr><tr><td>Non-Preferred</td><td>No maximum \$80</td><td>No maximum \$80</td><td>No maximum \$80</td><td>No maximum \$90</td></tr></table> Retail – Non-Network Coinsurance pays: Participant pays the greater of the applicable Network coinsurance pay or balance remaining after the program pays 75% of network retail cost. Mail Order Coinsurance pays: (Up to 90-day supply) <table><tr><td></td><td><u>2025 - 2028</u></td></tr><tr><td>Generic</td><td>30%</td></tr><tr><td>Preferred</td><td>30%</td></tr><tr><td>Non-Preferred</td><td>50%</td></tr></table> Mail Order Coinsurance Maximum: <table><tr><td></td><td><u>2025</u></td><td><u>2026</u></td><td><u>2027</u></td><td><u>2028</u></td></tr><tr><td>Generic</td><td>\$10020</td><td>\$10020</td><td>\$10020</td><td>\$10020</td></tr><tr><td>Preferred</td><td>\$20070</td><td>\$20080</td><td>\$20080</td><td>\$40090</td></tr><tr><td>Non-Preferred</td><td>No maximum \$160</td><td>No maximum \$160</td><td>No maximum \$160</td><td>No maximum \$180</td></tr></table> Prescription Drug Services provisions - Option 1 - Broad, Option 1 - Select, Option 2 – Broad and Option 2 - Select: No changes except as provided below: - Preventive Care Drugs - Any applicable coinsurance paid for preventive care drugs as permitted under section 223(c)(2)(C) of the Internal Revenue Code is not subject to the deductible. - Diet and weight loss medications: - Personal Choice provisions no longer apply. - Diet and weight loss drugs on the Prescription Drug Administrator's Formulary will be covered on the same terms and conditions available under management's medical program as they may change from time to time, subject to applicable Medication Management Services provisions. The following provisions will continue to apply to Option 1 and Option 2: Mandatory mail order for maintenance Rx — Applies after second fill at retail. Specialty pharmacy program Personal Choice — 100% participant paid Mandatory Generic Compound medication limitation Advanced Control Specialty Formulary New Standard Prescription Drug Formulary Generic Step Therapy		<u>2025-2028</u>	Generic	30%	Preferred	30%	Non-Preferred	50%		<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	Generic	\$ 5010	\$ 5010	\$ 5010	\$ 5010	Preferred	\$10035	\$10040	\$10040	\$20045	Non-Preferred	No maximum \$80	No maximum \$80	No maximum \$80	No maximum \$90		<u>2025 - 2028</u>	Generic	30%	Preferred	30%	Non-Preferred	50%		<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	Generic	\$10020	\$10020	\$10020	\$10020	Preferred	\$20070	\$20080	\$20080	\$40090	Non-Preferred	No maximum \$160	No maximum \$160	No maximum \$160	No maximum \$180
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Employee Assistance Program (EAP)																																																									
Program	2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees AT&T Employee Assistance Program No change from current program.																																																								
Visit Limit	2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees Effective Jan. 1, 2025 the maximum number of sessions available to eligible Active Employees and their Household Members will be 16 sessions per Plan Year or the number available to management employees as it changes from time to time, whichever is higher. No change from current program.																																																								
Disability																																																									

West CWA Core Benefits Outline Summary

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires																				
Program	<u>2012 New Hires, 2009 New Hires and Current Employees</u> AT&T West Disability Benefits Program No change from current program. <u>2020 New Hires and 2016 New Hires</u> AT&T Disability Income Program No change from current program. Effective the day following Ratification Date, AT&T Disability Income Program as described in the Summary Plan Description as these provisions change from time to time except as provided below.																				
Short Term Disability (STD)	<u>2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program. <u>2020 New Hires and 2016 New Hires</u> No change from current program Benefit: Short Term Disability Benefits and the other sources of income received are designed to replace 60 percent or 100 percent of Pay, based on your service as shown below: <table><tr><th></th><th colspan="2">% of Pay</th></tr><tr><td>Term of Employment</td><td>100%</td><td>60%</td></tr><tr><td>6 months < 2 years</td><td>0 weeks</td><td>26 weeks</td></tr><tr><td>2 years < 5 years</td><td>4 weeks</td><td>22 weeks</td></tr><tr><td>5 years < 15 years</td><td>13 weeks</td><td>13 weeks</td></tr><tr><td>15 years or more</td><td>26 weeks</td><td>0 weeks</td></tr></table>		% of Pay		Term of Employment	100%	60%	6 months < 2 years	0 weeks	26 weeks	2 years < 5 years	4 weeks	22 weeks	5 years < 15 years	13 weeks	13 weeks	15 years or more	26 weeks	0 weeks		
	% of Pay																				
Term of Employment	100%	60%																			
6 months < 2 years	0 weeks	26 weeks																			
2 years < 5 years	4 weeks	22 weeks																			
5 years < 15 years	13 weeks	13 weeks																			
15 years or more	26 weeks	0 weeks																			
Long-Term Disability (LTD)	<u>2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program. <u>2020 New Hires and 2016 New Hires</u> No change from current program. The AT&T Disability Income Program as described in the Summary Plan Description as these provisions change from time to time except that Temporary and Term employees are not eligible for LTD benefits.																				
Leaves of Absence (LOAs)																					
Policy	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> AT&T West Bargained Employee Leave of Absence Policy No change from current policy.																				
Types of LOAs	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current policy.																				
Dental																					
Program	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> AT&T Dental Program (Bargained Employees) except as provided below. - Dental PPO - DHMO (available at the discretion of the Company)																				
Eligibility for Coverage	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Active Regular, Term and Temporary Full-Time and Part-Time Employees are eligible for coverage. Eligibility for coverage continues to begins on the Employee's date of hire, provided the Employee enrolls within the 31-day enrollment period first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)). Dependent children will be eligible to participate in the AT&T Dental Program (Bargained Employees) until the end of the month in which the child reaches the age of 26 regardless of marital status.																				
Eligibility for Company Subsidy	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Eligibility for Company subsidy continues to begins on the Employee's date of hire, provided the Employee enrolls within the 31 day enrollment period the first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).																				
Active (Full-Time) Monthly Contributions	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> <table><tr><th></th><th>20251</th><th>20262</th><th>20273</th><th>20284</th></tr><tr><td>Individual</td><td>\$.98</td><td>\$98</td><td>\$108</td><td>\$108</td></tr><tr><td>Individual + 1</td><td>\$1917</td><td>\$1917</td><td>\$2147</td><td>\$2117</td></tr><tr><td>Family</td><td>\$3027</td><td>\$3027</td><td>\$3327</td><td>\$3327</td></tr></table>		2025 1	2026 2	2027 3	2028 4	Individual	\$.98	\$98	\$108	\$108	Individual + 1	\$191 7	\$191 7	\$214 7	\$211 7	Family	\$302 7	\$302 7	\$332 7	\$332 7
	2025 1	2026 2	2027 3	2028 4																	
Individual	\$.98	\$98	\$108	\$108																	
Individual + 1	\$191 7	\$191 7	\$214 7	\$211 7																	
Family	\$302 7	\$302 7	\$332 7	\$332 7																	

West CWA Core Benefits Outline Summary

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires
Active (Part-Time) Monthly Contributions	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Based on Scheduled hours/week, part-time contributions continue to be: • Greater than or equal to 20 hours = 50% of full cost of coverage Premium Equivalent Rate. • Less than 20 hours = 100% of full cost of coverage Premium Equivalent Rate. * Note: Premium Equivalent Rate Calculation of the full cost of coverage continues to be subject to annual adjustment.
Deductible	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Network and ONA: \$25 per individual per year Non-Network: \$50 per individual per year
Annual Maximum Benefit	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Network and ONA: \$1,750 per individual* Non-Network: \$1,300 per individual* *Not to exceed \$1,750 combined Network/Non-Network
Orthodontic Lifetime Maximum	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Network and ONA: \$2,000 per individual* Non-Network: \$1,400 per individual* *Not to exceed \$2,000 combined Network/Non-Network
Coverage Levels	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Dental PPO Coinsurance Class I (Diagnostic/Preventive): Network and ONA*: 100%, Ded. Waived Non-Network**: 100%, Ded. Waived Class II (Basic restorative – fillings, extractions, periodontal treatment/maintenance): Network and ONA*: 90%, after deductible Non-Network**: 70%, after deductible Class III (Major restorative – crowns, dentures, bridgework): Network and ONA*: 80%, after deductible Non-Network**: 50%, after deductible Class IV (Orthodontia): Network and ONA*: 80%, after deductible Non-Network**: 50%, after deductible Notes: *For ONA, paid at Network contracted rate (see below). **For Non-Network paid based on reasonable and customary amounts.
Outside Network Area (ONA)	• ONA benefit provided to employees who reside in a zip code which does not meet the network standards. • ONA benefits are equivalent to PPO Network benefits. • Enrollees who are in Network will be offered the PPO option only. • Enrollees who are located outside the Network zip code criteria will be offered the ONA option only.
Vision	
Program	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> AT&T Vision Program (Bargained Employees) except as provided below:
Eligibility for Coverage	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Active Regular, Term and Temporary Full-Time and Part-Time Employees are eligible for coverage. Eligibility for coverage continues to begins on the Employee's date of hire, provided the Employee enrolls within the 31-day enrollment period first day of the month in which 6 months not credited service (NCS) is attained (also referred to as term of employment (TOE)). Dependent children will be eligible to participate in the AT&T Vision Program (Bargained Employees) until the end of the month in which the child reaches the age of 26 regardless of marital status.
Eligibility for Company Subsidy	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Eligibility for Company subsidy continues to begins on the Employee's date of hire, provided the Employee enrolls within the 31 day enrollment period first day of the month in which 6 months not credited service (NCS) is attained (also referred to as term of employment (TOE)).

West CWA Core Benefits Outline Summary

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires																				
Active (Full-Time) Monthly Contributions	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> <table><tr><td></td><td>20251</td><td>20262</td><td>20273</td><td>20248</td></tr><tr><td>Individual</td><td>\$3,002.60</td><td>\$3,002.60</td><td>\$3,502.60</td><td>\$3,502.60</td></tr><tr><td>Individual + 1</td><td>\$7,506.60</td><td>\$7,506.60</td><td>\$9,506.60</td><td>\$9,506.60</td></tr><tr><td>Family</td><td>\$12,509.00</td><td>\$12,509.00</td><td>\$16,009.00</td><td>\$16,009.00</td></tr></table>		20251	20262	20273	20248	Individual	\$3,002.60	\$3,002.60	\$3,502.60	\$3,502.60	Individual + 1	\$7,506.60	\$7,506.60	\$9,506.60	\$9,506.60	Family	\$12,509.00	\$12,509.00	\$16,009.00	\$16,009.00
	20251	20262	20273	20248																	
Individual	\$3,002.60	\$3,002.60	\$3,502.60	\$3,502.60																	
Individual + 1	\$7,506.60	\$7,506.60	\$9,506.60	\$9,506.60																	
Family	\$12,509.00	\$12,509.00	\$16,009.00	\$16,009.00																	
Active (Part-Time) Monthly Contributions	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Based on Scheduled hours/week, part-time contributions continue to be: • Greater than or equal to 20 hours = 50% of full cost of coverage*. • Less than 20 hours = 100% of full cost of coverage*. * Note: Calculation of full cost of coverage is continues to be subject to annual adjustment.																				
Coverage Levels	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Exam: 1 exam per 12 months • Network: \$0 copay • Non-Network: \$28 allowance towards exam cost Frame Allowance: 1 allowance per 12 months • Network: \$130 allowance towards frame cost • Non-Network: \$30 allowance towards frame cost Lenses Allowance: 1 set per 12 months • Network: \$0 copay Covers std. plastic lenses: Single, Bi-focal, Tri-focal, Lenticular, Progressive, Polycarbonate at 100%; Progressives (\$112 allowance) • Non-Network: \$30-\$80 allowance towards lenses Contact Lenses Allowance: Allowance per 12 months • Network: \$150 allowance towards contact lenses • Non-Network: \$150 allowance towards contact lenses 2nd Pair Benefit: Network Only: Allows for a 2nd pair of glasses or contact lenses allowance after the first pair benefit is utilized, per 24 months.																				
Flexible Spending Account (FSA)																					
Plan	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> AT&T Flexible Spending Account Plan No change from current plan, except those that are mandated by healthcare reform legislation (PPACA).																				
Contribution Minimum/Maximums	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current plan, except those that are mandated by healthcare reform legislation (PPACA) and to annually adjust the maximum contribution amount to that permitted by law for each calendar year for which the IRS issues timely guidance such that the Company can implement the change.																				
Supplemental Medical - CarePlus																					
Program	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> AT&T CarePlus – A Supplemental Benefit Program No change from current program.																				
Monthly Contributions	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program*. *Note: Contribution amounts are subject to change from time to time at the sole discretion of the Company.																				
General Benefits	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program, except those required to comply with healthcare reform legislation (PPACA). Company continues to retain the unilateral right to change, modify, amend and discontinue the benefits offered under CarePlus.																				
Life Insurance																					
Program	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> AT&T Group Life Insurance Program for Active Employees* *Provisions as they change from time to time. This program includes Supplemental Life Insurance and Dependent Life Insurance provisions.																				

West CWA Core Benefits Outline Summary

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires
Eligibility for Coverage	Active Regular, Term and Temporary Full-Time and Part-Time Employees are eligible for coverage. Eligibility for all coverages begin on the Employee's date of hire, provided the Employee enrolls within the 31-day enrollment period. Dependent children will be eligible to participate in the AT&T Group Life Insurance Program for Active Employees until the end of the month in which the child reaches the age of 26 regardless of marital status.
Active Benefits	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program. Note: Contribution amounts are subject to annual adjustments.
Definition of Pay	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program.
Long-Term Care	
Plan	<u>2009 New Hires and Current Employees</u> AT&T Consolidated Long-Term Care Insurance Plan No change from current plan. Company continues to retain the unilateral right to change, modify, amend and discontinue the benefits offered under the AT&T Consolidated Long-Term Care Insurance Plan. <u>2020 New Hires, 2016 New Hires and 2012 New Hires</u> Not applicable.
Coverage	<u>2009 New Hires and Current Employees</u> Participants currently enrolled may remain in the plan; closed to new entrants as of 5/1/2012. <u>2020 New Hires, 2016 New Hires and 2012 New Hires</u> Not applicable.
Adoption, Surrogacy and Cryopreservation	
Policy	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> AT&T Adoption Reimbursement Policy AT&T Surrogacy Reimbursement Policy AT&T Cryopreservation Reimbursement Policy No change from current policy.
Coverage	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Active Regular, Term and Temporary Full-Time and Part-Time employees may receive reimbursement of qualifying adoption, surrogacy and tissue cryopreservation expenses up to the same amounts available to AT&T managers, as they change from time to time. Note: The maximum annual reimbursement for qualifying adoption expenses may not be less than \$5,000 per child. No change from current policy.
Commuter	
Policy	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> AT&T Commuter Benefit Policy. No change from current policy, except as mandated by IRS Code Section 132 Regulations.
Coverage	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Pre-tax deductions for parking and mass transit. No change from current policy. Eligible expense and monthly limits continue to follow IRS Code Section 132 Regulations. Note: Annual adjustments apply.

Provision	Eligible Retired Employees
Retiree Provisions	Effective 1/1/2025+: Applicable for the term of the Agreement to Eligible Retired Employees who terminate during the term of the Agreement.
Medical	
Program	Eligible Retired Employees shall be eligible to participate in the same choice of programs, options and provisions as a similarly situated active Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires or 2020 New Hires, except as noted in the sections below.

West CWA Core Benefits Outline Summary

Provision	Eligible Retired Employees
Eligible Retired Employees (Full-Time) Monthly Contributions	<u>2020 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. - Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <u>2020 New Hires, 2016 New Hires and 2012 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. - Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <u>2009 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*. - Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <u>Current Employees</u> The contribution shall continue to be the same as for similarly situated active Current Employees. *Note: Calculation of the full cost of coverage is continues to be subject to change from time to time at the Company's discretion.
Eligible Retired Employees (Part-Time) Monthly Contributions	<u>2020 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. - Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <u>2020 New Hires, 2016 New Hires and 2012 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. - Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <u>2009 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*. - Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <u>Current Employees</u> The contribution shall continue to be the same as for similarly situated active Current Employees. *Note: Calculation of the full cost of coverage is continues to be subject to change from time to time at the Company's discretion.
Medicare Part-B Premium Reimbursement	<u>2020 New Hires, 2016 New Hires, 2012 New Hires and 2009 New Hires</u> Not Eligible. <u>Current Employees</u> No change from current program.
Health Reimbursement Account (HRAs)	
	<u>2012 New Hires, 2009 New Hires and Current Employees</u> None. Note: No additional Company crediting. Employees who have remaining balances will continue to have access to those account balances subject to provisions of the Program. <u>2020 New Hires and 2016 New Hires</u> Not applicable.
Supplemental Medical - CarePlus	
Program	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program provisions.
Monthly Contributions	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program.
General Benefits	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program provisions, except those required to comply with healthcare reform legislation (PPACA). Company continues to retain the unilateral right to change, modify, amend and discontinue the benefits offered under CarePlus.
Dental	
Program	Eligible Retired Employees shall continue to be eligible to participate in the same program provisions as similarly situated active Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires or 2020 New Hires, except as noted in the sections below.

West CWA Core Benefits Outline Summary

Provision	Eligible Retired Employees
Eligible Retired Employee (Full-Time) Monthly Contributions	<u>2020 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. - Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <u>2020 New Hires, 2016 New Hires and 2012 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. - Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <u>2009 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*. - Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <u>Current Employees</u> The contribution shall continue to be the same as for similarly situated active Current Employees. *Note: Calculation of the full cost of coverage is continues to be subject to change from time to time at the Company's discretion.
Eligible Retired Employees (Part-Time) Monthly Contributions	<u>2020 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. - Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <u>2020 New Hires, 2016 New Hires and 2012 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. - Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <u>2009 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*. - Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <u>Current Employees</u> The contribution shall continue to be the same as for similarly situated active Current Employees. *Note: Calculation of the full cost of coverage is continues to be subject to change from time to time at the Company's discretion.
Life Insurance	
Eligible Retired Employees Basic Life (Company Paid)	<u>2020 New Hires and 2016 New Hires</u> \$15,000 Retiree Basic Life <u>2012 New Hires and 2009 New Hires</u> No change from current program. <u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program provisions. Note: For the purposes of Retiree Basic Life only, Annual Pay is the Employee's Rate of Pay as of 12/31/2009. Includes base wages, targeted commissions, team award, individual discretionary award, and miscellaneous pay, where applicable.
Eligible Retired Employees Supplemental Life (Retiree Paid)	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program except that current contributions shall be the same as for similarly situated active employees.
Definition of Pay	<u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program. Note: For the purposes of Retiree Basic Life only, Annual Pay continues to be the Employee's Rate of Pay as of 12/31/2009. Includes base wages, targeted commissions, team award, individual discretionary award, and miscellaneous pay, where applicable.
Vision	
Eligible Retired Employees Vision Program	<u>2020 New Hires</u> Eligible Retired Employees shall be eligible to participate in the AT&T Eligible Former Employee Vision Program. <u>2020 New Hires, 2016 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> Eligible Retired Employees shall continue to be eligible to participate in the AT&T Eligible Former Employee Vision Program

West CWA Core Benefits Outline Summary

Provision	Eligible Retired Employees
Eligible Retired Employees Monthly Retiree Contributions	<u>2020 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. - Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <u>2020 New Hires, 2016 New Hires and 2012 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. - Eligible Retired Employees who are Medicare eligible continue to be ineligible for coverage. <u>2009 New Hires and Current Employees</u> Eligible Retired Employees will continue to pay 100% of full cost of coverage* with no Company subsidy. *Note: Calculation of the full cost of coverage is continues to be subject to change from time to time at the Company's discretion.
Eligible Retired Employees (Part-Time) Monthly Retiree Contributions	<u>2020 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy. - Eligible Retired Employees who are Medicare eligible are ineligible for coverage. <u>2020 New Hires, 2016 New Hires and 2012 New Hires</u> - Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. - Eligible Retired Employees who are Medicare eligible continue to be ineligible for coverage. <u>2009 New Hires and Current Employees</u> Eligible Retired Employees will continue to pay 100% of full cost of coverage* with no Company subsidy. *Note: Calculation of the full cost of coverage is continues to be subject to change from time to time at the Company's discretion.
Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires, 2020 New Hires and Eligible Retired Employees
Ancillary Benefits	
Discretionary Program	AT&T Voluntary Ancillary Benefits Platform Program (products offered as they may change from time to time).

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 3E
SUBJECT: Benefits**

Kaiser Arrangement

PROPOSED LANGUAGE:

The Companies will continue to offer fully-insured managed care options such as HMOs at the Companies' discretion.

The following terms with regard to the offering of Kaiser Permanente of California to the Employees of the Agreement (Kaiser Arrangement) will apply effective 1/1/2025~~4~~.

1. Term of Kaiser Arrangement: Effective 1/1/2025~~4~~ and terminates 12/31/2028~~4~~.
2. Eligibility: Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires and 2020 New Hires, as defined in the Benefits MOA, subject to the Agreement residing in California only (Eligible California Employees).
3. Plan Design: Same terms and conditions as provided by Kaiser to Current Employees who are Eligible California Employees in plan year 2024~~0~~, subject to changes in law and the exceptions below (Kaiser Plan).
 - If the cost of the Kaiser Plan to AT&T under the Kaiser Arrangement for a Plan Year is less than or equal to the cost to AT&T of the Companies' self-insured medical plan Option 1 - Broad available to Eligible California Employees, the following monthly contributions will apply to Eligible California Employees who are enrolled in the Kaiser Plan during the Plan Year:

For 2009 New Hires, 2012 New Hires, 2016 New Hires, 2020 New Hires and Current Employees:

Plan Year	2025 4	2026 2	2027 3	2028 4
Individual	\$ 153 <u>149</u>	\$ 162 <u>152</u>	\$ 172 <u>154</u>	\$ 177 <u>156</u>
Ind + Spouse/Partner	\$ 397	\$ 421	\$ 447	\$ 460
Ind + Child(ren)	\$ 259	\$ 275	\$ 292	\$ 301
Family	\$ 427 <u>332</u>	\$ 453 <u>350</u>	\$ 481 <u>370</u>	\$ 496 <u>390</u>

~~For 2020 New Hires:~~

Plan Year	2021	2022	2023	2024
Individual	\$ 172	\$ 175	\$ 178	\$ 180
Family	\$ 382	\$ 403	\$ 426	\$ 450

- If the cost of the Kaiser Plan to AT&T for a Plan Year is in excess of the cost to AT&T of the self-insured medical plan Option 1 - Broad available to Eligible California Employees, monthly contributions will apply to Eligible California Employees who are

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 3E
SUBJECT: Benefits**

enrolled in the Kaiser Plan during the Plan Year equal to the contributions outlined above, plus the cost difference between the Kaiser Plan and the Companies' self insured plan Option 1 - Broad for the coverage tier elected.

Note: Working Spouse/Partner Contribution and Tobacco Use Contribution apply.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 6A
SUBJECT: Titles – Job Evaluations, Pay Protection**

AGREED: 

AGREED: 

PROPOSAL:

- Within 60 days after ratification of the 2024 Collective Bargaining agreement, the Companies will begin the process outlined in Article 4.01B1 and 4.01B2 to conduct an OJE (Occupational Job Evaluation) with potential reclassification of specified employees in the following organizations/titles:
 - AT&T Field Operations (AFO)
 - One (1) Data Specialist
 - One (1) Supervisor's Assistant
 - One (1) Engineering Administrator
 - Access Construction & Engineering (ACE)
 - One (1) Maintenance Administrator
- Establish a three (3) year pay protection plan for the select Appendix E employees in the following organizations/titles:
 - AT&T Field Operations (AFO)
 - One (1) Administrative Support Assistant in Pasadena
 - One (1) Office Coordinator in Sacramento

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 6A
SUBJECT: Titles – Job Evaluations, Pay Protection**

PROPOSED MOA:

The Companies and the Union agree to the following:

Occupational Job Evaluations (OJE)

Within sixty (60) days of the 2024 Contract ratification, the Companies will begin the process outlined in Article 4, Sections 4.01B1 and 4.01B2 to conduct an OJE with potential reclassification on specified employees, identified in the attached document, in the following titles:

- AT&T Field Operations (AFO)
 - One (1) Data Specialist
 - One (1) Supervisor's Assistant
 - One (1) Engineering Administrator
- Access Construction & Engineering (ACE)
 - One (1) Maintenance Administrator

The targeted conclusion of the OJE will be approximately one hundred and twenty (120) days following the 2024 Contract ratification.

Appendix E Pay Protection

The following two (2) employees will be provided pay protection effective on the date of the first General Wage Increase of the 2024 Contract:

1. Maria Munoz (mm143c) – Pasadena, CA
 - Title – Administrative Support Assistant
 - Current wage schedule rate for this title is \$796.50 per week
 - Current actual wage, which includes wage protection, is \$882.52 per week
2. Glenn Dobson (gd6278) – Sacramento, CA
 - Title – Office Coordinator
 - Current actual wage and wage rate for this title is \$951.00 per week

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 6A
SUBJECT: Titles – Job Evaluations, Pay Protection**

An additional wage protection amount will be added to both employees' basic weekly wage rate, which will increase their total protected wage rate to \$1,100.00 per week. The protected wage rate will be in effect for one hundred and sixty (160) weeks. In no case will the employees make less than their wage schedule and step rate and/or any applicable pre-existing wage rate protection in effect. Before the pay protection expires, the parties agree to discuss the pay protection if CWA District 9 notifies Labor Relations between 150 weeks to 159 weeks from the start of pay protection.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> X </u>
<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 6A
SUBJECT: Titles – Job Evaluations, Pay Protection**

Attachment 1: Article 4, Sections 4.01B1 and 4.01B2 Employee List

#	Emp Name	ATTUID	BU-Dept	Title	Location
1	Vartanian, Kathryn	kv2953	AFO - Cust Ops CA&S	Data Spec WS08	CA-Sacramento- 2700 Watt Ave
2	Kalar, Diana	dk6141	AFO - Cust Ops CA&S	Supv Asst WS06	CA-Oakland-545 W Grand Ave
3	Hooten, Anthony	ah2168	AFO - Cust Ops CA&S	Engin Admin WS06	CA-Sacramento- 8221 Galena Ave
4	Gonzalez, Esther	eg3149	ACE	Maint Admin WS08	CA-Santa Clara- 1600 Coleman Ave

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 11E
SUBJECT: Premises Technician**

AGREED: 
AGREED: 

PROPOSAL:

This is a comprehensive proposal (excluding General Increase) that provides:

- Increased notification time of schedule changes from twelve (12) hours to sixteen (16) hours.
- Increased notification time of cancellation of hours from twelve (12) hours to sixteen (16) hours.
- **Improvement to overtime rate for hours worked in excess of fifty-four (54) hours in a workweek.**
- Decrease overtime cap from fourteen (14) hours to twelve (12) hours.
- Shift Differential pay at ten (10) percent for time scheduled and worked between the hours of 6:00 p.m. and 6:00 a.m.
- Martin Luther King Jr. Day as an observed holiday in Appendix E.
- Add change of hours language to comply with Obligatory Jury Duty.
- A Voluntary Resignation Program (VRP).

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 11E
SUBJECT: Premises Technician**

PROPOSED CONTRACT LANGUAGE:

**Section E1.03 ARTICLE 5 WORK ADMINISTRATION, COMPENSATION
AND SPECIAL PAYMENTS**

A. No change.

B. **Change Of Hours**

If an employee is notified less than ~~sixteen~~**twelve** (1~~62~~) hours before the originally scheduled start time of a change in work hours, the affected employee will receive two (2) hours of pay at the straight time rate.

C. **Cancellation Of Hours**

1. If an employee is notified less than ~~sixteen~~**twelve** (1~~62~~) hours before the originally scheduled start time that the scheduled hours are canceled, the affected employee will receive two (2) hours of pay at the straight time rate.

2. No change.

D. **Overtime**

1. Employees may be required to work overtime subject to the needs of the business. Employees scheduled to work overtime will be paid in accordance with the following:

a. No change.

b. No change.

c. No change.

d. ***Hours worked in excess of fifty-four (54) hours in a workweek shall be paid at the rate of two (2) times the employee's regular rate of pay.***

e. ***Full or partial paid Personal Days Off (PDO) will count as time worked for the overtime calculation outlined above.***

2. Employees will not be scheduled or assigned overtime in excess of ~~twelve~~**fourteen** (1~~24~~) hours in a calendar week unless either the employee consents to such overtime assignment or as determined by management there exists an emergency condition.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 11E
SUBJECT: Premises Technician**

a. No change.

E. No change.

F. Shift Differentials

Employees who are scheduled to work an ~~evening or night~~ assignment in which ~~more than fifty (50) percent of the~~ **any** time falls between the hours of 6:00 p.m. and 6:00 a.m., shall receive a daily premium payment of ten (10) percent of their base wages for each ~~daytime~~ worked **between the hours of 6:00 p.m. and 6:00 a.m. Employees receive a shift differential on their base wages for time worked in addition to any overtime, Sunday premium and/or holiday pay. The ten (10) percent is calculated off the base wages, not the rate including overtime, Sunday premium and/or holiday pay.** Shift differentials will be included in the employee's rate of pay for purposes of computing payments during periods of vacation and holidays, if the following conditions are met:

- ~~1. An employee works one (1) full work week of evening or night assignments before his/her vacation or holiday and is scheduled to work one (1) full work week of evening or night assignments, following his/her vacation or holiday.~~

G. No change.

H. No change.

I. No change.

J. No change.

K. No change.

L. No change.

M. No change.

N. No change.

O. No change.

P. No change.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 11E
SUBJECT: Premises Technician**

Section E1.04 ARTICLE 6 TIME OFF

The provisions of Article 6 will not apply. The following time off provisions will be in effect:

A. Paid Holidays

~~Eight~~**Seven** (~~87~~) paid holidays shall be observed as follows:

New Year's Day
Martin Luther King Jr. Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Day After Thanksgiving
Christmas Day

Holidays that fall on a Sunday will be observed on the following Monday. When a holiday falls on a Saturday, employees will be given another day off in a subsequent week or a preceding week as determined by the Company. All time off earned in the previous vacation year, must be taken before any time off in the current vacation year can be taken.

- B.** No change.
- C.** No change.
- D.** No change.
- E.** No change.
- F.** No change.
- G.** No change.
- H.** No change.
- I.** No change.
- J.** No change.
- K.** No change.
- L.** **Civic Duty**

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 11E
SUBJECT: Premises Technician**

Employees must give their supervisor advance notice when they are requested to appear for jury duty. Time off to comply with a summons for obligatory jury duty will be paid subject to court verification. The Company will grant unpaid time off for other court ordered processes. Employees are expected to notify their supervisors as soon as possible of the need for time off to comply with any court order.

An employee's hours of work will be changed to coincide with the obligatory jury duty assignment.

- M.** No change.
- N.** No change.
- O.** No change.

Section E1.05 ARTICLE 8 LAYOFFS

The provisions of Article 8 will not apply. The following layoff provisions will be in effect:

A. ~~Force Adjustment~~ Voluntary Resignation Program (VRP)

The Company may elect to offer a Voluntary Resignation Program (VRP) in a process determined by the Company. When the Company elects to offer VRP, it will notify the Union and employees in writing. Employees who volunteer to separate from the Company under VRP will be entitled to the Layoff Allowance in Section E1.05C and will be considered to have voluntarily resigned.

Affected employees who elect to leave the service of the Company under VRP shall inform the Company in writing within ten (10) calendar days from the date of the initial notification of the VRP opportunity.

BA. Force Adjustment

Whenever force conditions as determined by the Company are considered to warrant a surplus and the possible layoff of employees, the Company shall notify the Union in writing, prior to

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 11E
SUBJECT: Premises Technician**

notifying the affected employees. Employees will be laid off in a process determined by the Company. If a layoff is necessary, affected employees shall be laid off by inverse seniority order. The surplus employees designated for layoff will be notified a minimum of four (4) weeks prior to the layoff date, unless otherwise provided by law.

CB. Layoff Allowance

Employees who are laid off *or elect VRP* 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 - 71 Months	4 weeks of pay
72 - 95 Months	5 weeks of pay
96 - 120 Months	6 weeks of pay
121 - 144 Months	7 weeks of pay
145 Months or More	8 weeks of pay

DC. No change.

ED. No change.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

*Pacific Bell Telephone Company
(Except Appendix E)*

_____ *Appendix D* _____

*Nevada Bell Telephone Company
(Except Appendix E)*

_____ *Appendix E* _____ X

AT&T Services, Inc.

_____ *AT&T Billing Southwest, LLC* _____

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 12
SUBJECT: Tuition Aid**

AGREED: _____

AGREED: _____

PROPOSAL:

This proposal will:

- Cancel MOA 20-11 and 20-11A, and create a new Tuition Aid MOA that combines MOA 20-11 and 20-11A.
- Increase the Annual Tuition Cap for full-time employees from \$5,250 to \$8,000.
- Increase the Tuition Lifetime Caps:
 - Undergraduate from \$20,000 to \$25,000
 - Graduate from \$25,000 to \$30,000

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 12
SUBJECT: Tuition Aid**

PROPOSED MOA:

This Memorandum of Agreement confirms our understanding regarding the changes to the Tuition Aid Policy.

PROVISION	
<i>SCHOOL / DEGREE PROGRAM / COURSE ELIGIBILITY</i>	
Approved Degree Programs	20 Approved Undergraduate Degree Programs; 8 Approved STEM* Masters Degree Programs (stand alone courses, courses in other Masters Degree programs and Doctorate Degree program courses are not eligible)
<i>REIMBURSABLE EXPENSES</i>	
Textbooks	Covered
REIMBURSEMENT CAPS	
Annual Tuition Cap for Full-Time Employees	Undergraduate Courses \$8,000
Tuition Annual Cap for Eligible Part-Time Employees	> 20 Hrs - 75% of course costs, cap \$8,000 < 20 Hrs - 50% of course costs, cap \$8,000
Tuition Lifetime Cap	Undergraduate - \$25K (Graduate \$30K if completing degree) (One Degree Each)
<i>PROCESS DETAILS</i>	
Payment Process	Reimbursement
Interval for Application Submission	Within 60 calendar days following course end date
Deadline for Course Completion Documentation	With application / Within 60 calendar days following course end date
<i>EMPLOYEE ELIGIBILITY</i>	
Eligibility - Regular Full-Time Employees	Courses must <u>begin</u> after employee has 6 months NCS
Eligibility - Regular Part-Time Employees	Courses must <u>begin</u> after employee has 6 months NCS
Must Disclose on the Application (TAP will not duplicate assistance)	Grants, Scholarships and Veterans Benefits

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 12
SUBJECT: Tuition Aid**

APPROVAL REQUIREMENTS	
Departmental Approval Requirements	Undergraduate Courses - Gen Mgr (3rd Level) or above; must be approved if in an Approved Degree Program and meets all other eligibility requirements under the policy STEM* Masters Degree Program Courses – Sr Mgr (5th Level) or above; other graduate courses approvable only if beginning prior to 01-01-2015 and previously enrolled and actively pursuing the degree; may be denied for valid business reasons including budget and job relatedness *STEM = Science, Technology, Engineering and Mathematics
REPAYMENT REQUIREMENTS	
Repayment of Unsubstantiated Pre-payments	NA (Courses not reimbursed)
Repayment if Voluntarily Separates (Resigns or Retires)	Yes: 100% of payments received during past year; 50% of payments received during one to two years prior to separation

The Companies may amend, change or cancel individual participation and the Tuition Aid Policy or any part thereof, or reduce, modify or suspend terms at their sole discretion.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

*Pacific Bell Telephone Company
(Except Appendix E)* X *Appendix D* X

*Nevada Bell Telephone Company
(Except Appendix E)* X *Appendix E* X

AT&T Services, Inc. X *AT&T Billing Southwest, LLC* X

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 13
SUBJECT: Benefits – Appendix D

AGREED: HCZ
AGREED: Jmel

PROPOSAL:

The Company proposes to:

- Update language for Health & Welfare Benefit Plans
- Change Pension and Savings Plans

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 13
SUBJECT: Benefits – Appendix D

PROPOSED MOA LANGUAGE:

The means for fulfilling the terms of this Agreement may be the Company's adoption of its own plans and associated plan documents or participation in equivalent plans having plan documents that includes, for bargained-for employees, the benefits agreed to be provided pursuant to this Agreement and substantially the terms, provisions and conditions under which such benefits are to be provided. The sole remedy for issues with respect to the validity or amount of any claim for benefits is the claim and appeal process as defined in the individual benefits plans and programs. The parties agree to the plans and programs described below. Copies of the plan documents, Summary Plan Descriptions (SPDs) and Summary of Material Modifications (SMMs) of these plans, policies and programs have been provided to the Union. If there is any difference between these SPDs and the ERISA plans or programs (including amendments thereto), the plan texts shall govern.

For purposes of this Agreement:

- The term "Employees" for purposes of this Agreement refers solely to employees employed in a job title under Appendix D and is limited to those employee classifications specifically eligible for each benefit type as specified in the 2024~~0~~ Collective Bargaining Agreement (CBA).

1. HEALTH AND WELFARE BENEFIT PLANS

Effective on April 7, 2024~~the date the 2020 CBA is ratified pursuant to the terms of such agreement ("Ratification Date")~~, active Employees shall continue to receive the same benefits as those received by active employees covered under the 20~~23~~19 National Internet Contract by and between Communications Workers of America and AT&T ~~Internet~~ Services, Inc., and successive contracts to the 20~~23~~19 National Internet Contract.

2. PENSION AND SAVINGS BENEFIT PLANS

Except as provided below, Employees shall continue to participate in the following pension benefit plans, programs, and policies on the same terms and conditions which were in effect on April ~~64~~, 2024~~0~~.

- Bargained Cash Balance Program of the AT&T~~WarnerMedia~~ Component Part of the AT&T Pension Benefit Plan (the "BCB Program") for Employees hired/rehired or transferred on or before December 31, 2013.
- Bargained Cash Balance Program #2 of the AT&T~~WarnerMedia~~ Component Part of the AT&T Pension Benefit Plan (the "BCB#2 Program") for Employees hired/rehired or transferred on or after January 1, 2014.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 13
SUBJECT: Benefits – Appendix D

- AT&T Retirement Savings Plan

3. BENEFIT RULES FOR MOVEMENT OF EMPLOYEES AND RECLASSIFICATION OF EMPLOYEES

- A. General Provision. Any individual who moves after the Ratification Date from a non-Appendix D job title to an Appendix D job title will be treated, for benefit plan purposes, like a newly hired Employee in Appendix D as of the date of such transfer, except where the circumstances of the move are specifically accounted for in one of the following paragraphs.
- B. Transfers into Appendix D. Any individual (i) who voluntarily transfers into an Appendix D job title from an Appendix A job title under the 2024~~0~~ West Core CWA CBA or (ii) who voluntarily transfers pursuant to the National Transfer Plan to an Appendix D job title from any job title under one of the Core CWA CBAs into a job title under Appendix D, will have his or her hire/rehire/transfer date in Appendix D, for benefit plan purposes, remain equal to his or her most recent hire/rehire/transfer date in the contract from which he or she transferred.
- C. Treatment of Surplus Appendix D Employees
- i. *Definition of Surplus Appendix D Employee:* A "Surplus Appendix D Employee" means an individual who was being treated as a Current Employee, as such term is defined in Appendix A of the 2024~~0~~ West Core CWA CBA, with respect to benefits under Appendix A of the 2024~~0~~ West Core CWA CBA and who was transferred or transfers during the term of this Agreement to an Appendix D job title pursuant to the Force Adjustment Surplus Process from such job title under Appendix A of the 2009/2012/2016/2020/2024 West Core CWA CBA.
 - ii. *Applicable Benefit Plans:* A Surplus Appendix D Employee will be eligible to participate in the same plans, policies and provisions on the same terms and conditions as will be provided to Current Employees, as such term is defined in Appendix A of the 2024~~0~~ West Core CWA CBA, working in Appendix A under the 2024~~0~~ West Core CWA CBA.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 13
SUBJECT: Benefits – Appendix D**

Effective date/language: *April 7, 2024*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> </u> <i>Appendix D</i>	<u> </u> <i>X</i>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> </u> <i>Appendix E</i>	<u> </u>
<i>AT&T Services, Inc.</i>	<u> </u> <i>AT&T Billing Southwest, LLC</i>	<u> </u>

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 14
SUBJECT: Appendix E PDO**

AGREED: MB

AGREED: Jmel

PROPOSAL:

This proposal will:

- Reinststate the language of MOA 17-13 that was canceled in error in or around 2020, which left a contract language gap on PDOs counting as time worked for Appendix E employees.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 14
SUBJECT: Appendix E PDO

PROPOSED MOA:

Memorandum of Agreement
Appendix E PDO

The Companies and the Union agree to include time paid for but not worked on a full or partial paid Personal Day Off (PDO) as time worked for the premium pay calculation for hours worked in excess of eight (8) in a day as described in Section E1.03D1a and E1.03D1b and in excess of forty (40) hours as described in E1.03D1c.

Effective date/language: *May 27, 2018* - Retroactive to the approximate date on which the programming was made effective for MOA 17-13

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> </u> <i>Appendix D</i>	<u> </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> </u> <i>Appendix E</i>	<u> </u> <i>X</i>
<i>AT&T Services, Inc.</i>	<u> </u> <i>AT&T Billing Southwest, LLC</i>	<u> </u>

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 15
SUBJECT: Mini-Transfer Procedure for Network Services**

AGREED:  _____

AGREED:  _____

PROPOSAL:

This proposal will:

- Combine and clarify the Mini-Transfer Procedure for Network Services MOA:
 - Cancel MOA 09-03.
 - Reissue, update, and renumber MOA 09-03A.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 15
SUBJECT: Mini-Transfer Procedure for Network Services**

PROPOSED MOA:

This Memorandum of Agreement confirms our understanding regarding the mini-transfer procedure described in Article 2, Section 2.04E, in the 2024 contract between Pacific Bell Telephone Company, Nevada Bell Telephone Company, AT&T Services, Inc., and AT&T Billing Southwest, LLC and the Communications Workers of America.

Regular employees under the Director or equivalent title (e.g., AVP) in a skip level organization, Network Services, Statewide Power Team will be considered, for the purposes of the mini-transfer plan, as employees in the district of their peers in California and Nevada.

At any time, either party may terminate this Memorandum of Agreement by giving thirty (30) calendar days written notice.

This agreement shall not be subject to citation in any other case, including but not limited to future grievances, arbitration, and mediation hearings between the parties.

This agreement shall not be subject to the grievance and arbitration procedures.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

*Pacific Bell Telephone Company
(Except Appendix E)*

 X

Appendix D

*Nevada Bell Telephone Company
(Except Appendix E)*

 X

Appendix E

AT&T Services, Inc.

 X

AT&T Billing Southwest, LLC

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 16
SUBJECT: AUTS Dispute Resolution Committee (ADRC)**

AGREED:  _____

AGREED:  _____

PROPOSAL:

This proposal will:

- Cancel MOA 05-03 and establish a new MOA that captures the current Automated Upgrade and Transfer System (AUTS) Dispute Resolution Committee (ADRC) process.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 16
SUBJECT: AUTS Dispute Resolution Committee (ADRC)**

PROPOSED MOA:

The Companies and the Communications Workers of America (Union) agree to establish an AUTS Dispute Resolution Committee (ADRC) to handle AUTS disputes as they arise. The membership of the ADRC will include:

- One (1) single point of contact for the Union in Northern California and one (1) single point of contact for the Union in Southern California
- One (1) single point of contact for the Companies' Talent Acquisition/Staffing organization
- One (1) single point of contact for the Business Unit as determined by the Companies

In addition, a Union District 9 Staff contact and a Labor Relations Staff contact for the Companies will be identified to the ADRC for consultation and advice and counsel.

The ADRC dispute resolution process will follow the attached flow chart. A dispute resolution form will be utilized by the ADRC.

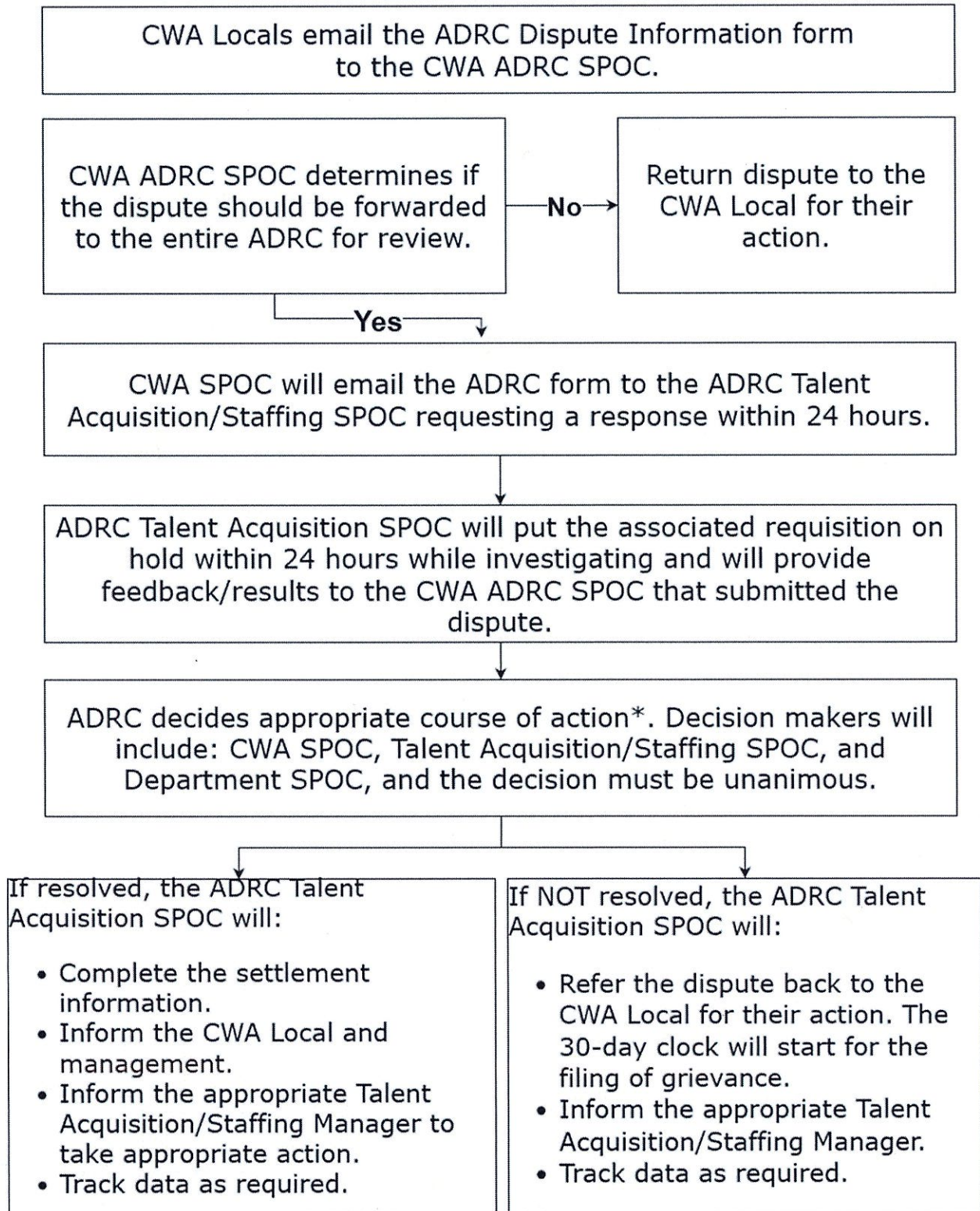
Time spent by the Union ADRC single points of contact will be paid for as described in Article 3, Section 3.02 of the current CBA.

Agreements made by the ADRC will not prejudice the position of either the Companies or the Union and will not be cited in any other proceeding. Such agreements will not be subject to the grievance and arbitration procedures.

Disputes not resolved by the ADRC will be handled as described in the current CBA.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 16
SUBJECT: AUTS Dispute Resolution Committee (ADRC)**

ADRC Flowchart



* Action may include further investigation. The related requisition may be held pending investigation if the ADRC agrees during the initial discussion.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 16
SUBJECT: AUTS Dispute Resolution Committee (ADRC)

Effective date/language: *With ratification*

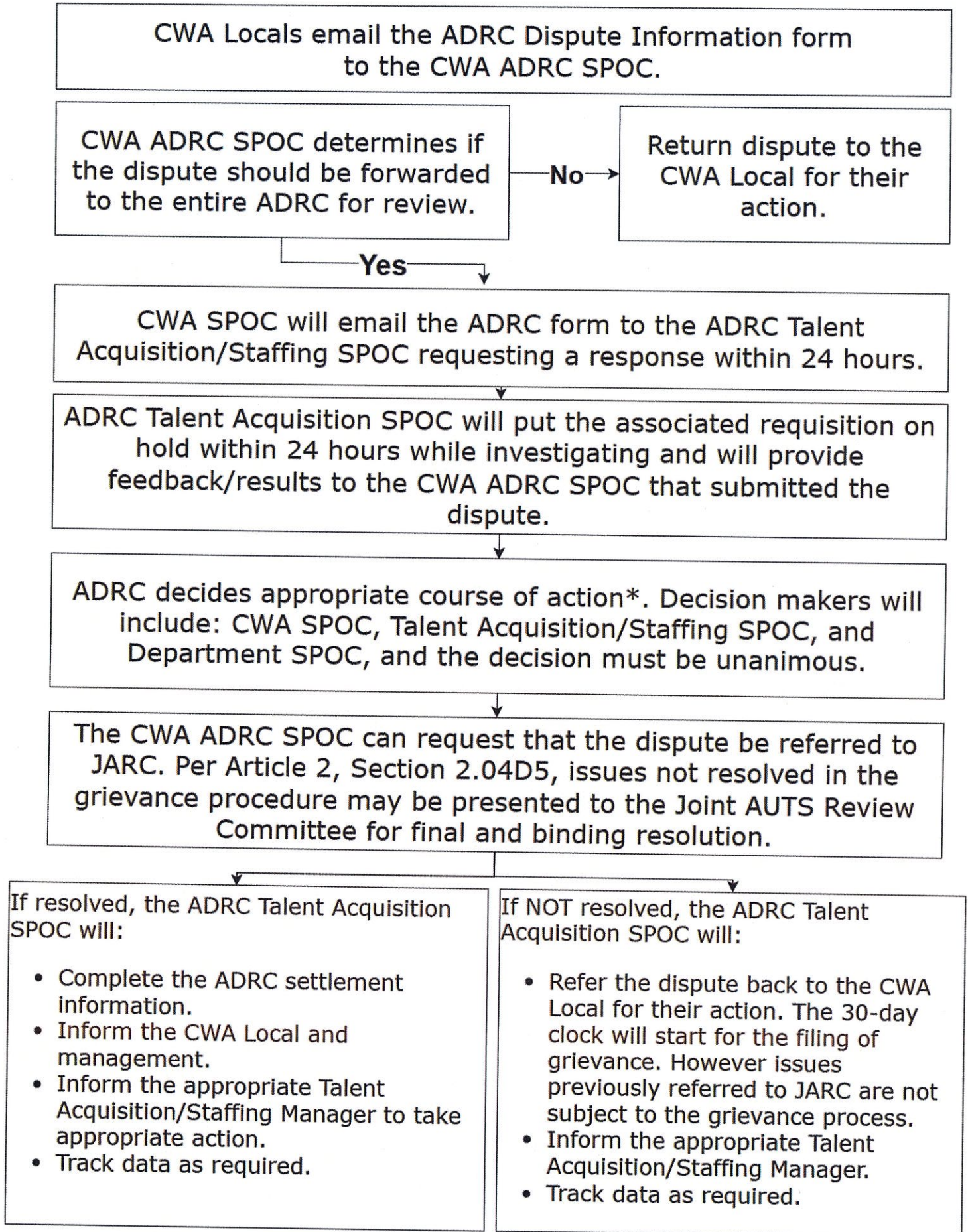
Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> X </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> X </u>
<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>

ADRC Flowchart

3/21/2024



* Action may include further investigation. The related requisition may be held pending investigation if the ADRC agrees during the initial discussion.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 17
SUBJECT: Facilities Technician Upgrade

AGREED: 
AGREED: 

PROPOSAL:

This proposal will:

- Extend MOA 22-02 – Facilities Technician Upgrade to accommodate two (2) employees currently on disability, Hans Jensen (hj2751) and Debra Killings (dk1845) by extending their time to take and successfully pass both the Technical Knowledge Test II (TKT II) and the weight limitation examination.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 17
SUBJECT: Facilities Technician Upgrade**

PROPOSED MOA:

**Memorandum of Agreement
Extension of MOA 22-02
Facilities Technician Upgrade**

This Memorandum confirms our understanding regarding extending MOA 22-02, the Facilities Technician Upgrade through December 28, 2024. This extension is specifically provided to accommodate two (2) employees who are currently on disability, Hans Jensen (hj2751) and Debra Killings (dk1845), by extending their time to take and successfully pass both the Technical Knowledge Test II (TKT II) and the weight limitation examination. All other provisions of MOA 22-02 apply as written.

Original MOA Effective Date: March 22, 2022

Expiration Date: December 28, 2024

This agreement may be terminated by either party with thirty (30) days' written notice.

Communications Workers of America

AT&T West

Agreed: _____
Mike Barfield
Staff Representative
CWA – District 9

Agreed: _____
Jon Ireland
AVP – Labor Relations

Date: _____

Date: _____

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 17
SUBJECT: Facilities Technician Upgrade

Effective date/language: *With ratification*

Termination date/language: *December 28, 2024*

Applies to:

Pacific Bell Telephone Company
(Except Appendix E) X *Appendix D* _____

Nevada Bell Telephone Company
(Except Appendix E) _____ *Appendix E* _____

AT&T Services, Inc. _____ *AT&T Billing Southwest, LLC* _____

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 18
SUBJECT: Martin Luther King Jr. Day

AGREED:  _____

AGREED:  _____

PROPOSAL:

This proposal will:

- Add Martin Luther King Jr. Day as an authorized/recognized holiday in Article 6, Section 6.03A and Appendix D, Section D5.01.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 18
SUBJECT: Martin Luther King Jr. Day

PROPOSED CONTRACT LANGUAGE:

Section 6.03 HOLIDAYS

~~Nine (9)~~Eight holidays will be observed.

A. THE AUTHORIZED HOLIDAYS ARE:

New Year's Day, *Martin Luther King Jr. Day*, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving and Christmas Day.

APPENDIX D

D5 TIME OFF

Section D5.01 PAID HOLIDAYS

~~EightSeven (87)~~ paid holidays ("Recognized Holidays") shall be observed as follows:

- New Year's Day
- Martin Luther King Jr. Day*
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Day

If a Recognized Holiday falls on a Saturday or Sunday, the Company will designate the Friday preceding the Recognized Holiday or the succeeding Monday to be observed as the Recognized Holiday, or, designate the holiday as a floating holiday in advance. If so designated, the floating holiday will be taken on the day of the employee's choice on any day after the Recognized Holiday.

Holiday shifts are shifts starting on the Recognized Holiday or, if per the preceding paragraph, a different day is designated, on that designated day.

Employees who are regularly dedicated to a customer site may observe holidays that are different from those identified above, as determined by the Company. In no case will an employee be eligible for more than or less than ~~eightseven (87)~~ paid holidays in a calendar year.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
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COMPANY PROPOSAL # 18
SUBJECT: Martin Luther King Jr. Day

Employees will be paid for the Recognized Holiday provided that they work all of their scheduled hours immediately before and after the Recognized Holiday or are excused by management. Employees who are unable to work due to illness for any portion of their scheduled hours immediately before or after the Recognized Holiday are not excused by management for the purposes of the holiday payment specified in this Section subject to the following:

- A. No Change.
- B. No Change.

Effective date/language: *With ratification*
Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> X </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> </u>
<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 20J
SUBJECT: Wages**

AGREED: _____

AGREED: _____

PROPOSAL:

Appendix C and Appendix E

- A 5.0% increase to the top step of all wage schedules effective on the date of ratification. The wage schedules for each job title will be modified to reflect this increase, exponentialized with no change in the start rate.
- A 3.0% increase to the top step of all wage schedules effective April 6, 2025. The wage schedules for each job title will be modified to reflect this increase, exponentialized with no change in the start rate.
- A 3.0% increase to the top step of all wage schedules effective April 5, 2026. The wage schedules for each job title will be modified to reflect this increase, exponentialized with no change in the start rate.
- A 3.25% increase to the top step of all wage schedules effective April 4, 2027. The wage schedules for each job title will be modified to reflect this increase, exponentialized with no change in the start rate.

Appendix D

- A 5.0% increase to the employees' weekly rate effective on the date of ratification.
- A 3.0% increase to the employees' weekly rate effective April 6, 2025.
- A 3.0% increase to the employees' weekly rate effective April 5, 2026.
- A 3.25% increase to the employees' weekly rate effective April 4, 2027.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 20J
SUBJECT: Wages**

PROPOSED CONTRACT LANGUAGE:

Section C1 INCREASES

Basic wage increases will be as follows:

Section C1.01 20240 INCREASE

General Increase

1. Increase Date
2. Top Step
3. Bottom Step

<i>Ratification Date</i>
<i>4/5/2020</i>
<i>53.0%</i>
<i>0.0%</i>

Section C1.02 20251 INCREASE

General Increase

1. Increase Date
2. Top Step
3. Bottom Step

<i>4/6/20254/4/2021</i>
<i>3.0%</i>
<i>0.0%</i>

Section C1.03 20262 INCREASE

General Increase

1. Increase Date
2. Top Step
3. Bottom Step

<i>4/5/20264/3/2022</i>
<i>32.025%</i>
<i>0.0%</i>

Section C1.04 20273 INCREASE

General Increase

1. Increase Date
2. Top Step
3. Bottom Step

<i>4/4/20274/2/2023</i>
<i>32.25%</i>
<i>0.0%</i>

Section C1.05 No Change.

Section C1.06 No Change.

Section C2 No Change.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 20J
SUBJECT: Wages**

Section C3 WAGE SCHEDULES

**Section C3.01 TRANSITION TO NEW WAGE SCHEDULES FROM
SUPERSEDED WAGE SCHEDULES**

Effective	<i>Ratification Date</i> April 5, 2020
Effective	April 64 , 202 51
Effective	April 53 , 202 62
Effective	April 42 , 202 73

- A.** The existing wage schedules for all employees will be increased (by step and zone) effective ***on the date of ratification*** ~~April 5, 2020~~, April ~~64~~, 202~~51~~, April ~~53~~, 202~~62~~ and April ~~42~~, 202~~73~~.

The guidelines for administering these wage rates are as follows:

1. No Change.
2. No Change.
3. No Change.
4. No Change.

<WAGE SCHEDULES PLACEHOLDER>

Section C4 No Change.

Section C5 No Change.

Section C6 No Change.

Section C7 No Change.

Section C8 No Change.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 20J
SUBJECT: Wages**

APPENDIX D

Section D7 COMPENSATION

Section D7.01 No Change.

APPENDIX D7.02 WEEKLY WAGES

<WAGE RANGES PLACEHOLDER>

Employees will be hired in at no less than the minimum of the wage range in effect for their title, and may be hired at any rate within the wage range in effect for the job title.

Employees will be paid on a bi-weekly basis. Payment of wages for each two-week period will be made no later than the Friday following the end of the pay-period.

Section D7.03 WAGE INCREASES

Eligible employees will receive the following percent increases to their weekly wage rate:

<i>Ratification Date</i> April 5, 2020	53.0%
April 64 , 202 51	3.0%
April 53 , 202 62	32.025%
April 42 , 202 73	32.25%

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 20J
SUBJECT: Wages**

APPENDIX E

Section E1.08

WAGE INCREASES

20240 INCREASE

General Increase

1. Increase Date
2. Top Step
3. Bottom Step

<i>Ratification Date</i>
<i>4/5/2020</i>
<i>53.0%</i>
<i>0.0%</i>

20251 INCREASE

General Increase

1. Increase Date
2. Top Step
3. Bottom Step

<i>4/6/20254/4/2021</i>
<i>3.0%</i>
<i>0.0%</i>

20262 INCREASE

General Increase

1. Increase Date
2. Top Step
3. Bottom Step

<i>4/5/20264/3/2022</i>
<i>32.025%</i>
<i>0.0%</i>

20273 INCREASE

General Increase

1. Increase Date
2. Top Step
3. Bottom Step

<i>4/4/20274/2/2023</i>
<i>32.25%</i>
<i>0.0%</i>

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 20J
SUBJECT: Wages**

Wage Schedules

<WAGE SCHEDULES PLACEHOLDER>

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> X </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> X </u>
<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 21
SUBJECT: National Transfer Plan (NTP)**

AGREED: JMD
AGREED: WCG

PROPOSAL:

- This proposal will update the list of AT&T Companies participating in the National Transfer Plan Memorandum of Agreement.

JM1 PRESENTED
4/4/2024

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 21
SUBJECT: National Transfer Plan (NTP)**

PROPOSED MOA:

Memorandum of Agreement

National Transfer Plan

In response to the CWA's concern for its members' employment security and its expressed interest in removing impediments to movement between various AT&T Companies identified in the attachments to this Memorandum, as long as they remain wholly-owned subsidiaries of AT&T, the Company agrees to extend the Inter-subsidary Movement (IMF) process and the CWA Surplus Exchange (CSE) process with the following modifications:

IMF:

1. Eligible employees will receive priority placement before external hires after regional contract processes for any bargaining unit job for which they qualify. The qualification criteria utilized will be the same qualification criteria utilized for the regional contractual processes.
2. In situations where there are equally qualified employees eligible and interested in the same position at the receiving Company, eligible employees will be offered the position in order of seniority. If needed, the tie breaker for employees with the same seniority will be the last four digits of their social security number with the higher number being the more senior.
3. When a bargained-for employee moves among bargaining units of the Company covered by this Memorandum of Agreement treatment of vacation time, the Designated Holiday (DH), Floating Holidays (FHs), and Excused Work Days (EWDs) or their equivalent (covered time) will be treated as follows:
 - A covered employee will be eligible for covered time for the current vacation year at the new entity based on the existing labor agreements at that entity. Any covered time already taken at the former entity will be deducted from equivalent covered time for which the employee is eligible at the new entity; the remaining covered time will be scheduled at the new entity subject to needs of the business.
 - Covered time carried over from the prior vacation year must be disposed of, i.e., paid in lieu of or taken at the former entity.
 - In no case will an employee's movement from one entity to another result in the double payment for covered time.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 21
SUBJECT: National Transfer Plan (NTP)**

4. Employees who have held the Premises/Wire Technician job title, or any job title in an agreement or appendix to an agreement that provides for the terms and conditions of employment for Premises/Wire Technicians ("Premises/Wire Technician Agreements"), are eligible for IMF, but shall be treated as provided in this paragraph. Any employee who has ever held a position in a Premises/Wire Technician Agreement will be treated by any receiving company that is party to this IMF agreement and that also is party to a Premises/Wire Technician Agreement as if they were received from their own Premises/Wire Technician Agreement for all purposes. If the receiving company does not have a Premises/Wire Technician Agreement, then employees transferring to that company shall receive the benefits applicable to other bargained-for employees with similar service in the receiving company, except for pension and post-retirement medical and dental benefits; instead, 1) such employees shall participate in the Bargained Cash Balance Program 2 and 2) if such employee meets the eligibility requirements for post-retirement benefits upon termination, the former employee will pay contributions equal to 50% of the total cost of coverage for post-retirement medical and dental coverage if the former employee is not Medicare eligible and will not be eligible for medical or dental post-retirement coverage if Medicare eligible.
5. Employees selected to fill openings in accordance with terms outlined above, will have their Term of Employment (TOE, which was previously known as Net Credited Service or NCS) or Seniority at the departing company recognized by the receiving Company's pension plan or program, subject to the receiving Company's service bridging rules. However where pensions are applicable, the TOE or Seniority will be recognized by the receiving company's pension program only for vesting, participation and eligibility service purposes, but not pension credit or accrual purposes. Further, the service performed at the receiving company will be counted in the departing company's pension plan or program, but only for vesting, participation and eligibility purposes (not for pension credit purposes). In no event will a period of service count as pension credit or accrual service in more than one AT&T pension plan or program (in other words, no double counting of service for pension credit or accrual purposes).
6. Unless expressly provided to the contrary by the Benefits Agreement in the Core Collective Bargaining Agreement, employees transferring to companies under this Agreement will receive active benefits and any post-retirement benefits under the benefit plans or programs and subject to the terms of the contractual Benefits provisions of the receiving company.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 21
SUBJECT: National Transfer Plan (NTP)**

CSE:

1. Surplus employees who express interest in available positions in participating companies will receive priority placement before external hires after regional contract processes for any bargaining unit job for which he/she qualifies. The qualification criteria utilized will be the same qualification criteria utilized for the regional contractual processes.
2. Employees who are declared surplus and subsequently involuntarily laid off who express interest in available positions in participating companies will receive priority placement before external hires after regional contract processes for any bargaining unit job for which he/she qualifies for a period of twelve (12) months following their involuntary lay off. The qualification criteria utilized will be the same qualification criteria utilized for the regional contractual processes.
3. In situations where there are equally qualified employees eligible and interested in the same position at the receiving Company, eligible employees will be offered the position in order of seniority. If needed, the tie breaker for employees with the same seniority will be the last four digits of their social security number with the higher number being the more senior.
4. Any CWA-represented regular employee covered by a CWA Labor Agreement held by a participating company whose work is moving from that company to another participating company may be offered the opportunity to follow their work. Such offer will be subject to the need for additional employees at the receiving Company and all applicable qualifications and selection criteria at the receiving Company. Employees who select this option in lieu of any severance payment and who are placed at and report to, the receiving Company, will receive payment for Relocation Allowance per the applicable terms and conditions of the collective bargaining agreement at their former Company. This Relocation Allowance will be paid when 1) the employee relocates his/her home residence as a result of following the work; and 2) the employee's new place of reporting is fifty (50) miles or greater road miles by the most direct route farther from their residence than was the old report location.
5. Any CWA-represented regular employee covered by a CWA Labor Agreement held by a participating company who becomes surplus and is offered a job, through the CSE process, in another participating company, will receive payment for Relocation Allowance per the applicable terms and conditions of the collective bargaining agreement at their former Company. Employees who accept a job offer in lieu of any severance payment and who are placed at and report to, the new location will receive payment for this Relocation Allowance

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 21
SUBJECT: National Transfer Plan (NTP)**

when 1) the employee relocates his/her home residence; and 2) the employee's new place of reporting is fifty (50) miles or greater road miles by the most direct route farther from their residence than was the old report location.

6. When a bargained-for employee moves to another bargaining unit of the Company covered by this Memorandum of Agreement treatment of vacation time, the Designated Holiday (DH), Floating Holidays (FHs), and Excused Work Days (EWDs) or their equivalent (covered time) will be treated as follows:
 - A covered employee will be eligible for covered time for the current vacation year at the new entity based on the existing labor agreements at that entity. Any covered time already taken at the former entity will be deducted from equivalent covered time for which the employee is eligible at the new entity; the remaining covered time will be scheduled at the new entity subject to needs of the business.
 - Covered time carried over from the prior vacation year must be disposed of, i.e., paid in lieu of or taken at the former entity.
 - In no case will an employee's movement from one entity to another result in the double payment for covered time.
7. Employees who have held the Premises/Wire Technician job title or any job title in an agreement or appendix to an agreement that provides for the terms and conditions of employment for Premises/Wire Technicians ("Premises/Wire Technician Agreements"), are eligible for CSE, but shall be treated as provided in this paragraph. Any employee who has ever held a position in a Premises/Wire Technician Agreement will be treated by any receiving company that is party to this CSE agreement and that also is party to a Premises/Wire Technician Agreement as if they were received from their own Premises Technician/Wire Agreement for all purposes. If the receiving company does not have a Premises/Wire Technician Agreement, then employees transferring to that company shall receive the benefits applicable to other bargained-for employees with similar service in the receiving company, except for pension and post-retirement medical and dental benefits; instead, 1) such employees shall participate in the Bargained Cash Balance Program 2 and 2) if such employee meets the eligibility requirements for post-retirement benefits upon termination, the former employee will pay contributions equal to 50% of the total cost of coverage for post-retirement medical and dental coverage if the former employee is not Medicare eligible and will not be eligible for medical or dental post-retirement coverage if Medicare eligible.
8. Employees selected to fill openings in accordance with terms outlined above, will have their Term of Employment (TOE, which was previously known as Net Credit Service or NCS) or Seniority at the departing company recognized by the

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 21
SUBJECT: National Transfer Plan (NTP)**

receiving Company's pension plan or program, subject to the receiving Company's service bridging rules. However, the TOE or Seniority will be recognized by the receiving company's pension program only for vesting, participation and eligibility service purposes, but not pension credit or accrual purposes. Further, the service performed at the receiving company will be counted in the departing company's pension plan or program, but only for vesting, participation and eligibility purposes (not for pension credit purposes). In no event will a period of service count as pension credit or accrual service in more than one AT&T pension plan or program (in other words, no double counting of service for pension credit or accrual purposes).

9. Unless expressly provided to the contrary by the Benefits Agreement in the Core Collective Bargaining Agreement, employees transferring to companies under this Agreement will receive active benefits and any post-retirement benefits under the benefit plans or programs and subject to the terms of the contractual Benefits provisions of the receiving company.

Order of Consideration:

Job offers made under IMF or CSE will follow the order of consideration below after regional contract processes for any bargaining unit job for which he/she qualifies.

- (1) Surplus employee currently on the payroll and surplus employees involuntarily laid off within the last twelve (12) months
- (2) Current employee using the IMF process

For both IMF and CSE, the Union agrees that it will not seek to alter any existing bargaining units in any AT&T Company on the basis of any movement or transfer of employees between said companies as a result of this Agreement. Further, the Union will not, on the basis of this Agreement or change in operations or practices made by Participating Companies as a result of this Agreement in any pleading, petition, complaint or proceeding before the National Labor Relations Board, an arbitrator or panel of arbitrators, or any court, assert, claim, charge or allege that such companies are a single or joint employer or enterprise, alter egos, accretions or successors of one another, or that any bargaining units of said entities represented by or sought to be represented by the Union are a single bargaining unit, or are or should be otherwise altered in their scope or composition. This commitment on the part of the Union will survive the expiration of this Memorandum, unless and until such time as this commitment is terminated by the mutual written agreement of the parties.

This Agreement shall be subject to the grievance and arbitration procedures of the affected employee's collective bargaining agreement.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 21
SUBJECT: National Transfer Plan (NTP)**

**ATTACHMENT A
CURRENT PARTICIPATING COMPANIES
COVERED BY INTERSUBSIDIARY MOVEMENT**

AT&T Billing Southeast, LLC
AT&T Billing Southwest, LLC
AT&T Corp.
AT&T Global Communication Services Inc.
~~AT&T Customer Services, Inc.~~
AT&T Mobility Services, LLC
~~AT&T Mobility Puerto Rico Inc.~~
AT&T Services, Inc.
AT&T of the Virgin Islands, Inc.
BellSouth Telecommunications, LLC
~~DIRECTV, LLC~~
Illinois Bell Telephone Company, LLC
Indiana Bell Telephone Company, Incorporated
Michigan Bell Telephone Company
Nevada Bell Telephone Company
The Ohio Bell Telephone Company
Pacific Bell Telephone Company
~~SBC Global Services, Inc. (Midwest, West Region)~~
Southwestern Bell Telephone Company
~~Teleport Communications America, LLC~~
Wisconsin Bell Inc.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 21
SUBJECT: National Transfer Plan (NTP)**

ATTACHMENT B

**CURRENT PARTICIPATING COMPANIES
COVERED BY CWA SURPLUS EXCHANGE**

AT&T Billing Southeast, LLC
AT&T Billing Southwest, LLC
AT&T Corp.
AT&T Global Communication Services Inc.
~~AT&T Customer Services, Inc.~~
AT&T Mobility Services, LLC
~~AT&T Mobility Puerto Rico Inc.~~
AT&T Services, Inc.
AT&T of the Virgin Islands, Inc.
BellSouth Telecommunications, LLC
~~DIRECTV, LLC~~
Illinois Bell Telephone Company, LLC
Indiana Bell Telephone Company, Incorporated
Michigan Bell Telephone Company
Nevada Bell Telephone Company
The Ohio Bell Telephone Company
Pacific Bell Telephone Company
~~SBC Global Services, Inc. (Midwest, West Region)~~
Southwestern Bell Telephone Company
~~Teleport Communications America, LLC~~
Wisconsin Bell Inc.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 21
SUBJECT: National Transfer Plan (NTP)**

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> X </u>
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<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> X </u>
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<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>
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**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 23
SUBJECT: Success Sharing Plan (SSP)**

AGREED: _____

AGREED: _____

PROPOSAL:

- Continue the Success Sharing Plan.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 23
SUBJECT: Success Sharing Plan (SSP)**

PROPOSED MOA:

The Companies and the Communications Workers of America (Union) agree to the following concerning the Success Sharing Plan (SSP):

Eligible employees may receive annual lump sum cash payments based on AT&T stock price appreciation and AT&T dividend rate.

Plan Components

1. Success Units

Employees will be awarded 150 success units at the beginning of each award year (October 1, 2024, October 1, 2025, October 1, 2026 and October 1, 2027). Those success units will only be valid for that award year and will not carryover to the next award year. A success unit is only used as a multiplier in the payout calculation and is not a share of stock nor does it have any other value.

2. Determining Award Value

Award Year	Beginning Award Value	Ending Award Value
2025 (October 1, 2024 to September 30, 2025)	October 1, 2024 closing AT&T stock price	September 30, 2025 closing AT&T stock price
2026 (October 1, 2025 to September 30, 2026)	October 1, 2025 closing AT&T stock price	September 30, 2026 closing AT&T stock price
2027 (October 1, 2026 to September 30, 2027)	October 1, 2026 closing AT&T stock price	September 30, 2027 closing AT&T stock price
2028 (October 1, 2027 to September 29, 2028)	October 1, 2027 closing AT&T stock price	September 29, 2028 closing AT&T stock price

The stock price used in establishing the award value will be the closing AT&T stock price on the New York Stock Exchange. The award value will be adjusted proportionally to reflect any stock split.

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.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 23
SUBJECT: Success Sharing Plan (SSP)

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, 2024 closing AT&T stock price \$22.00

Ending award value – September 30, 2025 closing AT&T stock price \$26.00

Payout – $\$26 - \$22 = \$4 \times 150 \text{ success units} = \600.00

Dividend Rate Value:

December 2024 dividend \$.28

March 2025 dividend \$.28

June 2025 dividend \$.28

September 2025 dividend \$.28

Total Dividend \$1.12

Payout - $\$1.12 \times 150 \text{ success units} = \168.00

Total Payout

$\$600.00 \text{ stock appreciation value} + \$168.00 \text{ dividend rate value} = \768.00

Payment of the award will be made as soon as practicable after the award year and will normally occur the payday of the last full pay period in November. An overtime true-up will be paid in accordance with applicable Federal and/or State laws.

Eligibility

Employees eligible for payments as described above are those regular, temporary and term employees who are on the payroll on both the beginning and ending dates of the award year and who work for a minimum of three (3) months within the award year in a position covered by this Collective Bargaining Agreement. Eligible employees who are on approved leaves of absence or short-term disability absence and meet the other eligibility requirements on the ending date of the award year shall receive a payment, provided they return to duty on or before December 31 of the year in which the payment is made.

An eligible employee who transfers between AT&T Companies participating in the SSP will be eligible to receive a payout under the terms of the SSP applicable to the employee's current bargaining unit at the time of a payout, so long as the combined service in both AT&T Companies satisfies the above eligibility provisions.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 23
SUBJECT: Success Sharing Plan (SSP)**

Part-Time Employees

Eligible regular part-time employees will receive prorated payments based on their part-time classification (or "average workweek") on the ending date of the award year.

Benefits Treatment

SSP payments will be recognized as eligible compensation under the following benefit plans:

- Medical
- Life Insurance
- Pension
- Savings Plan

Taxes, Personal Allotments

Payments are subject to state and local taxes, Federal Income Tax, Social Security Tax, Medicare Tax, and any state disability deductions at the time of payment. Union dues will be deducted at the same rate as they are deducted for wages. Employees with 401(k) pre-tax elections will not have State or Federal Income Taxes deducted from that portion.

Personal allotments such as United Way contributions will not be made.

Dispute Resolution

The Companies' determinations under this plan shall be final and binding. The Union may present grievances relating to matters covered by the SSP, but neither the plan nor its administration shall be subject to arbitration.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> X </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> X </u>
<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 26
SUBJECT: Article 8 – Layoff Allowance**

AGREED: _____

AGREED: _____

PROPOSAL:

This proposal will:

- Cap the layoff allowance in Article 8 to 120 weeks.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 26
SUBJECT: Article 8 – Layoff Allowance**

PROPOSED CONTRACT LANGUAGE:

Section 8.01 LAYOFFS

- A.** No Change.
- B.** No Change.
- C.** Regular employees who are laid off will be paid a layoff allowance determined as to amount by their net credited service and basic weekly wage rate at the time of leaving the service, in accordance with the table below:

YEARS OF NET CREDITED SERVICE	NUMBER OF WEEKS AT CURRENT BASIC WAGE RATE*
Less than 6 months	0
6 months but less than 2 years	1
2 years but less than 3 years	2
3 years but less than 4 years	3
4 years but less than 5 years	4
5 years but less than 6 years	6
6 years but less than 7 years	8
7 years but less than 8 years	10
8 years but less than 9 years	12
9 years but less than 10 years	16
10 years but less than 11 years	20
11 years but less than 12 years	24
12 years but less than 13 years	28
13 years but less than 14 years	32
14 years but less than 15 years	36
15 years but less than 16 years	40
16 years but less than 17 years	44
17 years but less than 18 years	48
18 years but less than 19 years	52
19 years but less than 20 years	56
20 years but less than 21 years	60

*Includes all applicable differentials

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
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COMPANY PROPOSAL # 26
SUBJECT: Article 8 – Layoff Allowance**

For employees with twenty-one (21) or more years of net credited service, an additional four (4) weeks' pay at the current wage rate will be made for each additional completed year of service. ***The maximum number of weeks payable may not exceed one hundred and twenty (120) weeks of pay.***

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> </u>
<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 29A
SUBJECT: Horizons Co-Administrator

AGREED: 

AGREED: 

PROPOSAL:

This proposal will:

- Memorialize the functions and compensation for the Horizons Co-Administrator.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 29A
SUBJECT: Horizons Co-Administrator**

PROPOSED MOA:

Horizons Co-Administrator

The Companies and the Union agree that one employee appointed by CWA will be assigned by the Companies to jointly administer the Horizons Program. The Horizons Co-Administrator will continue the duties currently performed, including but not limited to interfacing with learning institutions that provide Training/Retraining Programs that support and/or are associated with Horizons, reviewing Billing Agreement applications, confirming vendors meet the requirements of the Horizons Program Guidelines, and sharing all such information with the Companies' administrator. The Horizons Co-Administrator will also be responsible for notifying the Companies about issues related to Horizons and assisting the Companies in resolving any such issues. The duties of the Horizons Co-Administrator can be reviewed and modified from time to time by the Horizons committee. The Companies will compensate the Horizons Co-Administrator \$940.00 a month, when active on the payroll in the month the payment represents.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> X </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> X </u>
<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 32
SUBJECT: Recognition and Incentive Framework**

AGREED: 
AGREED: 

PROPOSAL:

- Establish a Recognition and Incentive Framework, replacing other Incentive MOAs.
 - Excludes outside technicians in Network (i.e., ACE, AFO, CNIO)

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 32
SUBJECT: Recognition and Incentive Framework**

PROPOSED MOA:

This Memorandum of Agreement confirms our understanding regarding recognition and incentives program guidelines and eligibility of CWA-represented employees, excluding outside technicians in the Network (i.e., ACE, AFO, CNIO) organization.

This agreement cancels and supersedes MOA 97-21 and MOA 98-15. MOA 08-10 Consumer Sales Organization: Individual Incentive Plan (IIP), and MOA 20-05 Incentive Threshold will be made inactive for the life of this MOA (except for the incentive threshold set forth therein which is incorporated into this MOA), but will be reactivated in the event that this MOA is canceled or expires.

This agreement has no impact to deminimis thresholds, specifically including the incentive threshold of \$1,000 per Consumer/Business employee and the \$250 per employee for all other non-leveraged Appendix A employees. The deminimis thresholds are subject to change by mutual agreement between the Companies and CWA District 9.

Eligibility & Scope

- Appendix A, non-leveraged titles excluding outside technicians in Network (i.e., ACE, AFO, CNIO).
 - As stated above, outside technicians in Network (i.e., ACE, AFO, CNIO) are not covered by this agreement.
- Recognition/Incentives directly tied to work performed by participating employees.

Plan Parameters

The Companies may, at their discretion, establish qualifiers, such as metrics, measurements, weightings, accelerators, thresholds, caps and any other component of a recognition or incentive plan. However, the parties agree that the following non-deminimis plans will require CWA District 9 agreement:

1. Leadership discretionary or nomination-based selections
2. Exceptions to bargained-for plan eligibility associated with management development programs (e.g., Thrive)
3. Team Lead/Relief Differential assignment eligibility
4. Attainment minimums exceeding 105%

Metrics and Measurements examples:

- Customer Service
- Units Sold and/or Revenue associated with Units Sold
- Operational metrics
- Retention/Saves
- Flexible Metrics (e.g., Sales Achievements where the measurements within the metric may change during program)

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
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COMPANY PROPOSAL # 32
SUBJECT: Recognition and Incentive Framework

Prize/Payout Examples

Recognition Events

- Trips to various locations
 - Associated travel, food, paid time off
 - No cash-equivalent unless specifically indicated
 - Taxes may be grossed up
 - If extraordinary events lead to cancelation, the Companies will discuss treatment with CWA District 9

Other Incentives

- Points
- Cash
- Non-cash prizes

Payments will be made as soon as practicable after results are known and validated.

Ethical Practices

Ethical sales practices and strict adherence to company policies, including the COBC, and/or negotiated agreements will not be compromised. There will be no tolerance for unethical sales, dishonest behavior, or behavior that promotes unethical sales or dishonest behavior.

Notification

Plans will be communicated to CWA District 9 in advance of communicating the plan details to eligible employees.

Communication of Results

Recognition event results will be reviewed with the CWA District 9 in advance. This review is intended to demonstrate the results/eligibility for winning employees and those that were close but were disqualified due to not meeting qualifiers.

Other incentives will be communicated to the CWA District 9 as soon as practicable upon request, and detailed results reviews may occur at the request of the CWA District 9, typically no more than every 6 months for recurring contests.

Issues raised by employees should be directed to the compensation teams of the departments to resolve. If the issue cannot be resolved at that level, the issue may be escalated to CWA District 9 and Labor Relations.

Other

Non-participation in the plan and/or not attaining metrics will not result in discipline.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 32
SUBJECT: Recognition and Incentive Framework**

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

*Pacific Bell Telephone Company
(Except Appendix E)*

X

Appendix D

*Nevada Bell Telephone Company
(Except Appendix E)*

X

Appendix E

AT&T Services, Inc.

X

AT&T Billing Southwest, LLC

X

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 33
SUBJECT: Separation Benefits**

AGREED: _____

AGREED: _____

PROPOSAL:

This proposal will:

- Add new Separation Benefits table for new hires or rehires into Appendix A.
- Modify ESB MOA 13-20.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 33
SUBJECT: Separation Benefits**

PROPOSED CONTRACT LANGUAGE:

Section 2.07 SEPARATION BENEFITS

- A. No change.
- B. No change.
- C. ***Regular Employees covered by this contract and on payroll as of April 6, 2024 (excluding newly hired or rehired Regular employees hired into Appendix A after April 6, 2024), who elect to leave the service of the Companies and receive Separation Benefits will receive payments based on the employee's net credited service and basic weekly wage rate at the time of leaving the Companies as indicated below:***

YEARS OF SERVICE	SEPARATION PAYMENTS
0	1 week of pay
1	2 weeks of pay
2	4 weeks of pay
3	6 weeks of pay
4	8 weeks of pay
5	10 weeks of pay
6	12 weeks of pay
7	14 weeks of pay
8	16 weeks of pay
9	18 weeks of pay
10	20 weeks of pay
11	23 weeks of pay
12	25 weeks of pay
13	27 weeks of pay
14	29 weeks of pay
15	31 weeks of pay
16	35 weeks of pay
17	37 weeks of pay
18	39 weeks of pay
19	41 weeks of pay
20	43 weeks of pay
21	45 weeks of pay
22	47 weeks of pay
23	49 weeks of pay

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24	51 weeks of pay
25+	53 weeks of pay

1. ***Regular employees covered by this contract (excluding those specified in 2.07C) who elect to leave the service of the Companies and receive Separation Benefits will receive payments based on the employee's net credited service and basic weekly wage rate at the time of leaving the Companies as indicated below:***

YEARS OF SERVICE	SEPARATION PAYMENTS
0	1 week of pay
1	2 weeks of pay
2	3 weeks of pay
3	5 weeks of pay
4	6 weeks of pay
5	9 weeks of pay
6	10 weeks of pay
7	12 weeks of pay
8	14 weeks of pay
9	16 weeks of pay
10	18 weeks of pay
11	20 weeks of pay
12	22 weeks of pay
13	23 weeks of pay
14	24 weeks of pay
15	25 weeks of pay
16	26 weeks of pay
17	28 weeks of pay
18	29 weeks of pay
19	30 weeks of pay
20	32 weeks of pay
21	32 weeks of pay
22	34 weeks of pay
23	35 weeks of pay
24	35 weeks of pay
25	36 weeks of pay
26	36 weeks of pay
27	37 weeks of pay
28	38 weeks of pay
29	39 weeks of pay
30+	40 weeks of pay

The maximum number of weeks payable as separation payments shall in no event exceed forty (40) weeks of pay.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
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SUBJECT: Separation Benefits**

Regular employees covered by this contract (excluding those specified in 2.07C) who are subsequently removed from or leave payroll due to a force action and otherwise would qualify for a payment as a result, are only eligible for the separation payments set forth in table 2.07C1.

- D.** No Change.
- E.** No Change.
- F.** No Change.
- G.** No Change.
- H.** No Change.
- I.** No Change.
- J.** No Change.
- K.** No Change.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 33
SUBJECT: Separation Benefits**

PROPOSED MOA: ESB

MEMORANDUM OF AGREEMENT

ENHANCED SEVERANCE BENEFIT

The Companies and the Communications Workers of America (Union) agree to the following regarding the Enhanced Severance Benefit (ESB).

ESB is intended to be offered to alleviate or avoid surplus conditions. The Companies will determine, in their discretion, whether and when to offer ESB, but surplus will not be declared in a work group (see Section 2.06B1a) where ESB has not been offered ***or Separation Benefits have not been offered as described in Article 2 Section 2.07C1.*** If surplus is not declared in the work group within 90 (ninety) days of the ESB window close date, ESB must be offered again in the work group before surplus may be declared in that work group.

If the Companies deem it appropriate, they may elect to offer ESB to selected titles in a work group (see Section 2.06B1a). The Companies will notify the National Union in writing when any such offer is made. The Companies also will, in advance of making this offer to employees, discuss the matter with the affected Union Local(s). After this discussion, if the Companies elect to so offer, Regular employees may elect, in order of seniority, to leave the service of the Companies and receive ESB, subject to the following conditions:

1. The Companies will determine the job titles and the work locations for which the offer is to be made, the number of employees who may accept the offer and the period during which the employees may, if they so elect, leave the service of the Companies. None of the determinations of the Companies nor any part of this Memorandum of Agreement will be subject to arbitration.
2. The number of employees who elect to leave the service of the Companies and receive ESB shall not exceed the number of employees identified by the Companies on the date of the offer to be appropriate.
3. An employee's election to leave the service of the Companies and receive ESB must be in writing and transmitted to the Companies within fourteen (14) calendar days including the date of the offer. The employee may designate on the election form that the election is to be effective and irrevocable immediately. If the employee does not so designate, such election may not be revoked after the fourteen (14) calendar day period.

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COMPANY PROPOSAL # 33
SUBJECT: Separation Benefits**

The ESB benefit will be one (1) of the following two (2) options, with the employee choosing which option they would like to accept:

Option One (1) ESRO:

The Separation Benefit as described in Article 2, Sections 2.07C, 2.07E, and 2.07F plus an additional \$25,000.00. Payment options for the entire Enhanced Surplus Reduction Offer (ESRO) benefit, including the additional \$25,000.00, are the same as stated in Article 2, Section 2.07D.

Eighteen (18) months unlimited access to AUTS with selection status the same as that of employees requesting changes of job titles and/or locations (see Section 2.04B1d).

At the time of reemployment with any of the Companies of AT&T, a recipient of the ESRO must repay the entire unused portion of the payment as described in Sections 2.07G, 2.07H, and 2.07I. The additional \$25,000.00 shall equate to 25 weeks of pay and will be added to the weeks of Separation Benefits for this purpose.

Employees who elect to leave the service of the Companies and receive ESRO will continue to receive six (6) months of continued Company paid medical, dental and vision coverage, beginning on the date of their separation, with eligibility for COBRA coverage beginning at the end of the continued Company paid coverage.

Option Two (2) Severance:

The severance payment will be as described in Article 8, Section 8.01C. Payment options for the severance payment are the same as stated in Article 2, Section 2.07D.

Eighteen (18) months unlimited access to AUTS with selection status the same as that of employees requesting changes of job titles and/or locations (see Section 2.04B1d).

At the time of reemployment with any of the Companies of AT&T, a recipient of the severance payment must repay the entire unused portion of the payment as described in Section 8.01D.

Employees who elect to leave the service of the Companies and receive the severance payment will continue to receive six (6) months of continued Company paid medical, dental and vision coverage, beginning on the date of their separation, with eligibility for COBRA coverage beginning at the end of the continued Company paid coverage.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
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COMPANY PROPOSAL # 33
SUBJECT: Separation Benefits**

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

*Pacific Bell Telephone Company
(Except Appendix E)* X *Appendix D* _____

*Nevada Bell Telephone Company
(Except Appendix E)* X *Appendix E* _____

AT&T Services, Inc. X *AT&T Billing Southwest, LLC* X

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 35
SUBJECT: Successorship**

AGREED: _____

AGREED: _____

PROPOSAL:

- This proposal will provide for a Successorship Memorandum of Agreement.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 35
SUBJECT: Successorship**

PROPOSED MOA:

Pacific Bell Telephone Company, Nevada Bell Telephone Company, LLC, AT&T Services, Inc., and AT&T Billing Southwest, LLC ("Companies") agree that in any agreement to sell a portion of its assets in a transaction involving the transfer of employees subject to this Collective Bargaining Agreement, as a condition of the closing of such sale, that the Buyer shall agree to assume the terms of the existing Collective Bargaining Agreement, provided that the Buyer shall have the right to re-open the unexpired Collective Bargaining Agreement at any time after eighteen (18) months but no longer than twenty-four (24) months following the Closing of the sale, the re-opening of which the Communications Workers of America ("Union") hereby agrees to accept or, the Buyer and Union may bargain at the expiration of the Collective Bargaining Agreement, whichever is earlier. In no event will the terms of this Successorship Memorandum of Agreement limit any of the Companies' existing rights under this Agreement. The Companies further agree it will notify the Union at least 30 days prior to the close of such proposed transaction and, during such 30-day period, will meet with the Union upon request to engage in effects bargaining and to discuss the business reasons for the Companies' decision.

This Memorandum of Agreement will remain in effect through the term of the 2024 Collective Bargaining Agreement between the Companies and the Union.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

Pacific Bell Telephone Company (Except Appendix E)	<u>X</u>	Appendix D	<u>X</u>
Nevada Bell Telephone Company, LLC (Except Appendix E)	<u>X</u>	Appendix E	<u>X</u>
AT&T Services, Inc.	<u>X</u>	AT&T Billing Southwest, LLC	<u>X</u>

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 36
SUBJECT: Neutrality and Card Check**

AGREED: _____

AGREED: _____

PROPOSAL:

- This proposal will provide for a Neutrality and Card Check Memorandum of Agreement.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 36
SUBJECT: Neutrality and Card Check**

PROPOSED MOA:

MEMORANDUM OF AGREEMENT

REGARDING NEUTRALITY AND CARD CHECK RECOGNITION

AT&T Inc. ("the Company") and Communications Workers of America ("the Union"), enter into this Memorandum of Agreement Regarding Neutrality and Card Check Recognition as of the last date of the parties' signatures on this Agreement.

1. Duration. This Agreement is effective as of the date stated above, and shall remain in effect for the life of the 2024 Core Collective Bargaining Agreement, unless extended, modified or terminated by mutual written agreement of the parties or their successors. The parties expressly understand, however, that in the event this Agreement is terminated, all of the terms hereof nevertheless shall survive said termination and remain in effect with respect to any reorganization or restructuring of any bargaining unit as a result of which management creates any new subsidiary, division, or operating entity as to which no Union representation then exists.

2. Applicability.

(a). All card check procedures and any Union recognition provided for by this Agreement shall be applicable to all non-management employees of the Company effective with execution of this Agreement.

(b). As used herein, "the Company" means AT&T Inc. and all other present and future companies, divisions, subsidiaries or operating units thereof, except AT&T of Puerto Rico, Inc., AT&T of the Virgin Islands, Inc., AT&T Global Com. Services Inc, AT&T Government Solutions, Inc., and AT&T Support Services Company, Inc..

(c). As used herein, "non-management" means employees who normally perform work in non-management job titles as determined by the Company, in accordance with the statutory requirements of the National Labor Relations Act, as amended, and applicable decisions of the National Labor Relations Board and reviewing courts. If the Union disagrees with any such determination, the parties agree to submit the issues of unit definition to arbitration as set forth in paragraph 3. below, using the aforesaid statutory requirements and decisions as the governing principles. At the request of the Union, the Company will discuss with the Union neutrality as to Union representation of employees who are not defined above as "non-management."

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
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(d). In addition to the foregoing, the parties further agree that any proposed bargaining unit shall exclude all professional, managerial, and confidential employees, guards and supervisors as defined in the National Labor Relations Act.

(e). The Company agrees that, for future divisions, subsidiaries or operating units that are not wholly owned, it will, at the request of the Union, discuss with the other owners the extension of this agreement to such divisions, subsidiaries, or operating units.

3. Card Check Recognition Procedure.

(a). When requested by the Union, the Company agrees to furnish the Union lists of employees in the bargaining unit in each applicable company entity. This list of employees will include the work location, job title, and home address.

(b). The Union will give twenty-one (21) days' notice for access to Company locations. Access will be limited to one sixty (60) day period in any twelve months for each unit agreed upon or determined as provided herein.

(c). (1). The Union and the Company shall meet within a reasonable period, but not to exceed ninety (90) days, after the effective date hereof for the purpose of defining appropriate bargaining units for all presently existing potential bargaining units. During this process, the Company will share job titles, job functions, work locations, and management structure with the Union representatives in order to facilitate agreements on the appropriate bargaining units. In the event that the parties are unable to agree, after negotiating in good faith for a reasonable time, upon the description of an appropriate unit for bargaining, the issue of the description of such unit shall be submitted to arbitration administered by, and in accordance with, the rules of the American Arbitration Association (AAA). The Arbitrator shall be confined solely to the determination of the appropriate unit for bargaining and shall be guided in such deliberations by the statutory requirements of the National Labor Relations Act. The parties agree that the decision of the Arbitrator shall be final and binding. The Company and the Union agree that the permanent Arbitrator to hear disputes with respect to this subparagraph shall be Richard Bloch. If he cannot serve, the parties shall select an Arbitrator from a list or lists of prospective Arbitrators provided by the AAA.

(2). If either the Company or the Union believes that the bargaining unit as agreed or determined in (c). (1). above, is no longer appropriate due to organizational changes, then the parties shall meet and confer in good faith for the purpose of re-defining the appropriate unit. In the event that the parties are unable to agree, after negotiating in good faith for a reasonable time, upon the re-definition of an appropriate unit, the issue of the description of such unit shall be submitted to arbitration as provided in (c). (1).

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
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COMPANY PROPOSAL # 36
SUBJECT: Neutrality and Card Check**

(d). The Company agrees that the Union shall be recognized as the exclusive bargaining agent for any agreed-upon or otherwise determined bargaining unit(s) not later than ten (10) days after receipt by the Company of written notice from the AAA that the Union has presented valid authorization cards signed by a majority of the employees in such unit(s).

(e). For the purposes of determining the number of employees that constitute a majority of the bargaining unit, the employee population will be composed of only those employees employed in the bargaining unit on the earliest date which appears on the cards presented to the AAA. The cards so presented must be dated within sixty (60) days of each other, but no earlier than the date of execution of this Agreement, and each card so presented must contain at least the language set forth in Attachment 1 hereto. The Company shall provide the AAA all employees, job titles and other information required for the AAA to verify the existence of more than 50% of employee authorizations as provided for in this Agreement.

(f). In the event the Union fails to deliver to the AAA valid authorization cards signed by a majority of employees in any aforesaid bargaining unit upon completion of its card signing effort, the Union agrees not to begin any further card signing effort in such unit for a period of one year from the date on which access was first granted as provided in (b). above.

(g). As soon as practicable after the aforesaid recognition and upon written request by the Union, the Company, or the appropriate subsidiary, division or operating unit thereof shall commence bargaining in good faith with the Union with respect to wages, hours, and other terms and conditions of employment for the employees employed within the agreed upon or otherwise determined appropriate bargaining unit.

4. Neutrality.

(a). The Company agrees, and shall so instruct all appropriate managers, that the Company will remain neutral and will neither assist nor hinder the Union on the issue of Union representation.

(b). For purposes of this Agreement, "neutrality" means that management shall not, within the course and scope of their employment by the Company, express any opinion for or against Union representation of any existing or proposed new bargaining unit, or for or against the Union or any officer, member or representative thereof in their capacity as such. Furthermore, management shall not make any statements or representations as to the potential effects or results of Union representation on the Company or any employee or group of employees. The Union also agrees that, in the course of any effort by the Union to obtain written authorizations from employees as provided for in paragraph 3. (b)., above, neither

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 36
SUBJECT: Neutrality and Card Check**

the Union nor any of its officers, representatives, agents or employees will express publicly any negative comments concerning the motives, integrity or character of the Company, AT&T, Inc., or any of their officers, agents, directors or employees.

(c). This agreement supersedes and terminates any and all other agreements, Memorandum of Understanding, commitments or statements of intent regarding neutrality or card-check procedures that may exist as of the date hereof between the Union and any Company entity.

5. Valid Authorization Cards. For purposes of this Agreement, a valid written authorization card shall state specifically that by signing the card, the employee agrees to be represented by the Union, using the language set forth in Attachment 1.

6. Recognition for New Entities and New Work.

(a). The Company agrees that it will give the Union reasonable advance notice, once a firm management decision has been made, of its intent to effect any reorganization or restructuring, or to engage in any new line(s) of business, as a result of which management expects to create any new subsidiary, division, or operating entity as to which no Union representation then exists. After execution of this Agreement, should the Company acquire new companies or engage in a new line of business or enter a new market in which there is no active labor agreement or bargaining agreement in place, the parties agree that this Agreement shall apply to that acquired company or new line of business or enterprise in a new market after that company has been operating for a period of one hundred twenty (120) days.

(b). If management determines that more than fifty percent (50%) of the employees employed within an appropriate unit for bargaining by a new entity were, immediately prior to such employment, employed in a bargaining unit represented by the Communications Workers of America, the Company agrees that it shall recognize and bargain with the Union as the duly constituted bargaining representative of such bargaining unit employees, and the Union agrees to acknowledge such new entity as a Successor Employer for all applicable purposes under the labor laws of the United States and any relevant state.

(c). If management determines that fifty percent (50%) or less of the non-management work to be performed by any such new entity will consist of work previously performed by members of a pre-existing Union bargaining unit, then the Company agrees that, within a reasonable time after the said determination has been made, or concurrently with the giving of the notice referenced in paragraph 6. (a)., above, whichever is later, the Company will so inform the Union in writing. To the extent permitted by law, the Company shall presume, in making any determination as set forth in this paragraph 6., that each employee of the new

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
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entity who was a member of a pre-existing Union bargaining unit wishes to remain represented by the Union. These employees shall be counted as having signed valid authorization cards should a card signing effort be undertaken in the new entity within one year after the new entity begins operations employing such employees.

(d). Except as specified in paragraph 9., below, the Union shall retain any legal rights it may have to challenge any management decision or determination described in this paragraph 6.

7. Regulatory and Legislative Support. The Union hereby agrees to continue its support before the appropriate regulatory and legislative bodies for the Company's efforts to remain competitive in, and/or to gain entry to, all telecommunications and related markets in which the Company chooses to participate, unless the Union determines such support to be in conflict with its interests. If the Union determines such a conflict exists, the Union will promptly so notify the Company and, at the request of the Company, meet to discuss and confer on such conflict.

The Company hereby agrees to support Union efforts before regulatory and legislative bodies unless the Company determines such support to be in conflict with its interests. If the Company determines such a conflict exists, the Company will so notify the Union and will, if requested by the Union, meet to discuss and confer on such conflict.

8. Job Offers to Employees in Existing Bargaining Units. In connection with any reorganization, restructuring or other event that gives rise to application of the terms of this Agreement, and which involves either:

(a) the transfer of non-management work from any Union bargaining unit to any other entity of the Company or of any subsidiary of AT&T Inc., or

(b) the elimination of bargaining unit work while new jobs are created in any other entity of the Company or any subsidiary of AT&T Inc., the Union agrees that, once the recognition has occurred, an offer of a job in another entity to an employee in an existing bargaining unit shall have the same effect as if the same job or one of similar status and pay were offered by the employer under the collective bargaining agreement(s) for that bargaining unit. This shall include, without limitation, application of any contractual reassignment pay protection provisions and the satisfaction of any bargained-for employee right to a job offer. Except as specified in paragraph 10., below, nothing in this paragraph 8 shall be construed as a waiver by the Union of any legal rights it may have to challenge or contest the reorganization, restructuring, or other event described in 8.(a). and/or 8.(b). above.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 36
SUBJECT: Neutrality and Card Check**

9. Dispute Resolution. Except as to disputes referenced in paragraph 3. (c). of this Agreement, all disputes concerning the meaning or application of the terms of this Agreement shall be handled and addressed by the meeting of designated representatives of the Company and the Union. Either party may request such a meeting and each party pledges its best efforts to address any and all concerns raised as to the meaning or application of this Agreement. With the exception of matters referenced in paragraph 3.(c). above, the meaning or application of this Agreement shall not be subject to arbitration. Each party reserves its right to seek judicial or other relief provided by law to enforce this Agreement. However, the parties agree that prior to seeking such relief, they will meet and confer as set forth above.

10. Waiver of Certain Other Claims.

(a). The Union promises and agrees that, in connection with any arbitration provided for in this Agreement, and in connection with any legal or administrative suit, proceeding or charge arising subsequent to the effective date of this Agreement between the Union and any AT&T company, including but not limited to any proceeding before the National Labor Relations Board or its delegate, the Union hereby waives any claim, allegation or argument, and agrees to refrain from presenting this Agreement as evidence in support of any claim, allegation or argument, that AT&T Inc. and/or any of its current or future subsidiaries, and/or their divisions, units, agents or affiliates, are or have been a single employer, joint employers, accretions or alter egos with respect to each or any of them, to the extent that any such claim, allegation or argument is based upon:

- (1) any change on or after the execution date of this Agreement, in the administration and/or control of labor relations by AT&T or any of its entities, companies, divisions, or subsidiaries; or
- (2) any change in the scope, availability to employees, or administration by management of any program or practice for the effectuation of employee-initiated transfers between or among different subsidiaries or bargaining units;

provided, however, that this paragraph shall not be construed as having any effect on the Union's right or the Company's obligation, to the extent the same may exist under applicable law and/or any preexisting collective bargaining agreement(s), to negotiate changes in the terms and conditions applicable to such transfers.

(b). The provisions of this paragraph 10 shall survive the expiration of the remainder of this Agreement, and shall have full force and effect until specifically voided by mutual written agreement of the parties.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 36
SUBJECT: Neutrality and Card Check**

11. Severability. Should any portion of this Agreement be voided or held unlawful or unenforceable by the National Labor Relations Board or any court of competent jurisdiction, the remaining provisions shall remain in full force and effect for the duration of this Agreement.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 36
SUBJECT: Neutrality and Card Check**

**ATTACHMENT 1 TO MEMORANDUM OF AGREEMENT REGARDING CARD
CHECK RECOGNITION**

Communications Workers of America, AFL-CIO

I hereby join with my fellow workers in organizing a Union to better our conditions of life and secure economic justice. I have voluntarily accepted membership in the Communications Workers of America (CWA), AFL-CIO, and declare that this union shall be my representative in collective bargaining over wages, hours and all other conditions of employment.

I understand that if CWA presents cards for recognition signed by more than 50% of the _____ employees eligible to be in the bargaining unit, (Company name) will recognize CWA as the bargaining representative of this unit without a representation election being conducted by the National Labor Relations Board and (Company name) would bargain with CWA concerning the terms of my employment and my working conditions.

I have also agreed to the membership provisions on the other side of this card.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

*Pacific Bell Telephone Company
(Except Appendix E)*

 X

Appendix D

 X

*Nevada Bell Telephone Company,
LLC (Except Appendix E)*

 X

Appendix E

 X

AT&T Services, Inc.

 X

AT&T Billing Southwest, LLC

 X

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 37A
SUBJECT: Pension**

AGREED: _____

AGREED: _____

PROPOSAL:

The Companies propose to:

- Change Pension Plan.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 37A
SUBJECT: Pension

PROPOSED MOA:

The following agreement updates the Pension and Savings Benefit Plans ("Pension") section of the Companies' CP03D Benefits proposal, which was tentatively agreed to on 4/10/2024. Pension was specifically excluded from CP03D, and the Parties have agreed that the terms set forth herein will be fully incorporated into the final agreement.

2. PENSION AND SAVINGS BENEFIT PLANS

- A. Current Employees, 2009 New Hires, 2012 New Hires, 2016 New Hires, 2020 New Hires and Moved Employees shall be eligible to participate in the benefit plans, programs and policies, with the plan terms, conditions and provisions which were in effect on April 64, 20240, as described in the applicable SPDs and SMMs, except as noted herein.

- B. Current Employees

Except as provided below, Current Employees, but excluding those working in Appendix E (other than Surplus Appendix E Employees (Current Employee) as defined in Section 3), shall continue to participate in the following pension and savings benefit plans, programs, and policies on the same terms and conditions which were in effect on April 64, 20240.

- West Program of the AT&T~~WarnerMedia~~ **Component Part of the AT&T** Pension Benefit Plan (the "West Program")

- i. Current Employees that continue to participate in the West Program will be eligible for the following pension band increase:

- 1.0% effective January 1, 20251
 - 1.0% effective January 1, 20262
 - 1.0% effective January 1, 20273
 - 1.0% effective January 1, 20284

- AT&T Retirement Savings Plan ("ARSP")

- C. Current Employees working in Appendix E, 2009 New Hires, 2012 New Hires, 2016 New Hires, 2020 New Hires and "Moved Employees" hired/rehired or transferred after December 31, 2013

Except as provided below, Current Employees working in Appendix E (other than Surplus Appendix E Employees (Current Employee) as defined in Section 3), 2009 New Hires, 2012 New Hires, 2016 New Hires, 2020 New Hires and Moved Employees hired/rehired or transferred after December 31, 2013 shall continue to participate in the following pension and savings benefit plans, programs, and policies on the same terms and conditions which were in effect on April 64, 20240.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 37A
SUBJECT: Pension**

- Bargained Cash Balance Program #2 of the AT&T~~WarnerMedia~~
Component Part of the AT&T Pension Benefit Plan (the "BCB#2 Program")
- AT&T Retirement Savings Plan

D. Moved Employees hired/rehired or transferred on or before December 31, 2013

Except as provided below, Moved Employees hired/rehired or transferred on or before December 31, 2013 shall continue to participate in the following pension and savings benefit plans, programs, and policies on the same terms and conditions which were in effect on April ~~64~~, 2024~~0~~.

- Bargained Cash Balance Program of the AT&T~~WarnerMedia~~
Component Part of the AT&T Pension Benefit Plan (the "BCB Program")
- AT&T Retirement

Effective date/language: *With Ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> X </u>
<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 38
SUBJECT: Lump Sum Payment**

AGREED: _____

AGREED: _____

PROPOSAL:

This proposal will:

- Provide a one-time lump sum payment of \$500.00 to every eligible employee.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 38
SUBJECT: Lump Sum Payment**

PROPOSED MOA:

If the Tentative Agreement for the 2024 Collective Bargaining Agreement ("CBA") is ratified on or before August 30, 2024, the Companies agree to provide a one-time lump sum payment as described below:

A one-time lump sum payment of \$500.00 will be paid to regular, term and temporary employees covered by the 2024 CBA between CWA and the Companies who meet both of the following eligibility requirements:

1. Employee is on payroll and covered by the CBA on the date of ratification; and
2. Employee is on payroll and covered by the CBA at the start of the payroll period prior to the lump sum payment.

Eligible part-time employees will receive a prorated lump sum payment based on the proration of the individual part-time employee's average workweek compared to a forty-hour workweek when the lump sum payment is calculated.

Eligible employees who are on approved short-term disability or a leave of absence on the ratification date and/or the end of the payroll period immediately prior to the lump sum payment shall receive the lump sum payment, provided they return to work as an active employee on or before April 5, 2025.

The one-time lump sum payment will be made as soon as practicable after ratification.

Effective date/language: *With ratification*

Termination date/language: *Upon Payment of the Ratification Payment*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> X </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> X </u>
<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 40
SUBJECT: Conclusion Article**

AGREED: _____

AGREED: _____

PROPOSAL:

- The Companies propose that the 2024 Contract shall become effective April 7, 2024 and shall continue in effect until 11:59 P.M. (Pacific Standard Time) April 8, 2028.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 40
SUBJECT: Conclusion Article**

PROPOSED CONTRACT LANGUAGE:

Section 10.01 This Contract shall become effective as of April 7, 2024, and shall continue in effect until 11:59 P.M., (Pacific Standard Time) April 8, 2028. Negotiations on a new Contract shall begin not earlier than sixty (60) days prior to such termination. It is the intention of the parties with respect to the collective bargaining of future contracts replacing this or any subsequent wage, hours, and working conditions contract to conduct their negotiations thereon in such a manner as to reach a new agreement on or before the termination of this present Contract.

IN WITNESS WHEREOF, the parties have caused this consolidated Contract to be signed this 27th day of **July** 2024 pursuant to the Memorandum of Agreement executed on **July 27, 2024**.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> X </u>
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<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> X </u>
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<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>
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**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 42
SUBJECT: Memoranda of Agreement and Letters**

AGREED: JML

AGREED: McJ

PROPOSAL:

This proposal will:

- Continue certain MOAs in accordance with their original terms.
- Cancel certain MOAs which have expired, are no longer applicable, have been canceled in their entirety, or have been replaced with the 2024 agreement.
- Continue certain letters/intent statements in accordance with their original terms.
- Cancel certain letters which have expired, are no longer applicable, have been canceled in their entirety, or have been replaced with the 2024 agreement.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 42
SUBJECT: Memoranda of Agreement and Letters**

PROPOSED MOA:

1. The following MOAs will continue in accordance with their original terms:

Subject	Date	MOA#
Monitoring, Supervisory - Definition Per CPUC Decision	10/12/71	71-07
Court Reports and Transcripts in Non-Expedited Arbitration	3/1/85	85-04
Monitoring and Productivity Measurements (Operator Services)	9/11/86	86-35
Medically (Physically) Restricted Employees, Pay Treatment	9/11/86	86-37
Sunday Plus Four Request, Voluntary Waiving	9/11/86	86-39
COPE, Payroll Deduction	9/17/86	86-43
Four-Day Workweek	10/22/89	89-14
Extended Health Care (Coverage Following Termination)	10/22/89	89-17
Job Evaluation Process, Neutral Third Party - Future Disputes	10/22/89	89-22
Job Evaluation Transition Pay Plan (future)	10/22/89	89-25
Leave Following Expiration of Short-Term Disability Benefits	10/22/89	89-28
Long-Term Disability and Disability Pension Plans + Panel of Physicians Letter	10/22/89	89-29
Long-Term Disability and Disability Pension Plans + Panel of Physicians Letter	9/14/17	89-29A
Wage Credit Practice	10/22/89	89-53
Work/Family Funding	8/8/92	92-30
Scheduling Part-Time Employees on Sunday in Customer Service Bureau (CSB)	11/30/93	93-05
Memorandum of Agreement Concerning Office Closures	11/18/93	93-06
Memorandum of Agreement Concerning Office Closures Trigger Addendum	9/14/17	93-06A
Family and Medical Leave Act of 1993 (FMLA) and the Amended California Rights Act	2/9/94	94-02
Special Leave of Absence and Transition Leave of Absence	8/8/95	95-18
Supervisory Monitoring-Service Representative	8/8/95	95-20
Temporary/Term	8/8/95	95-21
Yosemite Housing	8/8/95	95-24
Payroll System Changes: Definition of Time Worked Related to Premium Pay and the Date of Scheduled Wage Increases	6/12/97	97-17
Principles for Sales Incentive Programs	1/22/98	98-02
Domestic Partners	5/1/98	98-13
Telephone Concession	5/1/98	98-14
Days of Rest	5/1/98	98-28

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 42
SUBJECT: Memoranda of Agreement and Letters**

Wage Credit	5/3/99	99-11
Wage Credit	10/14/17	99-11B
Enhanced Wage Credit – Tight Labor Market	5/3/99	99-12
Avalon Housing	4/25/00	00-07
Horizons Eligibility	2/5/01	01-01
Benefits Enhancements	3/23/01	01-07
Employee Initiated Temporary Assignments	3/23/01	01-13
Flextime	3/23/01	01-15
Eliminate Force Freezes, Force Limitations & Metering	3/23/01	01-16
Joint Health & Disability Benefits Committee	3/23/01	01-19
Operator Wage Credit	3/23/01	01-26
Recruitment & Hiring Committee	3/23/01	01-30
Service Representative – Local Teams	3/23/01	01-34
Subcontracting	3/23/01	01-35
Deduction Priorities & Retroactive Union Dues Collection	2/23/01	01-39
Assignment of Work Locations to Exchanges	9/17/02	02-15
Employee Discount on SBC Long Distance	5/14/03	03-03
Joint Committee Problem Resolution Process	4/17/06	D 04-02
AT&T @ Home Employee Discount Program	3/8/04	D 04-03
Subcontracting	2/23/04	D 04-04
Home Garaging and Standby Committees	3/18/04	D 04-05
Movement of Employees	4/27/06	D 04-08
Article 2 - ESRO	7/29/04	04-12
Military Leave of Absence	8/29/05	05-09
On Duty Meal Period	12/8/06	06-07
AT&T Branded Apparel Program	3/1/07	07-03
Systems Technician Data Communications Employees Grandfathered for Pole Climbing	4/2/07	07-06
No Strike/No Lockout	8/9/09	D 09-04
Temporary & Term Employees Who Are Going to be Work Completed	1/16/09	09-02
Temporary & Term Employees Who Are Going to be Work Completed	1/13/10	09-02A
CWA/NETT Academy	8/9/09	09-07
Documentation	8/9/09	09-08
Disciplinary Grievance Fact Finding Trial	8/9/09	09-10
Home Dispatch Program (HDP)	8/9/09	09-11
Joint Health Care Cost Containment Committee	8/9/09	09-17
Leveraged Titles Sales Committee	8/9/09	09-19

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 42
SUBJECT: Memoranda of Agreement and Letters**

Premises Technicians - Addition of Job Duties Beyond the Scope of the Current Premises Technician Job Description	8/9/09	09-26
Premises Technicians - Required Overtime for Premises Technicians	8/9/09	09-27
Guaranteed Weekend Off Per Month (Clarification of MOA 09-27)	7/31/13	09-27A
Video & Teleconference Grievance Trial Ext 5/4/11	8/9/09	09-32
Premises Technician Guaranteed Time Off	5/20/13	13-11
Company Paid Union Appointed Representative	5/20/13	13-17
Company Paid Union Appointed Representative - Backup	9/14/17	13-17A
Leveraged Titles	5/20/13	13-22
Guaranteed Time Off	5/20/13	13-23
Movement of Work & Transfers to SBC Companies	5/20/13	13-25
Administrative Work Unit & Immediate Service Bridging	5/20/13	13-35
Quality of Work Life Committee (QWL)	5/20/13	13-38
Four-Ten Work Schedules for Appendix E Employees	8/8/13	13-42
Term Splicing Technician and OPT Employees Who Are Interested in a Premises Technician Position	11/12/14	14-03A
Arbitration Expenses for Arbitrators Outside of California & Nevada	8/8/14	14-09
Rehired Retirees	11/25/14	14-11
AT&T Employee Discounts	10/8/15	15-08
Employment Security and Layoffs	10/14/17	17-02
Monitoring Committee	10/14/17	17-10
Prem Tech OT Committee	10/14/17	17-12
Monitoring and Recording of Calls	4/10/16	17-21
Horizons	6/11/20	20-06
Technological Change Committee	6/11/20	20-09
Term, Temporary & Loan to Higher Title Report	6/11/20	20-10
Work Boots	6/11/20	20-12
Relocation	6/11/20	20-13
Overtime	6/11/20	20-15
Pooling	6/11/20	20-19
Electronic Dues Authorization	3/17/21	21-02
Facilities Technician Upgrade	3/22/22	22-02
2024 Customer Care Four-Day Workweek Trial	12/31/23	23-01

Any reference to pre-2024 contracts or to pre-2024 contract provisions which are contained in these continued MOAs will be deemed to be changed to appropriate 2024 contract references.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 42
SUBJECT: Memoranda of Agreement and Letters**

2. The following MOAs have expired, are no longer applicable, have been canceled in their entirety, or have been replaced with a 2024 agreement:

Subject	Date	MOA#
Reimbursement of Union Representatives on the Group Incentive Team	10/28/97	97-21
Digital Loop Transport Force Balancing	2/19/98	98-06
Incentive Plans and Promotional Programs	5/1/98	98-15
Article 2 - Joint Company/Union Committee	7/29/04	04-10
AUTS Dispute Resolution Committee	3/24/05	05-03
Consumer Sales Organization: Individual Incentive Plan (IIP)	9/24/08	08-10
Consumer Sales Organization: Individual Incentive Plan (IIP)	12/3/09	08-10A
Mini-Transfer Procedure for Network Services	3/24/09	09-03
Mini-Transfer Procedure for Network Services	4/17/09	09-03A
Enhanced Severance Benefit	5/20/13	13-20
Transition of Newly Transitioned DirecTV Employees	7/12/17	17-17
COVID-19 Flexible Workplace Program + Extension(s)	3/24/20	20-02
COVID-19 Flexible Workplace Program	12/18/20	20-02B
COVID-19 Flexible Workplace Program	5/21/21	20-02C
COVID-19 Cash Award Program (CAP)	3/24/20	20-03
Benefits	6/11/20	20-04
Incentive Threshold	6/11/20	20-05
Memoranda of Agreements & Letters	6/11/20	20-07
National Transfer Plan (NTP)	6/11/20	20-08
Tuition Aid & Addendum A	6/11/20	20-11
Success Sharing Plan (SSP)	6/11/20	20-14
Benefits - Appendix D	6/11/20	20-16
Successorship	6/11/20	20-17
Neutrality & Card Check	6/11/20	20-18
Voluntary Separation Benefits (VSB)	6/11/20	20-20
Voluntary Separation Benefits (VSB) - Addendum A to MOA 20-20	9/14/22	20-20A
3Q2020 ESRO	6/11/20	20-21
3Q2020 ESRO MOA	6/30/20	20-21A
Virtual Arbitration	3/8/21	21-01
Customer Care Four-Day Workweek Trial	6/8/21	21-03
Flexible Workplace Program Agreement (WFH thru 9/2022)	8/23/21	21-04
Customer Care Four-Day Workweek Trial	2/1/22	22-01
2023 Customer Care Four-Day Workweek Trial	8/3/22	22-03
AT&T U.S. Flexible Workplace Program extension to March 31, 2023	12/29/22	22-04

3. The following letters/intent statements will continue in accordance with their original terms:

- Contractual Time Off (E Time) (letter)
- GPS (letter)

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 42
SUBJECT: Memoranda of Agreement and Letters**

- Grievance Presentation (letter)
- Card Swipe Clarification (statement)
- Single Bargaining Unit (letter)
- Appendix E – Subcontracting
- Leveraged Title Tentative Agreement Clarification
- Art 2: ESB Notice to Employees
- Art 2: Changes to Surplus Group After Surplus Declaration
- Local Safety Committee
- C&E Term Employees Vacation
- Overtime Report
- COBC Work Performance
- Nanodegree Programs
- Art 2, Section 2.05 Force Balancing Clarification Of Intent
- Pooling Clarification (2017)
- Arb Procedures (Backpay Cap)

4. The following letters have expired, are no longer applicable, have been canceled in their entirety, or have been replaced with a 2024 agreement:

- CVS Letter
- Contract Distribution
- Health Savings Accounts (HSA)
- Transitional Work Program (TWP)
- Wellness

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

Pacific Bell Telephone Company (Except Appendix E)	<u> X </u>	Appendix D	<u> X </u>
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Nevada Bell Telephone Company (Except Appendix E)	<u> X </u>	Appendix E*	<u> X </u>
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AT&T Services, Inc.	<u> X </u>	AT&T Billing Southwest, LLC	<u> X </u>
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* Only to the extent specified in the particular MOA

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY COUNTER PROPOSAL # 1 TO UNION PROPOSAL # 1A
SUBJECT: Appendix D**

AGREED: 
AGREED: 

PROPOSAL:

This proposal will:

- Confirm the understanding between the Companies and the Union regarding the repopulation of Appendix D.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY COUNTER PROPOSAL # 1 TO UNION PROPOSAL # 1A
SUBJECT: Appendix D

PROPOSED MOA:

This Memorandum of Agreement confirms the understanding between the Companies and the Union regarding repopulating Appendix D.

Prior to repopulating Appendix D, the Union Bargaining Chair or the Joint Recruitment and Hiring Committee Chair will be notified. The Union Bargaining Chair or Joint Recruitment and Hiring Committee Chair may request a meeting within ten (10) calendar days of notification.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> </u> <i>Appendix D</i>	<u> </u> <i>X</i>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> </u> <i>Appendix E</i>	<u> </u>
<i>AT&T Services, Inc.</i>	<u> </u> <i>AT&T Billing Southwest, LLC</i>	<u> </u>

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY COUNTER PROPOSAL # 1 TO UNION PROPOSAL # 42
SUBJECT: Transitional Work Program (TWP)**

AGREED: _____

AGREED: _____

PROPOSAL:

This proposal will:

- Memorialize the Transitional Work Program (TWP) escalation process.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY COUNTER PROPOSAL # 1 TO UNION PROPOSAL # 42
SUBJECT: Transitional Work Program (TWP)**

PROPOSED MOA:

The parties agree to memorialize the escalation process to address situations where the Company Paid Union Appointed Representative has made a concerted effort to resolve issues relating to the Transitional Work Program (TWP) and has been unsuccessful in these efforts to resolve the issue. The Company Paid Union Appointed Representative will contact Labor Relations about these escalated TWP issues, and Labor Relations will provide assistance.

This agreement shall not be subject to citation in any other case, including but not limited to future grievances, arbitration, and mediation hearings between the parties.

This agreement shall not be subject to the grievance and arbitration procedures.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

*Pacific Bell Telephone Company
(Except Appendix E)*

X

Appendix D

X

*Nevada Bell Telephone Company
(Except Appendix E)*

X

Appendix E

X

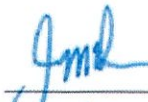
AT&T Services, Inc.

X

AT&T Billing Southwest, LLC

X

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 1
SUBJECT: Customer Care Broadband/Loyalty Call Centers
Four-Day Workweek

AGREED: 
AGREED: 

PROPOSAL:

This proposal will:

- Allow ongoing Customer Care Broadband and Loyalty Call Centers Four-Day Workweek schedules with advanced communication.
- Establish, clarify and/or memorialize certain MOA provisions.
- Cancel any active Customer Care Four-Day Workweek Schedule MOA, currently:
 - MOA 23-01: 2024 Customer Care Four-Day Workweek Trial.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 1
SUBJECT: Customer Care Broadband/Loyalty Call Centers
Four-Day Workweek

PROPOSED MOA:

This Memorandum of Agreement confirms our understanding regarding the Four-Day Workweek Schedule ("Schedule") for eligible employees who currently work in the Customer Care Broadband and Loyalty Call Centers.

Employee Eligibility: Employees who hold the titles of Service Representative, Sales and Service Representative – Bilingual, Sales Consultant, and Sales Consultant – Bilingual may participate.

The number of Schedules and participating centers will be determined by the Companies.

Establishing the Schedule: Canvassing employees for the Schedule will occur annually or within eighteen (18) months of the last canvass. Employees will be selected for the Schedule based on seniority. Employees must be active (as defined by payroll) at the time of canvassing to participate in the Scheduling canvass. Employees who expressed an interest in participating in the Schedule during the canvass and were not selected will be placed on a waitlist.

Employees may voluntarily request to be removed from the Schedule, but they will not be allowed to revert to a five-day workweek until approved by management. Reverting to a five-day workweek will occur within thirty (30) days of management's approval. Employees removed from the Schedule will not be eligible to participate again until there is availability in a new Schedule. When employees revert to a five-day workweek, they will be replaced by another employee on the waitlist, based on seniority. Alternatively, if there are no employees on the waitlist the Company may, at its discretion, initiate a canvass to identify another employee interested in being included in the Schedule.

For a Schedule opening created by an employee going on disability or a leave, management generally will fill the opening with an employee from the waitlist, based on seniority, on or after the thirty-first (31st) calendar day from the opening date. Employees are limited to one (1) disability or leave that removes them from the Schedule for a maximum of thirty (30) days, per canvass. Employees who exceed thirty (30) days off from work due to a disability or a leave will be removed from the current Schedule, but will have an opportunity to participate in the next canvass.

Terms: During the Schedule, the number of hours which presently constitute a normal five-day workweek schedule will be scheduled equally over a four-day period. The terms of the Schedule are in Attachment A, and are subject to change with advanced notification.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 1
SUBJECT: Customer Care Broadband/Loyalty Call Centers
Four-Day Workweek**

The Companies and the Union agree to meet annually, as initiated by the Union, to discuss potential changes to this agreement.

This agreement may be cancelled by either party with thirty (30) calendar days' written notice. If this agreement is cancelled, employees on a Schedule will be integrated into the next scheduling cycle following the effective date of the cancellation.

The Companies and the Union agree that they will not use this Memorandum of Agreement for any purpose or in any proceeding between the parties (e.g., grievances or arbitrations) except to resolve disputes over the application of this Memorandum of Agreement.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 1
SUBJECT: Customer Care Broadband/Loyalty Call Centers
Four-Day Workweek

Attachment A –
Four-Day Workweek Terms

Conversion from Eight (8) - Hour Tour to a Ten (10) - Hour Tour

- a. Hours of operation for each office will be followed.
- b. Tour shift selection will be based on seniority and tour preference sheet.
- c. Overtime
 - Overtime is time worked in excess of ten (10) hours daily, or time worked in excess of forty (40) hours weekly.
 - Hours worked in excess of ten (10) hours but less than fourteen (14) hours daily shall be paid at the rate of one and one-half (1-1/2) times the employee's regular rate of pay.
 - Hours worked in excess of forty (40) hours in a workweek shall be paid at the rate of one and one-half (1-1/2) times the employee's regular rate of pay.
 - Hours worked in excess of fourteen (14) hours in a workday or forty-nine (49) hours in a work week shall be paid at the rate of two (2) times the employee's regular rate of pay.
- d. Consecutive days off will not be guaranteed.

Regular Hourly Wages

- a. Anyone participating in this program will be paid their hourly rate as set by the Contract, which will be at a minimum not less than thirty (30) percent more than the state minimum wage.

Shift Differentials

- a. Shift differential payments will be made in accordance with Article 5 Section 5.03A.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 1
SUBJECT: Customer Care Broadband/Loyalty Call Centers
Four-Day Workweek

Pay for Vacation, Personal Days Off, and Holidays

- a. In no case shall any employee receive more vacation, Personal Days Off, or holiday hours than what would be provided to an employee with a 5x8 schedule.
- b. Vacations
 - A vacation week will always equal forty (40) hours of time off scheduled over four (4) days.
 - Vacation weeks taken a day-at-a-time should be converted to hours for administrative purposes. A vacation day will normally be ten (10) hours, unless the remaining balance of vacation hours is less than ten (10) hours.
- c. Paid Personal Days Off (PDOs)
 - PDOs will be taken in accordance with the contract.
- d. Holidays
 - An employee's schedule during a holiday week shall normally be the same as though it were not a holiday week.
 - Employees who work on a holiday, will not be given a day off to be taken at a later date. Employees who work on a holiday will be paid ten (10) hours at straight time for the holiday and at time and one half (1-1/2) for each hour worked on the holiday. This premium pay will not be offset against daily or weekly overtime pay otherwise due for the week.
 - If a vacation week is scheduled during a holiday week and the holiday falls on a scheduled day, the day will be treated as a holiday, not as a day of vacation. The Company pays for eight (8) hours on a holiday. For the remaining two (2) hours, the employee may take vacation or PDO time if they want to be paid, otherwise, the two (2) hours is unpaid.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
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SUBJECT: Customer Care Broadband/Loyalty Call Centers
Four-Day Workweek

- If the holiday falls on a non-scheduled day, the employee will be entitled to eight (8) hours of holiday pay. An employee works four (4) ten (10) hours days, the Company pays for eight (8) hours on a holiday. For the remaining two (2) hours, the employee may take vacation or PDO time if they want to be paid, otherwise, the two (2) hours is unpaid.

Breaks

- a. Employees are entitled to one (1) thirty-minute meal break period per day while working a ten-hour day.
- b. Employees are entitled to two (2) fifteen-minute break periods per day while working a ten-hour day.

Other Time Off

- a. An employee, who is excused for paid Union time activity, shall be paid for up to ten (10) hours for the day in accordance with Article 3 of the Contract.
- b. Where four (4) ten-hour days are scheduled, approved absence time, up to ten (10) hours per day, shall be treated in accordance with the Contract.

Effective date/language: With ratification

Termination date/language: With expiration of the 2024 Collective Bargaining Agreement

Applies to:

Pacific Bell Telephone Company (Except Appendix E)	<u> X </u>	Appendix D	_____
Nevada Bell Telephone Company (Except Appendix E)	<u> X </u>	Appendix E	_____
AT&T Services, Inc.	<u> X </u>	AT&T Billing Southwest, LLC	_____

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 2
SUBJECT: Virtual Arbitration**

AGREED: _____

AGREED: _____

PROPOSED MOA:

This proposal will:

- Cancel MOA 21-01, and establish a new MOA for a Virtual Arbitration Hearing option when both parties agree.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 2
SUBJECT: Virtual Arbitration**

PROPOSED MOA:

This Memorandum of Agreement confirms our understanding that virtual arbitration hearings may proceed when both the Communications Workers of America (CWA) and the Companies (the "Parties") agree.

The Parties agree all existing agreements pertaining to arbitrations remain in effect and this Memorandum of Agreement only addresses the terms and conditions of virtual arbitrations.

1. The Parties agree there must be mutual consent, in writing, to move a grievance to a virtual platform.
2. The Parties agree to use an Arbitrator if they use a virtual platform with the following features:
 - a. The virtual hearing platform will require participants to use a meeting ID and password to join the proceedings.
 - b. The virtual platform allows the Arbitrator to be the only individual who can admit and exclude participants, move participants to waiting or breakout rooms, control features like the video display and document management, and mute other participants.
 - c. The virtual platform does not have a chat function or allows the Arbitrator to disable the chat function.
 - d. The virtual platform has a waiting room feature to allow for sequestration of witnesses.
3. If the Arbitrator's provided virtual platform imposes an additional expenditure, both Parties would need to agree to the terms related to the additional expenditure before finalizing any agreements.
4. The Parties agree to use best efforts to provide witness lists and exhibits, except for rebuttal and impeachment exhibits, three (3) business days in advance of the virtual hearing via e-mail.
5. The Parties agree to only electronically record any proceedings through the virtual platform and only upon mutual consent. In matters when a recording transcript is required and there is no mutual consent to electronically record, the Parties agree to continue utilizing court reporters.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 2
SUBJECT: Virtual Arbitration**

6. The Parties agree that all witnesses must have their video camera activated during their testimony, except during a break allowed by the Arbitrator. In addition, all other attendees, including counsel for the Parties and Union or Company representatives, agree to have their video camera activated at all times, except during a break allowed by the Arbitrator.
7. The Parties agree to waive all objections to the use of a virtual hearing for an arbitration the Parties have mutually agreed to conduct virtually, and agree not to challenge the Arbitrator's award or seek to vacate or oppose enforcement of the resulting arbitral award on the basis that the arbitration was conducted by virtual hearing.
8. The Parties agree to request from the mutually agreed upon Arbitrator the following:
 - a. A virtual hearing demonstration;
 - b. A back-up plan that will allow the Parties and the Arbitrator to reconvene if technical challenges prevent one or more participants from continuing to participate in the proceedings; and
 - c. The Parties agree to use the waiting room feature of the virtual platform to avoid ex parte communications with the Arbitrator.
9. The Parties agree that the Arbitrator will require all witnesses to confirm that during their testimonies they will not communicate with any person without everyone on the virtual hearing platform seeing and/or hearing the communication, that they will immediately inform the Arbitrator if someone comes into the room in which they are testifying, and that they will not record any part of the proceedings (audio, video, or screenshot).
10. If sequestration of a witness is requested, the Parties agree that sequestered witnesses are not connected to the video conference nor can they listen to other witness testimony by other means (phone, text, chat, etc.).
11. The Parties agree that the Company representative and the Union representative shall be responsible for informing witnesses called by either Party about the terms of this Agreement.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 2
SUBJECT: Virtual Arbitration

12. This Memorandum of Agreement may be revoked by either party with thirty (30) days' written notice.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> X </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> X </u>
<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 4
SUBJECT: Voluntary Separation Benefits (VSB)

AGREED: MCJ
AGREED: Jmd

PROPOSAL:

This proposal will:

- Cancel MOA 20-20 and 20-20A and establish a new MOA that combines MOA 20-20 and 20-20A.
- Update VSB Intent document to be included in the new VSB MOA.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 4
SUBJECT: Voluntary Separation Benefits (VSB)

PROPOSED MOA:

Memorandum of Agreement

Voluntary Separation Benefits (VSB)

A Regular non-surplus employee ("Non-Surplus Employee") who has met time-in-title requirements may opt onto the list to receive Voluntary Separation Benefits ("VSB") by signing up on the VSB Candidate List ("VSB List").

The VSB List will be opened quarterly for seven calendar days.

A Non-Surplus Employee must submit the appropriate form as required by the Companies to be placed on the VSB List. A Non-Surplus Employee must positively elect to be on the VSB List for each quarter. A Non-Surplus Employee's choice to be on the VSB List is irrevocable for that quarter.

A Non-Surplus Employee who has requested to receive VSB but who is not replaced by a qualified identified at-risk surplus employee ("Surplus Employee") will not leave the business with VSB.

A Non-Surplus Employee who is on the VSB List may, at the Companies discretion, be replaced by a Surplus Employee who remains in the surplus process at any point after the VSRO phase (see Article 2, Section 2.06B7b).

The VSB List will be provided to the Surplus Employees, by Rearrangement Area, on or before the formal surplus declaration date. On the first day of the maintained phase (see Article 2, Section 2.06E), the most senior Surplus Employee will have 24 hours to select a lateral or downgrade position from the VSB List. This process shall continue by seniority until all Surplus Employees have been provided the opportunity to select a VSB position.

Surplus Employees must be test qualified to select a VSB position. If the Companies deem appropriate, certain qualifications may be waived.

If there are more Non-Surplus Employees on the VSB List than there are Surplus Employees, or if the numbers are the same, the most senior of the Surplus Employees must select a lateral or downgrade position from the VSB List or leave the service of the Companies.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 4
SUBJECT: Voluntary Separation Benefits (VSB)

- a. Those Surplus Employees who choose not to select a VSB position which is a commutable lateral position will leave the service of the Companies without Separation Benefits.
- b. Those Surplus Employees who choose not to select a VSB position which is a downgrade and/or non-commutable position will leave the service of the Companies and receive Separation Benefits and 18 months unlimited access to AUTS with selection status the same as that of employees requesting changes of job titles and/or locations (see Article 2, Section 2.04B1d).

If there are fewer Non-Surplus Employees on the VSB List than there are Surplus Employees, the most senior of the Surplus Employees has the option to select a lateral or downgrade position on the VSB List or remain in surplus. Once the number of Non-Surplus Employees on the VSB List becomes equal to the number of remaining Surplus Employees, the remaining Surplus Employees must select either a lateral or downgrade position from the VSB List or leave the service of the Companies as set out below.

- Those Surplus Employees who choose not to select a VSB position which is a commutable lateral position will leave the service of the Companies without Separation Benefits.
- Those Surplus Employees who choose not to select a VSB position which is a downgrade and/or non-commutable position will leave the service of the Companies and receive Separation Benefits and 18 months unlimited access to AUTS with selection status the same as that of employees requesting changes of job titles and/or locations (see Article 2, Section 2.04B1d).

If there are Non-Surplus Employees remaining on the VSB List after the less senior Surplus Employees have made their elections, the Surplus Employees who initially elected to remain in surplus (set aside), must, by inverse seniority, select a lateral or downgrade position on the VSB List or leave the service of the Companies. This process continues until the VSB List has been exhausted or all Surplus Employees have elected to leave the service of the Companies as listed below.

- Those Surplus Employees who choose not to select a VSB position which is a commutable lateral position will leave the service of the Companies without Separation Benefits.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 4
SUBJECT: Voluntary Separation Benefits (VSB)**

- Those Surplus Employees who choose not to select a VSB position which is a downgrade and/or non-commutable position will leave the service of the Companies and receive Separation Benefits and 18 months unlimited access to AUTS with selection status the same as that of employees requesting changes of job titles and/or locations (see Article 2, Section 2.04B1d).

The terms and conditions in Article 2, Section 2.06B8, 2.06B9, 2.06B10, 2.06B11, 2.06D, and 2.06F, are applicable to those Surplus Employees who choose positions of Regular non-surplus employees on the VSB List.

Any issues regarding the placement of Surplus Employees into positions on the VSB List will be referred to the Liaison Committee (see Article 2, Section 2.06B2).

None of the determinations by the Companies nor any part of this MOA will be subject to grievance and/or arbitration.

VSB MOA Intent Document

The intent of this document is to provide further clarification of the VSB MOA 24-XX.

- A) Surplus Employees must participate in the VSB selection process.
- B) The VSB List will be shared by Rearrangement Area:
 - North Surplus Employees will see North VSB positions.
 - South Surplus Employees will see South VSB positions.
 - Nevada Surplus Employees will see Nevada VSB positions.
- 1) If there are more Non-Surplus Employees on the VSB List than there are Surplus Employees or if the numbers are the same
 - a. By Seniority Surplus Employees must select a lateral or downgrade job from the VSB List or leave the Service of the Companies.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 4
SUBJECT: Voluntary Separation Benefits (VSB)

Examples:

Non-Surplus Employees (VSB List)	Surplus Employees
1.	1.
2.	2.
3.	3.
4	
5.	

Non-Surplus Employees (VSB List)	Surplus Employees
1.	1.
2.	2.
3.	3.
4	
5.	

- 2) If there are fewer Non-Surplus Employees on the VSB List than there are Surplus Employees
- a. The most senior Surplus Employees has the option to select a lateral or downgrade job from the VSB List or remain in surplus.

For Example:

If there are 4 Surplus Employees, listed in order of most senior: Abe; Bobby; Cindy; Doug and there are 3 Non-Surplus Employees on the VSB List: Ethan; Fred; Grace.

1. Abe decides to take his chances and remain in surplus.
2. Bobby, Cindy, Doug must choose a VSB position or leave the service of the Companies since the number of Surplus Employees equals the number on the VSB List = Ethan; Fred and Grace.
3. If Bobby decides to leave the service of the Company. Cindy chooses Fred's VSB position. Doug chooses Ethan's VSB position.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 4
SUBJECT: Voluntary Separation Benefits (VSB)

Non-Surplus Employees (VSB List) Surplus Employees (most senior first)

Non-Surplus Employees (VSB List)	Surplus Employees (most senior first)
1. Ethan	1. Abe (elects to stay in surplus)
2. Fred	2. Bobby Declines VSB Match
3. Grace	3. Cindy chooses (Fred)
	4. Doug chooses (Ethan)

- a. Abe then must either take Grace's VSB position or leave the service of the Companies.

Requisition Example: Non-surplus and Surplus Employees all matched to a VSB position. Abe is still in surplus and there is a Lateral Requisition in Abe's Placement Area. Abe is then matched to a requisition.

The intent of the example below is to specify what happens when at the start of the VSB process, there are fewer Non-Surplus Employees on the VSB List than there are Surplus Employees, and the most senior Surplus Employee(s) that initially decided to remain in surplus ("set aside"), must make a selection or leave the service of the Companies. At the time the Company is coming back by inverse seniority to the Surplus Employee(s) that had chosen to remain in surplus (see example below), the remaining Surplus Employee(s) do not have the option to be set aside again and must select a position from the VSB List or leave the service of the Companies by INVERSE SENIORITY.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 4
SUBJECT: Voluntary Separation Benefits (VSB)

For Example:

If there are 10 Surplus Employees, listed in order of most senior: Abe; Bobby; Cindy; Doug; Grace; Sam; Don; Pam; Jo; Tim

And there are 2 Non-Surplus Employees on the VSB List: Ethan; Fred

1. Abe, Bobby, Cindy, Doug, Grace, Sam, Don and Pam decide to take their chances and remain in surplus.
2. Jo and Tim must choose a VSB position or leave the service of the Companies since the number of Surplus Employees equals the number on the VSB List (Ethan and Fred).
3. Jo and Tim decide to leave the service of the Companies.
4. The Company will come back to the Surplus Employees that initially decided to remain in surplus in inverse seniority (Pam, Don, Sam, Grace, Doug, Cindy, Bobby, Abe), who must select a lateral or downgrade position on the VSB List until all viable jobs are gone or leave the service of the Companies.

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT

2024 BARGAINING CWA AND AT&T

JOINT PROPOSAL # 4

SUBJECT: Voluntary Separation Benefits (VSB)

Non-Surplus Employees (VSB List)	Surplus Employees (most senior first)	Surplus Employees after initially electing to stay in surplus (least senior first (INVERSE SENIORITY))
1. Ethan	1. Abe (elects to stay in surplus – see item #1 above)	1. Pam (must make a selection or leave payroll- see item# 4 above)
2. Fred	2. Bobby (elects to stay in surplus – see item#1 above)	2. Don (must make a selection or leave payroll - see item# 4 above)
	3. Cindy (elects to stay in surplus – see item#1 above)	3. Sam (must make a selection or leave payroll- see item# 4 above)
	4. Doug (elects to stay in surplus – see item#1 above)	4. Grace (must make a selection or leave payroll- see item# 4 above)
	5. Grace (elects to stay in surplus – see item#1 above)	5. Doug (must make a selection or leave payroll- see item# 4 above)
	6. Sam (elects to stay in surplus – see item#1 above)	6. Cindy (must make a selection or leave payroll- see item# 4 above)
	7. Don (elects to stay in surplus – see item#1 above)	7. Bobby (must make a selection or leave payroll- see item# 4 above)
	8. Pam (elects to stay in surplus – see item#1 above)	8. Abe (must make a selection or leave payroll- see item# 4 above)
	9. Jo (declines VSB Match - see item #3 above)	
	10. Tim (Declines VSB Match – see item #3 above)	

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
JOINT PROPOSAL # 4
SUBJECT: Voluntary Separation Benefits (VSB)

Effective date/language: With ratification
Termination date/language: With expiration of the 2024 Collective Bargaining Agreement

Applies to:

Pacific Bell Telephone Company (Except Appendix E)	<u>X</u>	Appendix D	<u> </u>
Nevada Bell Telephone Company (Except Appendix E)	<u>X</u>	Appendix E	<u> </u>
AT&T Services, Inc.	<u>X</u>	AT&T Billing Southwest, LLC	<u>X</u>

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 22
SUBJECT: CVS Letter

AGREED: MB

AGREED: Jm

PROPOSAL:

- CVS Letter

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 22
SUBJECT: CVS Letter**

PROPOSED Letter:

RE: CVS Caremark

Dear Mike,

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.

This arrangement is available at CVS branded pharmacies only. It will not be available at other pharmacies in the Caremark network.

If the union does not object, AT&T will continue to have this arrangement available for bargained AT&T employees. This arrangement is solely at AT&T's discretion and can be terminated or modified at any point during the term of the contract.

Sincerely,

Jon Irelan
Assistant Vice President
Labor Relations
AT&T West

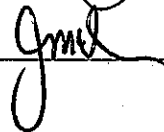
Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> X </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> X </u>
<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 24
SUBJECT: Wellness Letter

AGREED: 
AGREED: 

PROPOSAL:

- Wellness Letter

TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 24
SUBJECT: Wellness Letter

PROPOSED Letter:

RE: Company Wellbeing

Dear Mike:

Bargained AT&T employees represented by the West CWA under the AT&T Bargained Employees Medical Program shall continue to be eligible to participate in the AT&T sponsored wellbeing programs, currently through the AT&T Total Wellbeing Program as provided below.

The program includes wellbeing resources, programs, tools, online portals and applications as they change from time to time. Below are examples of the benefits and services that are available to eligible bargained employees:

- Wellbeing Programs
 - Medical Decision Support Services
 - Coaching topics, including but not limited to the following: weight management, exercise, stress management, tobacco cessation, healthy eating, appointment adherence, depression prevention, maternity care, sleep, medication adherence and self-management.
- Disease Management
 - Asthma
 - Heart Failure
 - Coronary Artery Disease
 - Diabetes
 - Chronic Obstructive Pulmonary Disease
 - Musculoskeletal Disorders
- Total Wellbeing Portal
- Financial Wellbeing
 - Planning and guidance resources and tools
 - Educational guides and workshops
 - Online portals

Certain Services are only available to employees who enroll in an AT&T self-insured medical program option. Currently, employees who enroll in a fully-insured medical coverage option such as an HMO or waive medical coverage (opt-out) may also be given access to all or part of the AT&T sponsored wellbeing programs as determined by the Companies.

The Companies retain the unilateral right to change, modify, amend or discontinue any and all component parts of the AT&T sponsored wellbeing programs.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 24
SUBJECT: Wellness Letter**

This letter will remain in effect through the term of the 2024 Collective Bargaining Agreement.

Sincerely,

Jon Irelan
Assistant Vice President
Labor Relations
AT&T West

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> X </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> X </u>
<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 30
SUBJECT: Centers of Excellence Letter**

AGREED: _____

AGREED: _____

PROPOSAL:

- Centers of Excellence Letter

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 30
SUBJECT: Centers of Excellence Letter**

PROPOSED Letter:

RE: Centers of Excellence

Dear Mike:

The Company may, either now or in the future, elect to offer coverage for certain specialized services performed by a preferred provider or facility with expertise in handling such specialized services ("Centers of Excellence") programs at a lower cost-share to Employees enrolled in an AT&T self-insured medical coverage option. The Company has sole discretion to determine and change from time to time all aspects of the Centers of Excellence programs as, including but not limited to type, extent and duration of services, cost to the Employee and the administrator.

This letter will remain in effect through the term of the 2024 West CWA District 9 Collective Bargaining Agreement.

Sincerely,

Jon Irelan
Assistant Vice President
Labor Relations
AT&T West

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> X </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> X </u>
<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 31
SUBJECT: Motor Vehicle Accidents (MVA) Settlement**

AGREED: _____

AGREED: _____



Grievance Settlement Prior to Arbitration

Grievance Number: Multiple Grievances (see attached)

Nature of Grievance: Employees suspended five (5) and ten (10) days
for Preventable Motor Vehicle Accidents

This Settlement Agreement ("Agreement") is entered into by Pacific Bell Telephone Company and AT&T Services, Inc. (Jointly referred to herein as the "Companies"), and the Communications Workers of America ("Union") as full settlement of the above referenced Grievances.

This Agreement shall not be subject to citation in any other case, including, but not limited to, future grievances, arbitrations, and mediations between the parties. The Companies and the Union agree that they will not use this Agreement for any purpose or in any proceeding between the parties except to resolve disputes concerning this Agreement.

The Companies and the Union agree to the following actions for the aggrieved employees listed on the attached spreadsheet:

- The Companies will repay three (3) days of back pay to employees who were suspended for five (5) days, leaving them with a two (2) day suspension. Documentation for the five (5) day suspension will remain and the employee's step of discipline will not be changed and will remain in accordance with the West Corrective Safety Action Plan. A copy of this Agreement may be placed in the employees' file to memorialize the suspension adjustment.
- The Companies will repay five (5) days of back pay to employees who were suspended for ten (10) days, leaving them with a five (5) day suspension. Documentation for the ten (10) day suspension will remain and the employee's step of discipline will not be changed and will remain in accordance with the West Corrective Safety Action Plan. A copy of this Agreement may be placed in the employees' file to memorialize the suspension adjustment.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 31
SUBJECT: Motor Vehicle Accidents (MVA) Settlement**

- Grievance number 19-412-101 has not been resolved through this Agreement. Further, all other MVA grievances that have not been escalated to Labor Relations will continue to be processed according to the provisions of Article 7.

Communications Workers of America

AT&T West

Agreed: _____

Mike Barfield
Staff Representative
CWA – District 9

Agreed: _____

Jon Ireland
AVP – Labor Relations

Date: _____

Date: _____

UUID	First Name	Last Name	Case #	Grievance #	Local	Suspension Days	Payroll Company
RB7823	Robert	Barker	B23044	2023-0152-03	9003	10	Pacific Bell
MB2924	Mel	Bauman	B23011	PB22-449-012	9449	5	Pacific Bell
MB362n	Matthew	Broderick	B23053	23-410-006	9410	5	Pacific Bell
JB585g	Jeremy	Bury	B23010	PB22-449-011	9449	5	Pacific Bell
MC996q	Marlon	Cabudol	B23054	PB23-23-1032	9423	5	Pacific Bell
MC378r	Marco	Chavez	B23019	23-02-061	9400	5	Pacific Bell
DF1958	Douglas	Frost	B23059	ATT23-408-090	9408	5	Pacific Bell
JH012q	Jordan	Hernandez	B22061	ATT22-408-066	9408	5	AT&T Services
SJ6471	Stefan	Jeters	B23055	2305-06-0001	9505	5	AT&T Services
SK3139	Sung	Kim	B22019	21-412-044	9412	5	Pacific Bell
TL326U	Tang	Lam	B21030	20-421-087	9421	5	Pacific Bell
AL1573	Andre	Lane	B23038	23-412-017	9412	5	Pacific Bell
SL1618	Scott	Laughlin	B21026	21-421-039	9421	5	Pacific Bell
DL731b	Derrick	Linnartz	B24002	23-449-014	9449	5	Pacific Bell
SL3569	Samson	Luz	B22017	22-410-001	9410	5	Pacific Bell
WM600r	Willis	Marsh	B23073	23-421-86	9421	5	Pacific Bell
SM5862	Steve	Morrison	B22049	PB-22-449-007	9449	5	Pacific Bell
MO1513	Mitchell	Olivas	B23036	ATT22-408-070	9408	5	Pacific Bell
CR268B	Chris	Rumenapp	B23007	9432-22-07	9432	10	Pacific Bell
MT2692	Matthew	Thompson	B22033	22-449-004	9449	5	Pacific Bell
TV1972	Tim	Vales	B23058	PB423-23-1019	9423	5	Pacific Bell

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 39
SUBJECT: Layoff Allowance Temporary Preservation Agreement**

AGREED: _____

AGREED: _____

PROPOSAL:

This proposal will:

- Provide a letter that memorializes an agreement to temporarily preserve the current number of layoff allowance weeks for select employees with 35 years or more of service.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 39
SUBJECT: Layoff Allowance Temporary Preservation Agreement**

PROPOSED LETTER:

July 24, 2024

Sent via Email

Michael Barfield
Staff Representative
Communications Workers of America – District 9
2804 Gateway Oaks Drive, Suite 150
Sacramento, CA 95833

Re: Layoff Allowance Temporary Preservation

Dear Mike:

This letter confirms our understanding regarding the layoff allowance provided in Article 8, Section 8.01.C of the 2024 Collective Bargaining Agreement ("2024 CBA") between CWA and the Companies, which caps the layoff allowance at 35 years of service (capped at 120 weeks), which the parties have agreed will become effective on ratification of the 2024 CBA.

After ratification, the Companies will compile a list of all Active employees who, on April 6, 2024, had 35 years or more of net credited service and their total number of weeks for layoff allowance provided under Article 8, Section 8.01.C of the 2020 Collective Bargaining Agreement ("2020 CBA") between CWA and the Companies. These Active employees will have their layoff allowance frozen through April 4, 2026.

Effective April 5, 2026, all employees will be subject to the layoff allowance provided for in Article 8, Section 8.01.C of the 2024 CBA (i.e. layoff allowance capped at 120 weeks). This means that any employee with more than 120 weeks of layoff allowance will have their weeks adjusted to the 120-week cap.

None of the determinations made by the Companies nor any part of this agreement will be subject to grievance process and/or arbitration.

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 39
SUBJECT: Layoff Allowance Temporary Preservation Agreement**

If you agree with the above, please sign below.

Sincerely,

Jon Irelan
Assistant Vice President
Labor Relations

Concur:

Michael Barfield
Staff Representative, CWA District 9

Signature: _____

Date: _____

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

*Pacific Bell Telephone Company
(Except Appendix E)*

 X

Appendix D

*Nevada Bell Telephone Company
(Except Appendix E)*

 X

Appendix E

AT&T Services, Inc.

 X

AT&T Billing Southwest, LLC

 X



Jon Ireland
Assistant Vice President
Labor Relations

AT&T
95 W. Algonquin Rd., Rm. 02457
Arlington Heights, IL 60005-4462
Office: 847-228-6818
Mobile: 925-549-8042
Email: Jonathan.irelan@att.com

(date)

Sent via Email

Mike Barfield
Staff Representative
Communications Workers of America – District 9
2804 Gateway Oaks Drive, Suite 150
Sacramento, CA 95833

RE: Contract Distribution

Dear Mike:

The Companies and the Union agree that the Company will print and provide copies to CWA District 9 of the 2024 Collective Bargaining Agreement for approximately 50% of the CWA represented employees on payroll as of May 1, 2024 (4,200 employees). District 9 North will receive 2,100 copies and District 9 South will receive 2,100 copies.

Additionally, the Company will provide a QR Code via Company email that will direct CWA represented employees to an electronic copy of the Contract on the Companies Intranet.

Agreed: _____
Mike Barfield
Staff Representative
CWA - District 9

Agreed: _____
Jon Ireland
Assistant Vice President
Labor Relations

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 41
SUBJECT: Discrepancy MOA**

AGREED: _____

AGREED: _____

PROPOSAL:

This proposal will:

- Discrepancy MOA

**TENTATIVE PENDING FINAL AGREEMENT ON A FULL AND COMPLETE CONTRACT
2024 BARGAINING CWA AND AT&T
COMPANY PROPOSAL # 41
SUBJECT: Discrepancy MOA**

PROPOSED MOA:

This Memorandum of Agreement will confirm our understanding of July 27, 2024 with respect to our agreements of July 27, 2024.

The 2024 collective bargaining agreement has the sole intent to give effect to a clause or clauses of the Memorandum of Agreement dated July 27, 2024, between the Companies and the Communications Workers of America, the attachments thereto, and the documents incorporated therein by reference.

Any discrepancy between the 2024 collective bargaining agreement and the Memorandum of Agreement dated July 27, 2024, including all of its corresponding clauses, is solely the result of inadvertence. In the event of conflict, the provisions of the Memorandum of Agreement dated July 27, 2024, shall be controlling in all respects.

This Memorandum of Agreement will only become effective if the collective bargaining agreement between the parties embodied in the Memorandum of Agreement dated July 27, 2024, is ratified by the Union membership on or before August 30, 2024. If that Memorandum of Agreement is so ratified, this Memorandum of Agreement will become effective and will be subject to termination in accordance with the Conclusion Article of the collective bargaining agreement effective April 07, 2024.

Effective date/language: *With ratification*

Termination date/language: *With expiration of the 2024 Collective Bargaining Agreement*

Applies to:

<i>Pacific Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix D</i>	<u> X </u>
<i>Nevada Bell Telephone Company (Except Appendix E)</i>	<u> X </u>	<i>Appendix E</i>	<u> X </u>
<i>AT&T Services, Inc.</i>	<u> X </u>	<i>AT&T Billing Southwest, LLC</i>	<u> X </u>

MEMORANDUM OF AGREEMENT

COVERING WAGES, HOURS AND WORKING CONDITIONS

This Memorandum of Agreement is made this 27th day of July 2024, by and between Pacific Bell Telephone Company, Nevada Bell Telephone Company, AT&T Services, Inc., and AT&T Billing Southwest, LLC (hereinafter "Companies"), and the Communications Workers of America, (hereinafter "Union,") covering those employees in the bargaining unit represented by the Union under the April 5, 2020 contract between the Companies and the Union.

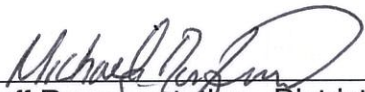
1. Each agreement attached to this Memorandum of Agreement adds new provisions to, amends provisions of, or deletes provisions from, the collective bargaining contract and memoranda of agreement between the parties, and each attached agreement is hereby incorporated into the collective bargaining contract or applicable memoranda of agreement. All provisions of the contract which are not modified or deleted by the attached agreements will remain unchanged. The collective bargaining contract and memoranda of agreement, including the additions, deletions and amendments contained in the attached agreements, will become effective only upon notification to the Companies on or before August 30, 2024, that this Memorandum of Agreement has been ratified by the membership and has been approved by the President of the Union. Upon receipt of such notification, the effective date of this agreement will be April 7, 2024, and this agreement will supersede the collective bargaining agreement effective April 5, 2020.
2. It is mutually agreed that if notice of ratification is not received by the Companies by August 30, 2024, this Memorandum of Agreement will have no force or effect and all of the Companies' offers will be withdrawn.
3. The parties shall cause the provisions of the collective bargaining agreement, as amended, to be incorporated into a consolidated contract, the form and content of which will be as agreed upon by the parties.
4. This Memorandum of Agreement is in final settlement, for the duration of the collective bargaining agreement, as amended, of all demands made by either party during the collective bargaining negotiations resulting in this Memorandum of Agreement. That collective bargaining agreement, as amended, shall terminate, unless extended by mutual agreement, at 11:59 p.m. on April 8, 2028.

IN WITNESS WHEREOF, the parties to this Memorandum of Agreement have caused the same to be executed this 27th day of July, 2024.

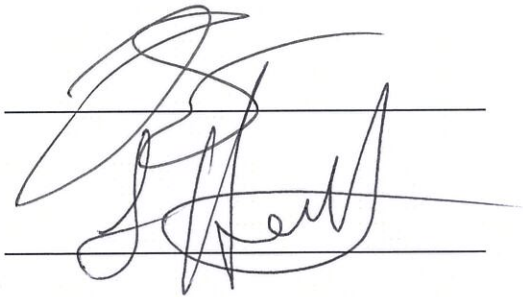
COMMUNICATIONS WORKERS
OF AMERICA

THE COMPANIES

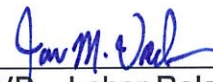
Agreed:


Staff Representative - District 9





Agreed:


AVP – Labor Relations







