

## 2019 Bargaining

### BellSouth Telecommunications, LLC Implementation Schedule

Proposal Number	Subject	Article	Implementation Date
Co. Pkg 6.01 CC.10.00	Priority Candidates request before Article 10 request - Priority candidates (in 7.01C) are surplus; employee on technological or sabbatical leaves whose leaves of absence are expiring in the exchange/WRA; 7.01K return rights; job bank participants; 12.02F employees; employees with a PMR; and employees holding part-time jobs in the same title where a vacancy exist.	Letter	1st Quarter 2020*
Co. Pkg 6.01 CC.09.00	Surplus - Redefine Article 1.17 Organizational Unit and Eliminate Tie-Back	1.17	1st Quarter 2020*
Co. Pkg 6.01 CP.22.00	Updates the definition of ESTW for all titles in WS 20 and below	Letter	1st Quarter 2020*
Co. Pkg 6.01 CC.29.00	Add Material Service Coordinator to Skill Group 3 & 9	Appendix A, Part III	1st Quarter 2020*
Co. Pkg 6.01 CC.28.00	Dedicated Technician surplus Process - Define Force adjustment process of the dedicated technician in CPE - 7.01A5 only applies to Dedicated Technicians	Letter	Ratification (10/1/2019)
Co. Pkg 6.01 CC.28.00	- Remove WRA form Article 7 and 8.03 - Incorporated 2/12/2016 agreement - Add 2 steps to SIPP Process (Article 7.01C2 - Master Ranking Sheet Process - Increase day to complete to 7 (Previously 5) 7.01C4 - Revised Optional ESIPP (Any Organization Unit in the skill group in the home state) 8.03A1e	Article 7 and 8.03 - Letter	1st Quarter 2020*
Co. Pkg 6.01 CC.23.00	Bumping Pool (FT/ST/DT/OPT) Letter - These titles will be pooled together regardless of organization unit for the purpose of building the bump list.	Letter	1st Quarter 2020*
Co. Pkg 6.01 CP.29.00	In addition this letter agrees to pooling of 27 (non leveraged sales title) and 27L (leveraged sales titles) in certain situations.	Letter	1st Quarter 2020*
CC.52.00	Adds Article 6.06 Military Service to Section 1.03 of the Network Addendum - UFO	UFO - Section 1.03	Ratification (10/1/2019)
CC.69.00	Removes Section 7 of the Network Addendum - UFO Health and Safety. Article 16 of the core agreement which is listed in Section 1.03 of the Network Addendum- UFO will now apply without modification.	UFO Section 7.01	Ratification (10/1/2019)

\*For Surplus announced on 12/15/2019, all bargained Article 7 changes are in place to process the surplus.

CWA Initials \_\_\_\_\_ Date \_\_\_\_\_

AT&T Initials \_\_\_\_\_ Date \_\_\_\_\_

## 2019 Bargaining

### BellSouth Telecommunications, LLC Implementation Schedule

Proposal Number	Subject	Article	Implementation Date
Comp Pkg CP.08.01	Update Uniform Program Language. Added caps and specific balance carry-over language. -Remove Material Service Coordinator from program -Remove Center ET's and TT's -Freeze accounts of employees who have announced retirement, Surplus, Leave, Safe Load, PMR or who have accepted a job not covered by the Uniform Program -Unused carryover balances are limited to initial vendor allowance at year end	Appendix C, Part XVII	Ratification (10/1/2019)
Comp Pkg CP.19.00	Eliminate obsolete titles: Billing Verification Assistant, Investigation Assistant, Processor Technician, and Senior Office Assistant.	4.06B; Appendix A, Part I, Appendix B, Part I	Ratification (10/1/2019)
Comp Pkg CP.24.00	Participate in AT&T Tuition Aid Policy.	Letter	Ratification (10/1/2019)
Comp Pkg CP.27.00	Delete Operator Services & Consumer Services Forums.	Appendix C, Part IX	Ratification (10/1/2019)
Comp Pkg CC.07.00	Updates Educational Assistance (PARTNERSHIP Board may approve educational assistance training that is ineligible for consideration under AT&T Tuition Aid Policy) and removes the \$50.00 Lump Sum.	Article 24.03	Ratification (10/1/2019 )
Comp Pkg CC.11.02	Service Observing - Calls selected for developmental feedback observations shall be selected from calls that occurred after the employee's most recent calls observations.	Appendix C, Part XII	11/1/2019
Comp Pkg CC.61.02	Section 8.02 of the UFO addendum the entry will contain the step of discipline, the nature of the violation and a short factual description.	Letter and UFO - Section 8.02	11/1/2019
Comp Pkg CP.01.00	Clean up proposal - No action needed		Ratification (10/1/2019)
CP.31.01	Letter to Replace Staffing letter dated 10/4/1995	Letter	Ratification (10/1/2019)
CP.32.00	Renew Job Review Committee	MOA	Ratification (10/1/2019)
CP.06.03	Memorializes the DTV MOA into the Network Addendum	MOA	Ratification (10/1/2019)
CP.22.05	Personal Illness letter updated for 1/1/2020	Letter	1/1/2020
CC.51.03	Eliminate receipts for meals in UFO Addendum	UFO Section 4.12	11/1/2019
CC.62.03	Eliminate the 24 hour notice for the 2nd requested day off	UFO Section 5.12	1/1/2020

CWA Initials \_\_\_\_\_ Date \_\_\_\_\_

AT&T Initials \_\_\_\_\_ Date \_\_\_\_\_

## 2019 Bargaining

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Proposal Number	Subject	Article	Implementation Date
CC.65.03	Changes to force adjustment in UFO Surplus will be declared by "group" identified by the Company, Company will notify the Union of the number of surplus in each group. Layoffs will occur in inverse order of seniority , increase notification to 4 weeks (previously 3 weeks).	UFO Section 6.03	Ratification (10/1/2019)
CC.65.03	Changes to Layoff allowance for employees who have completed length of service 72 - 95 months will get 5 weeks (previously 4 weeks) and employees who have completed 96 months or more will receive 6 weeks (previously 4 weeks).	UFO Section 6.04	Ratification (10/1/2019)
	Hire 100 Consumer employees over the life of the agreement		Ratification (10/1/2019)

The Union agrees to withdraw and not re-file all pending ULP charges filed with the National Labor Relations Board ("NLRB") arising out of, or related to, facts and allegations occurring during or in any way related to the bargaining and ratification process between the Company and the Union concerning the 2019 collective bargaining agreements for BellSouth Telecommunications, LLC; AT&T Billing Southeast, LLC; and BellSouth Telecommunications, LLC for Utility Operations. The Union also agrees not to file any new ULP Charges related to the above activities.

For the Union:

For the Company:

Nick Hawkins  
Assistant to the Vice President  
CWA District 3

Date

John Trageser  
Assistant Vice President  
SE Labor Relations

Date

CWA Initials \_\_\_\_\_ Date \_\_\_\_\_

AT&T Initials \_\_\_\_\_ Date \_\_\_\_\_

**2019 Bargaining**  
Common Issues Implementation Schedule

Proposal Number	Subject	Contract	Article	Implementation Date
CP.01.00	National Transfer Plan MOA	BST/BBI	MOA	Ratification (10/1/2019)
Comp Pkg CP.02.00	Excise Tax MOA	ALL	MOA	Ratification (10/1/2019)
Comp Pkg CP.03.01	Union Dues Deduction MOA	ALL	MOA	Ratification (10/1/2019)
Comp Pkg CP.04.00	Allows 90 day prescriptions for maintenance drugs to be purchased at CVS/Caremark Letter	ALL	Letter	Ratification (10/1/2019)
Comp Pkg CP.05.00	Letter provides continued coverage to employees in the AT&T Your Health Matters and Your Money Matters (Wellness Letter)	ALL	Letter	Ratification (10/1/2019)
Comp Pkg CP.06.00	Nanodegree Programs	ALL	Letter	1/1/2020
Comp Pkg CP.07.00	MOA's to be renewed - Pay by the minute, Temporary modified Duty Letter (BST/BBI only), Vacation Entitlement Date, Incorrect Title letter, Pension Band for SIPP (BST/BBI only), Military Leave, Excused Time for Union Duties Counts toward FMLA, Payroll Deductions for COPE, Successorship Agreement, Neutrality & Card Check Recognition, Seniority Tie Breaker Letter (Randomizer).	ALL (unless specified)	MOA	Ratification (10/1/2019)
Comp Pkg CP.08.00	Eliminate Presidential Council MOA dated December 14, 2015	ALL	MOA	Ratification (10/1/2019)
Comp Pkg CP.09.00	Renews Aligning for Success MOA	ALL	MOA	Ratification (10/1/2019)
Comp Pkg CP.10.00	Appointed Positions MOU for Partnership & Process Improvement with modifications Additional oversight of position and expenses. Travel expenses will be paid out of the PARTNERSHIP budget.	ALL	MOU	Ratification (10/1/2019)
Comp Pkg CP.11.00	Appointed Positions MOU for Appointed positions - Benefits with modifications Additional Oversight of position and expenses.	ALL	MOU	Ratification (10/1/2019)
Comp Pkg CC.02.03	Wage Proposal (effective 10/1/2019)	ALL	Wages	Effective Ratification (10/1/2019) Paid 11/01/2019 Retro to 10/1/2019 (Plant) Paid 11/08/2019 Retro to 10/1/2019 (Clerical)
Comp Pkg CC.02.03	Success Sharing Plan	ALL	Appendix B Part III	2020 Award year
CC.02.03	Healthcare Saving Account (HSA) Letter	ALL	Letter	In conjunction with Benefit MOA
Comp Pkg CC.01.06	Benefits MOA (BST, Billing & UO), Post retirement Health VEBA Trust, Tobacco Use Contribution, HSA Letter, Pension increase, 401K increase	ALL	MOA	As provided in MOA
CC.12.00	Paid Parental leave	ALL	Letter	01/01/2020
Comp Pkg CC.21.00	Joint Contract Training	ALL	Letter	As soon as possible after ratification

CWA Initials \_\_\_\_\_ Date \_\_\_\_\_

AT&T Initials \_\_\_\_\_ Date \_\_\_\_\_

**2019 Bargaining**  
Common Issues Implementation Schedule

Proposal Number	Subject	Contract	Article	Implementation Date
	Arbitration rights to employees who qualify and were terminated between TA 8/29/2019 @ 10:00 p.m. and Ratification (10/1/2019)	ALL	Letter	Ratification (10/1/2019)
	PARTNERSHIP Funding - For 2019, the headcount number for regular full-time and regular part time employees (as of 12/31/2018, without temporary employees since they are not regular fulltime) for BST is 20,294, UO is 735 and for BBI is 44. Total 21,073 * 5 * \$110 = \$11,590,150	Article 24.01D PARTNERSHIP funding		Ratification (10/1/2019)

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For the Union:

For the Company:

Nick Hawkins  
Assistant to the Vice President  
CWA District 3

Date

John Trageser  
Assistant Vice President  
SE Labor Relations

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CWA Initials \_\_\_\_\_ Date \_\_\_\_\_

AT&T Initials \_\_\_\_\_ Date \_\_\_\_\_

**2019 Bargaining  
Billing  
Implementation Schedule**

Proposal Number	Subject	Article	Implementation Date
Comp Pkg CP.02.00	Clean up proposal - No action needed		Ratification (10/1/2019)
Comp Pkg CP.03.00	Priority Candidates request before Article 10 request	Article 7 Before Article 10 Letter	1st Quarter 2020*
Comp Pkg CP.04.00	Updates the definition of ESTW for all titles in WS 20 and below	Article 7 Letter	1st Quarter 2020*
Comp Pkg CP.05.00	Master Ranking Sheet Process - Increase day to complete to 7 (Previously 5)	Article 7	1st Quarter 2020*
Comp Pkg CP.06.00	Personal Illness letter updated for 1/1/2020	Letter	1/1/2020
Comp Pkg CP.07.00	Participate in AT&T Tuition Aid Policy.	Letter	Ratification (10/1/2019)
Comp Pkg CP.08.00	Updates Educational Assistance (PARTNERSHIP Board may approve educational assistance training that is ineligible for consideration under AT&T Tuition Aid Policy) and removes the \$50.00 Lump Sum.	Article 24.03	Ratification (10/1/2019 )
Comp Pkg CP.09.00	Renew Job Review Committee	MOA	Ratification (10/1/2019)
Comp Pkg CP.10.00	Option to expand SIPP within their exchange and 35 miles under 7.01C3b to positions in BST - Unique to BBI	Letter	1st Quarter 2020*

\*For Surplus announced on 12/15/2019, all bargained Article 7 changes are in place to process the surplus.

The Union agrees to withdraw and not re-file all pending ULP charges filed with the National Labor Relations Board ("NLRB") arising out of, or related to, facts and allegations occurring during or in any way related to the bargaining and ratification process between the Company and the Union concerning the 2019 collective bargaining agreements for BellSouth Telecommunications, LLC; AT&T Billing Southeast, LLC; and BellSouth Telecommunications, LLC for Utility Operations. The Union also agrees not to file any new ULP Charges related to the above activities.

For the Union:

For the Company:

Nick Hawkins  
Assistant to the Vice President  
CWA District 3

Date

John Trageser  
Assistant Vice President  
SE Labor Relations

Date

**2019 Bargaining**  
Utility Ops  
Implementation Schedule

Proposal Number	Subject	Article	Implementation Date
Comp Pkg UO CP.01.00	Remove names on: Promo Wage Treatment, Wire Work and Inclement Weather MOA's in UO Working Agreement	Appendix B	No Action Required
Comp Pkg UO CP.03.00	Seniority Tie Breaker Random Number Software	Article 1M2	As soon as practical (no later than 3/1/2020)
Comp Pkg UO CP.02.02	Uniform Program Update Language - Add caps per year on items of clothing - Specific balance carry-over language	Appendix B	Ratification (10/1/2019)
Comp Pkg UO CP.02.02	Uniform Program Update Language -Increase Boot Allowance to \$125 (from \$100)	Appendix B	1/1/2020
Comp Pkg UO CP.04.02	Define Unlimited Overtime - 15 minutes before Sunrise and 15 minutes after Sunset.	Article 10C	11/1/2019
Comp Pkg UO CP.05.00	MOA's - - Modified Duty Letter, Excused Time for Union Duties MOA, Occupational Safety and Health Committee	NA	Ratification (10/1/2019)
Comp Pkg UO CP.06.00	Educational Assistance Language will be taken at an accredited and PARTNERSHIP BOARD approved Institution.	Article 9A2a1	Ratification (10/1/2019)
Comp Pkg UO CP.07.00	Letter of recognition of the AT&T Tuition Aid Policy	NA	Ratification (10/1/2019)
Comp Pkg UO CC.02.01	30 Minute Lunch Option (also discuss the 2 person truck - both have to be on the same scheduled).	Article 2B1	11/1/2019
Comp Pkg UO CC.10.00	Carry-Over Vacation - Ability to carry-over a maximum of 5 vacation days (carry over from 2020 to 2021)	Article 4B2	1/1/2020

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For the Union:

Nick Hawkins  
Assistant to the Vice President  
CWA District 3

Date

For the Company:

John Trageser  
Assistant Vice President  
SE Labor Relations

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