

# ADDENDUM

*By and Between*

**AT&T of the  
Virgin Islands, Inc.**

*And*

**Communications Workers  
of America**



**AT&T**



Effective April 15, 2018  
Expiration Date April 9, 2022

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**\*Reprinted From 2018 AT&T CWA Agreement By and Between Certain Business Operating Units and Divisions of AT&T Corp**



**AGREEMENT**

This Agreement is made and entered into as of April 15, 2018 by and between COMMUNICATIONS WORKERS OF AMERICA (hereinafter called the "Union") and AT&T of the Virgin Islands, Inc. (hereinafter called the "Company"). This Agreement will generally be referred to as the "US Virgin Islands Addendum" ("USVI"). This Agreement shall terminate, unless extended by mutual agreement, at 11:59 PM on April 9, 2022. The Company and the Union agree as follows:

Article A – Collective Bargaining

**ARTICLE A – COLLECTIVE BARGAINING**

- 1 The parties hereto agree that collective bargaining shall be carried on between the authorized representatives(s) of the Company and the Union, and that no Agreement shall be effective and binding upon the Company or the Union unless and until it is reduced to writing and signed by the authorized representative(s) at the Legacy T Labor Relations Office level of the Company and the Telecommunications and Technologies level of the Union.
- 2 This Addendum and Article 1 (Recognition) of the 2018 AT&T/CWA by and between certain business operating units and divisions of AT&T Corp. Agreement constitutes the entire Agreement between the parties, and no waiver or modification shall be effective unless signed by the parties hereto, and no such writing, applicable to any particular instance or instances shall be construed as any general waiver or modification, but shall be strictly limited to the extent and occasion specified herein.

**ARTICLE B – DEFINITIONS**

**1 DEFINITIONS**

**(a) Net Credited Service**

Net Credited Service (NCS) means the “term of employment” (TOE) as set forth in the pension plan applicable to the employees covered by this Addendum. For employees covered under this Addendum, Net Credited Service and Length of Service are interchangeable.

**(b) Seniority**

Seniority shall be determined by the net credited service of the employees affected. When the affected employees have the same net credited service, seniority shall be determined by using the last four (4) digits of the employees' social security numbers, 0000 being the lowest seniority, and 9999 being the highest seniority.

**(c) Employee**

The term “employee(s)”, for the purpose of the terms of this Addendum, shall refer only to employees of the Company included within the bargaining unit as defined in this Addendum.

**(d) Regular Employees**

Regular employees are those whose employment is reasonably expected to continue for longer than twelve (12) months. A regular employee may be either full-time or part-time.

**(e) Temporary Employees**

A temporary employee is one who is engaged for a specific project or for a limited period with a definite understanding that employment will terminate upon completion of the project or at the end of the period. Temporary employment is expected to continue for not more than twelve (12) months. A temporary employee may be either full-time or part-time.

A temporary employee is not eligible to participate in Tuition Assistance, and the provisions of the following Article shall not apply to temporary employees:

- (1) Article J (Force Adjustment)

**(f) Term Employee**

A term employee is a regular employee who is engaged for a specific project or for a limited period of normally not less than one (1) year nor more than three (3) years with a definite understanding that employment may terminate on or before completion of the project or at the end of the period.

## Article B - Definitions

A term employee shall be treated the same as a regular employee except that:

- (1) They shall not be eligible to participate in Tuition Assistance, and
- (2) The provisions of the following Article shall not apply:
  - (i) Article J (Force Adjustment)

(g) **Full-Time Employees**

Full-time employees are those who are employed for not fewer than the number of hours per week called for in the normal work week applicable to their work locations.

(h) **Part-Time Employees**

Part-time employees are those who are employed and normally scheduled to work fewer hours per average month than comparable full-time employees in the same job title, classification, or work group working the same normal daily tour.

(i) **Probation**

For the purposes of this Addendum, all employees hired after the effective date of this Addendum, unless otherwise specified by management, will be probationary. Employees will remain probationary for twelve (12) months. Probationary employees may be terminated at any time for any reason during the twelve (12) month period.

(j) **Relief Period**

A rest period of fifteen (15) minutes will be compensated as work time.

(k) **Meal Period**

An unpaid period not longer than one hour during which an employee is excused for a meal. A meal length will be defined by management.

A normal tour shall be eight (8) hours except in those cases where a normal tour of different length has been specifically authorized. When for service reasons an employee cannot leave the job for a meal period, the meal period shall be included as part of the employee's tour.

(l) **Hourly Rate**

The Hourly Rate is the rate of pay assigned to an employee based on the employee's job title.

(m) **Standard Rate**

The Standard Rate is the rate of pay assigned to an employee based on the employee's job title.



(n) **Adjusted Rate**

An employee's total rate, resulting from the sum of his or her Standard Rate and any applicable Wage Protection Allowance. Such Adjusted Rate shall be used to calculate overtime payments, percentage payments for tour differentials, paid absences, severance payments, and basic pay for group insurance and Savings and Security Plan allotments.

(o) **Work week**

A normal work week consisting of forty (40) hours, Sunday through Saturday inclusive.

**ARTICLE C – UNION BUSINESS**

- 1 The Union may designate members of the bargaining unit to serve as a union representative.
- 2 The Union will advise the Company, in writing, of the names of the union representatives. The Union will also notify the Company, in writing, of any change in the union representative's identity. This Paragraph shall not apply when the designated union representative is absent for any reason including vacation, illness, or on Company or Union business away from the site, whereupon only verbal notification will be necessary to indicate the affected union representative's replacement.
- 3 Union Representation
  - (a) At any meeting between a representative of the Company and an employee in which discipline (including warnings which are to be recorded in the personnel file, suspension, demotion or discharge for cause) is to be announced, a Union representative may be present if the employee so requests.
  - (b) At any investigatory interview between a representative of the Company and an employee, wherein discipline could occur based on the information obtained, a Union representative may be present if the employee so requests.
  - (c) If necessary, the meeting may be delayed for a reasonable amount of time not to exceed thirty (30) minutes to allow a union representative to participate by phone. The union representative will not be compensated for these meetings.
- 4 A union representative shall not be compensated by the Company while performing duties on behalf of the Union and shall perform such duties only during time when he or she is not scheduled to work for the Company, is on an unpaid break or during other non-working time.
- 5 Except as provided in this Paragraph, non-employee representatives of the Union may not enter the Company's premises.
  - (a) Authorized union representatives must fill out an AT&T Cable Station Visitor's Request Form which has to be submitted at least ten (10) days in advance of the visit date to enter the Company's premises for the sole purpose of attending scheduled meetings, including attending grievance hearings, with members of management.

**NOTE: The AT&T Cable Station applies to all cable station visitors including vendors and AT&T employees who are not permanently located at that cable station, as listed in WebPhone.**

6 Bulletin Boards

The Company agrees that it will provide bulletin boards to be used solely by the Union at each location, except at locations in buildings not owned by the Company where the landlord or owner objects. The size and location of such bulletin boards shall be subject to Company approval.

Material posted shall not contain anything of a controversial nature, anything derogatory to the Company or employees or anything that will detrimentally affect Company operations. If the Company objects to any posted material, the Union shall remove objectionable material immediately.

7 Union Activity on Company Premises

The Union, or employees acting as its officers or agents, may conduct Union activities, including solicitation of members and distribution of Union literature, on Company premises with notification to local management. Solicitation shall be permitted on Company premises when both the employees performing the solicitation and the employees to whom the solicitation is directed are on non- work time (such as lunch periods, relief periods and before or after an employee's work time). Distribution of Union literature may take place only in areas where no work is performed and on the employee's non-work time. Union activities shall not be conducted in a manner that will interfere with the operations of the business or with Company facilities.

8 Union Orientation for New Employees

The Company and the Union agree that the Union will have the opportunity to meet with newly hired employees as part of the overall orientation process for the purpose of furnishing them with information about the Union. The Union's segment of this process will be limited to a maximum of sixty (60) minutes. Time spent during the basic scheduled work period for such new employee will be paid as time worked. In addition, the Company also agrees to introduce employees transferring into a different work group to the local Union representative assigned to that area.

9 Payment for Joint Union - Management Activities

If attendance at any meeting or the performance of any Union activity is at the Company's request, the time involved shall be excused with pay at the standard rate, subject to the following provisions:

- (a) The meeting pertains to matters relating to employees of the Company represented by the Communications Workers of America.
- (b) Paid time is limited to the actual meeting time, and will be paid at the standard rate, not to exceed eight (8) hours of pay.
- (c) Under no circumstance, will an overtime rate be paid to employees as a result of attending a meeting with management or performing Union activities under this Section.

## ARTICLE D – GRIEVANCE PROCEDURE

- 1 The Company and the Union agree that grievances shall be confined to differences arising out of the interpretation or application of the terms or provisions of this Addendum, or disciplinary action for just cause and shall be processed according to the grievance procedure set forth in this Article. It shall be the objective of both the Company and the Union to settle any grievance promptly and at the lowest step of the grievance procedure.

All grievances shall be reduced to writing, setting forth, if applicable, specifically the substance of the grievance and the provision or provisions of the Addendum allegedly violated, delivered by a Union representative to the management designee via email, facsimile or postmarked by the United States Postal Service. No grievance shall be considered, nor shall any appeal thereof be handled as a formal grievance, unless the grievance is requested in writing within sixty (60) calendar days of the action or failure to act which is the subject of the grievance.

- 2 The formal grievance procedure shall consist of two (2) successive steps. Notice of grievance and appeals of decision shall be forwarded in accordance with the following:

### **STEP 1**

The management designee shall contact the Union representative within fourteen (14) workdays of receipt of written notice of the grievance for the purpose of setting a mutually agreeable meeting date and location unless either party elects to participate by telephone.

The management designee will provide a decision in writing within fourteen (14) workdays after completion of the meeting(s) unless mutually agreed otherwise by the parties. If the Company fails to offer a meeting date which is within fourteen (14) calendar days of receipt of the written notice of the grievance and no mutual agreement has been reached by the parties to extend the timeframe, the grievance may be advanced to the second step at the Union's option.

### **STEP 2**

If the answer or decision of the Company at the conclusion of the Step 1 is unsatisfactory to the Union, the grievance may be appealed to the designated Labor Relations representative, in writing, within thirty (30) workdays after a decision has been rendered at the first step. The designated Labor Relations representative shall contact the Telecommunications and Technologies (T&T) Union Staff within thirty (30) workdays of receipt of written notice of the grievance for the purpose of setting a mutually agreeable meeting date. All grievances will be conducted by telephone. The designated Labor Relations representative will provide a decision in writing within fourteen (14) workdays after completion of the meeting(s), unless mutually agreed otherwise by the parties.

If the Company fails to offer a meeting date which is within thirty (30) calendar days of receipt of the appeal to the second step of the grievance process and no mutual agreement has been reached by the parties to extend the timeframe, the grievance may be advanced to the arbitration process. This option is applicable only to the provisions of such articles in this Addendum that are subject to the arbitration process.

- 3 A decision at Step 2 of the formal grievance procedure, as set forth in Paragraph 2 above shall be construed as full completion of the formal grievance procedure.

## Article D – Grievance Procedure

- 4 After a notice, as set forth in Paragraph 2 above, has been received by the Company neither the Company nor the Union will attempt to adjust the grievance with any employee or employees involved. Any proposed adjustment will be presented by the Company to the designated Union representative.
- 5 The Company will keep the Union fully informed, in writing, on a current basis, of the designated Labor Relations representative referenced in Paragraphs 2 and 3 above.
- 6 Accordingly neither party will recess a grievance at Steps 1 or 2 in excess of sixty (60) calendar days. If the grievance meeting is not reconvened within sixty (60) calendar days from the initial recess date, the grievance shall be considered denied. The Union may then appeal the grievance in accordance with the time limits set forth herein.
- 7 Failure to submit or pursue a grievance under the conditions and within the time and manner stated in Paragraph 2 above shall be construed to be a waiver by the employee and the Union of the formal grievance.
- 8 Any provision in this Article to the contrary notwithstanding, no forms of discipline, including suspension and discharge, of employees with less than thirty (30) days of service with the Company shall be subject to the grievance procedure.
- 9 All complaints and prospective grievances may be taken up informally by either the Company or the Union in advance of the formal grievance steps set forth below. Nothing in this Article shall be construed to deprive any employee or group of employees from presenting individually to the Company any complaint, and to have such complaints adjusted without the intervention of the Union, as long as the adjustment is not inconsistent with the terms of this Addendum, and provided further that a Union representative has been given opportunity to be present at such adjustment.

### **10 Number of Representatives and Pay Treatment**

Other than Management representatives, the number of employees (including the aggrieved employee and the designated representative(s) of the Union) shall be limited to two (2) at all steps of the grievance procedure. One (1) representative who is an AT&T employee, designated by the Union, shall be paid for scheduled time consumed during the grievance meetings. At Step 2, at least one (1) of the Union representatives will be a fully authorized representative of the Telecommunications and Technologies (T&T) Union.

**ARTICLE E – ARBITRATION**

- 1 It is agreed by both parties that arbitration shall be confined to matters processed through all steps of the formal grievance procedure, and in such event, the following procedures shall be exclusive.
- 2 If the answer or decision of the Labor Relation's representative at the conclusion of Step 2 of the formal grievance procedure, as described in Article D, is unsatisfactory to the Union, the Union shall, in writing, to the designated Labor Relations representative, within thirty (30) calendar days thereafter, request arbitration, if such is desired.
- 3 Any matter submitted to arbitration shall be heard and determined by a single impartial arbitrator mutually selected by the Union and the Company.

The parties shall agree to a List composed of eleven (11) arbitrators from which a single arbitrator will be selected. Arbitrators may be removed from the List by written notice from either party to the other. Replacement of an arbitrator removed from the List (either by death of the arbitrator or in accordance with this subparagraph) shall be by mutual agreement of the parties.

- (a) The parties may either agree upon one (1) arbitrator from the List or beginning with the Party that claimed the grievance to arbitration alternately strike arbitrators' names until one (1) remains. If no arbitrator is selected by the parties within sixty (60) days of the Union's written notification that it elects to arbitrate a case as specified in paragraph 2, or if the arbitrator is not notified of the appointment within thirty (30) days of the selection, the arbitration case will be closed and the grievance shall not be arbitrable.

The compensation and expenses of the arbitrator and the general expenses of the arbitration will be borne by the Company and the Union in equal parts. Each party will bear the expense of its representatives and witnesses. Any expenses incurred because of any cancellation or postponement of a hearing will be borne by the party requesting such cancellation or postponement.

- 4 The arbitrator shall be confined to the subjects submitted for decision, and may not, as a part of any such decision, impose upon either party any obligation to arbitrate on any subjects that have not been herein agreed upon as subjects for arbitration. The arbitrator shall not have jurisdiction over the rights of Management not specifically restricted by this Addendum and shall not have the power to add to, subtract from, or vary the terms of this Addendum, or to substitute his/her discretion for that of Management, but shall be limited in power and jurisdiction to determine whether there has been a violation of this Addendum. The arbitrator's decision shall be final and binding upon both parties and any employees affected.
  - (a) In disciplinary cases, the arbitrator shall determine whether the discipline was for just cause.

- (1) In the case of dismissal, the arbitrator shall have authority to mitigate or modify the discipline imposed and determine what, if any, remedy is appropriate. In no event, however, shall any retroactive pay treatment extend beyond six (6) months prior to the date of the filing of the appeal to arbitration. Any retroactive pay accorded shall be based on the employee's Adjusted Rate plus evening or night differential, if applicable, less any amount, other than wages, received from the Company, and any amount paid to or receivable by the employee as wages in other employment,

and as unemployment benefits under any present or future provision of law for the period of the retroactive pay treatment.

- (2) In case of suspension, the arbitrator shall have authority to mitigate or modify the discipline imposed and determine what, if any, remedy is appropriate. If the arbitrator awards back pay, the employee shall receive pay for time lost at the employee's Adjusted Rate plus any tour differentials to which the employee would have been entitled if not suspended.
  - (3) In the case of demotion, the employee shall be compensated for all loss of wages due to the difference in the Adjusted Rates.
  - (4) Employees reinstated pursuant to this Article who have previously submitted an authorization for payroll deduction of union dues or union dues equivalency shall have such amount deducted from any back pay award.
- 5 Except where otherwise mutually agreed, failure to submit a matter to arbitration within the times above stated or failure to pursue subsequent steps within the time and in the manner above stated shall constitute a waiver by the employee and the Union of the right to arbitration.
  - 6 Upon receipt of a reasonable period of advance notice, the Company shall allow reasonable time off without pay for Grievant and/or Union witnesses to prepare for arbitration.
  - 7 Any provision in this Article to the contrary notwithstanding, no form of discipline, including suspension and discharge, of employees with less than twelve (12) months of service shall be subject to arbitration.
  - 8 All arbitration cases will be heard in Bedminster, New Jersey or Washington, DC unless mutually agreed otherwise.

**ARTICLE F – TITLES AND COMPENSATION**

**1 General Wage Information**

The provisions of this Addendum apply only to employees in the titles listed below:

- Cable Station Technician
- Cable Station Secretary

The Company recognizes the Union as having sole power to execute agreements with the Company in regard to wages, hours of employment and other conditions of employment affecting the represented employees described above.

**2 Wages**

**(a) Start Rate**

- (1) Management maintains the right to hire new employees at any step of the wage schedule.

**(b) General Wage Schedule Increases**

The increases in the wage schedules set forth below shall be computed on an exponential basis. Weekly Wage Schedules shall be rounded to the nearest half dollar.

**(1) Initial Wage Increase**

Wage schedules shall be increased by three percent (3.0%) on the Maximum Rates and by zero percent (0%) on the Minimum Rates in effect on April 14, 2018. The initial general wage increase shall be effective 6 months prior to the ratification date and will be paid retroactive to that effective date as soon as practicable, provided that this Agreement is ratified on or before August 5, 2019.

**(2) Second Wage Increase**

Wage schedules shall be increased by three percent (3.0%) on the Maximum Rates and by zero (0%) on the Minimum Rates in effect after the initial wage increase above. The second wage increase shall be effective upon ratification and will be paid retroactive to that date as soon as practicable, provided that this Agreement is ratified on or before August 5, 2019.

**(3) Third Wage Increase**

Effective April 12, 2020, wage schedules shall be increased by two and one quarter percent (2.25%) on the Maximum Rates and by zero percent (0%) on the Minimum Rates in effect after the second wage increase above.



**(4) Fourth Wage Increase**

Effective April 11, 2021, wage schedules shall be increased by two and one quarter percent (2.25%) on the Maximum Rates and by zero percent (0%) on the Minimum Rates in effect after the third wage increase above.

**(c) Wage Schedules**

The minimum time interval between steps will be six (6) months.\*

VI Cable Station Technician				
Step	2/5/2019	8/5/2019	4/12/2020	4/11/2021
1	\$750.00	\$750.00	\$750.00	\$750.00
2	\$792.00	\$794.00	\$795.50	\$797.00
3	\$836.50	\$840.50	\$843.50	\$846.50
4	\$883.00	\$889.50	\$894.50	\$899.50
5	\$932.50	\$942.00	\$949.00	\$956.00
6	\$985.00	\$997.00	\$1,006.50	\$1,015.50
7	\$1,040.00	\$1,055.50	\$1,067.50	\$1,079.00
8	\$1,098.00	\$1,117.50	\$1,132.00	\$1,146.50
9	\$1,159.50	\$1,183.00	\$1,200.50	\$1,218.50
10	\$1,224.50	\$1,252.00	\$1,273.50	\$1,294.50
11	\$1,293.00	\$1,325.50	\$1,350.50	\$1,375.50
12	\$1,365.50	\$1,403.50	\$1,432.00	\$1,461.50
13	\$1,442.00	\$1,485.50	\$1,519.00	\$1,553.00

VI Cable Station Secretary				
Step	2/5/2019	8/5/2019	4/12/2020	4/11/2021
1	\$550.00	\$550.00	\$550.00	\$550.00
2	\$595.50	\$597.50	\$599.50	\$601.00
3	\$645.00	\$649.50	\$653.00	\$657.00
4	\$698.00	\$706.00	\$712.00	\$717.50
5	\$756.00	\$767.00	\$775.50	\$784.50
6	\$818.50	\$833.50	\$845.50	\$857.00
7	\$886.00	\$906.00	\$921.00	\$936.50
8	\$959.50	\$984.50	\$1,004.00	\$1,023.50
9	\$1,039.00	\$1,070.00	\$1,094.00	\$1,118.50

\*Note: No wage increase shall become effective during a period of disability which is continuous for eight (8) days or more.

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

## Article F – Titles and Compensation

### 3 Recognition and Awards

The Company may provide employees with additional cash awards. The selection of the employees and the amounts of the cash awards will be made at the discretion of management.

### 4 Differentials

#### (a) Night

Employees whose work week schedules consist of a daily tour having fifty percent (50%) or more time that falls between 6:00 p.m. and 6:00 a.m. will be paid a night differential of ten percent (10%) of the employee's applicable hourly rate for all hours worked on such tours.

#### (b) Management Relief

Employees assigned to relieve management employees will be paid ten dollars (\$10.00) in addition to the employee's applicable pay for each daily tour in which the employee relieves management for fifty percent (50%) or more of a daily tour worked.

#### (c) Saturday Differential

Employees whose weekly scheduled tour includes a Saturday will be paid a fifteen percent (15%) differential of the employee's Hourly Rate for time worked during their scheduled tour on that Saturday.

#### (d) Sunday Differential

Employees will earn a Sunday Differential of fifty percent (50%) of the employee's Hourly Rate for time worked on a Sunday.

#### (e) Overtime

Overtime will be paid in accordance with the US Virgin Islands law.

**(f) Call-Out**

An employee contacted during their off time to report for a work assignment will be considered “called-out”. Employees responding to a call-out will receive a minimum payment of two (2) hours at their applicable hourly rate. Time spent traveling to and from the work site is counted as actual time worked. If a call-out occurs due to an employee omission or error, the two (2) hour minimum does not apply. The employee will be paid only for actual time spent on work activities. Call-out time does not include time when:

- (i) Employees remain late on a day which they have reported to work.
- (ii) Prior to leaving work employees are requested to report for work on a subsequent day at either their standard or non-standard starting time.

**(g) Call-Up**

Time spent on a phone call with supervisor outside of regularly scheduled hours will be compensated for Call Ups under the following circumstances:

- (i) The telephone call is made outside the employee’s scheduled work time when the employee is off duty;
- (ii) The employee used his or her job knowledge or skill.
- (iii) The call was not prompted by error or omission by such employee is called.

Employees who are called out will be compensated by rounding the actual time spent on the call-up to the nearest quarter (1/4) hour at the employee’s applicable hourly rate. When more than a single telephone call is involved in a given day, compensation will be based on the combined duration of each telephone call.

**(h) On Call**

Employees who are designated as being “on-call” and who are required to remain in contact with the Company outside of a scheduled tour by use of beeper or other communication device will be compensated as follows:

- One hundred twenty-five dollars (\$125) per week (when required to be available during the entire seven (7) calendar day period).
- Twenty-five dollars (\$25) per day (if on call for a non-scheduled day).
- Ten dollars (\$10) per day (if on call for the periods immediately before and after work on a scheduled workday).

## ARTICLE G – TRAVEL

- 1 Time spent in local travel at the direction of the Company after reporting for duty and before release from duty shall be treated as work time.
- 2 Employees authorized by the Company to use their personal car for travel between work locations during the workday or for other authorized Company business shall be paid at the IRS allowable reimbursement rate.
- 3 Employees will be assigned a regular work location but may also be assigned to work at a temporary location.
  - (a) Any travel time on a scheduled day necessitated by the temporary assignment which occurs prior to reporting for duty and/or after release from duty and which exceeds the employee's normal commute will be paid as work time.
  - (b) Any travel time on a non scheduled day that occurs during an employee's normal scheduled hours shall be paid as work time.
  - (c) The Company will reimburse employees for use of their personal car at the IRS allowable reimbursement rate for that portion of any trip that occurs while the employee is being paid for work time.
- 4 An employee away from home on a Company assignment will receive reimbursement for reasonable, necessary and ordinary business expenses incurred in the fulfillment of such assignment. All such expenses shall be supported by an original receipt.

### (a) **Travel Expenses Assignments**

Employees assigned to a location, which in the judgment of management, requires an unreasonable daily commute, will be reimbursed for reasonable expenses incurred, including room and board plus additional travel expenses as authorized by management. Excess travel time will be considered work time at the beginning and end of any assignment or reassignment.

## ARTICLE H – ABSENCE

### 1 Absence in General

An employee who is to be absent for any reason shall promptly notify his or her supervisor or the supervisor's designee, prior to or at the beginning of his/her scheduled tour with the reason for the absence and its probable duration, in order that proper consideration may be given to the employee's request.

### 2 Personal Illness

Payment for full or partial days will generally be paid, however payment can be withheld at the discretion of the employee's supervisor. Management's decision to deny payment for personal illness will not be arbitrary or capricious.

### 3 Payment for Other Absence

#### (a) Jury or Witness Duty

An employee who is not a party to the action and who is absent in compliance with a summons for jury duty or a subpoena requiring the employee to appear in court as a witness shall be excused with pay for the period during which the employee is absent on scheduled days because of such jury service or court appearance. When an employee is excused from jury or witness duty for part of a day or for an entire day, the employee shall report to his or her supervisor in person or by telephone for an assignment.

#### (b) Election Board Service

An employee who requests an absence to serve on an election board in connection with a Federal or Territorial election shall ordinarily be excused with pay for the scheduled days during the period the employee serves and deductions from pay for such absence shall be made only when in the opinion of the Company the circumstances in a particular case make such action advisable.

#### (c) Voting

Subject to service and coverage conditions and the provisions of applicable Federal and Territorial laws, an employee who is scheduled to work and who is eligible to vote in a National and Territorial general election shall, upon request, be excused with pay for a reasonable period of not less than two (2) hours on such election day to enable the employee to vote; provided, however, that the Company shall specify the period during which such an employee will be excused.

#### (d) Quarantine

In case of unavoidable absence due to contagious disease and quarantine in an employee's immediate household or unavoidable quarantine elsewhere, the employee shall be paid on the same basis as if the absence were caused by personal illness of the employee and as specified in Paragraph 2 (Personal Illness).

#### (e) Visit to Medical Office

An employee who reports for work and is directed by management to visit a medical office during the employee's scheduled working hours that day shall be excused without loss of pay.

## Article H - Absence

### (f) **Death or Funeral**

An employee who is required to be absent for one (1) day or more because of a death in the employee's immediate family shall be excused for such day or days, but not to exceed three (3) scheduled regular tours or their equivalent, with pay. Immediate family means parents, grandparents, husband or wife (including legally recognized partner (LRP)), children, grandchildren, brothers or sisters, mother-in-law, father-in-law, brother-in-law, or sister-in-law. The provisions of this Paragraph shall also be applicable in the event of the death of a relative or very close friend living in the same household with the employee.

### (g) **Accidental Injury**

If an employee is injured in the course of his or her employment and it is necessary for the employee to cease work during an assigned tour, payment for that tour shall be at the rate in effect during the time worked.

- 4 When payment for absence is made, the payment shall be at the employee's Adjusted Rate plus any tour differential to which the employee would have been eligible had they not been absent.

**ARTICLE I – PAID TIME OFF**

**1 Holidays**

AT&T gives eligible employees covered by this Addendum six (6) paid holidays each calendar year.

Holidays are not considered time worked and do not count toward the calculation of overtime pay.

**(a) Observance of Holidays**

The six (6) paid holidays for the eligible employees in the U.S. Virgin Islands are designated by AT&T as follows:

<b>Company-Designated Holiday</b>	<b>Date Observed</b>
New Year's Day	January 1
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1st Monday in September
Thanksgiving Day	4th Thursday in November
Christmas Day	December 25

**(b) Holiday Compensation for Employees Shall be as Follows:**

Full-time employees who are excused from work on the day a holiday is observed shall be paid a holiday allowance equal to one fifth (1/5) of their Adjusted Rate, including any tour differential to which the employees would have been eligible had they not been excused.

(c) Full-time employees who work on the day a holiday is observed shall be paid, in addition to the holiday allowance, at one and one-half (1 1/2) times the Hourly Adjusted Rate for time worked during their Scheduled Daily Tours. Hours worked outside the Scheduled Daily Tour shall be compensated at the Double Time and One Half of their Adjusted Rate.

**(d) Holiday Compensation for Part-Time Employees Shall be as Follows:**

- (1) A part-time employee shall be paid a holiday allowance equal to one fifth (1/5) of that employee's "equivalent work week classification."
- (2) A part-time employee who works on a holiday shall be paid time and one half (1 1/2) for all time worked in addition to the holiday allowance referenced above in 1(d)(1).

(e) Any employee who is absent and unexcused on the scheduled work day before and after the holiday shall not be paid the holiday allowance.

(f) An employee who is scheduled for work on a holiday but who fails to report for work and is not excused shall receive no payment for the holiday.

Article I – Paid Time Off

**2 Personal Days**

- (a) All employees are eligible for seven (7) personal days in a calendar year after their date of hire and they will be eligible in accordance with the schedule below:

<b>Eligibility:</b>	
<u>Date of Hire</u>	<u>Personal Days</u>
January 1 - June 30	7
July 1 - September 30	5
October 1 - November 30	3

- 3 All days off as provided in this Article shall be selected in accordance with Paragraph 5 of this Article. Employees may be permitted to take their Personal Days in two (2) hour increments. All pay for Personal Days shall be at the employee’s adjusted rate of pay.

**4 Vacation**

**Eligibility**

- (a) Effective January 1, 2016, employees with six (6) or more months of continuous service since the date of the employee's most recent engagement shall be eligible to accrue annual vacations as follows:

- (1) One (1) week of vacation after the completion of a term of employment of six (6) months.
- (2) Two (2) weeks of vacation after the completion of a term of employment of twelve (12) months. When terms of employment of six (6) and twelve (12) months are both completed in the same calendar year, employees shall be eligible to accrue a maximum of two (2) weeks of vacation during that year.
- (3) Two (2) weeks during each calendar year after the year in which a term of employment of twelve (12) months is completed.
- (4) Three (3) weeks beginning with the calendar year in which a term of employment of seven (7) years is completed.
- (5) Four (4) weeks beginning with the calendar year in which a term of employment of fifteen (15) years is completed.
- (6) Five (5) weeks beginning with the calendar year in which a term of employment of twenty-five (25) years is completed.

**NOTE: After employees reach their initial six (6) months of net credited service, vacation days are accrued proportionately during the calendar year.**

**5 Vacation Selection**

- (a) Vacations shall be selected in a work group on a seniority basis. Periods available for selection shall take into consideration the needs of the Company, force requirements, and the desires of the employees. Reasonable effort should be made by management to make available the maximum number of vacation weeks during the most desirable



vacation periods. Advance selection of vacation periods shall commence on or after November 1 and shall conclude no later than December 31 of the year preceding the year in which such vacation leave is to be taken.

- (b) Employees must first express preference for full weeks of vacation on a seniority basis within the work group.
  - (c) Employees will then express preference for day-at-a-time usage, also on a seniority basis within the work group. The employees may select day-at-a-time vacation days as provided in Paragraph 4 above.
  - (d) Any employee may select up to one (1) week of vacation on a day-at-a-time basis during the vacation selection process described in Paragraph 5 of this Article. Any employee, if eligible for three (3) or more weeks of vacation, may elect to take up to two (2) weeks of vacation on a day-at-a-time basis during the vacation selection process described in Paragraph 5 of this Article. Individual vacation days may be taken in half-day increments.
  - (e) Subject to the needs of the business and force requirements, employees may reschedule any of their vacation, whether assigned by the Company or selected by the employee, to available vacation periods, but may not preempt the period selected by any other employee.
  - (f) Employees shall not be permitted to exchange seniority rights in the selection of vacation periods.
- 6 Employees who are normally scheduled to work more than nineteen (19) but less than forty (40) hours per week will earn pro-rated vacation and personal day pay based on their "average equivalent workweek". The "equivalent workweek" will be determined by dividing the employee's total hours worked per month by 4.35, rounding the result to the next higher whole number. The "average equivalent workweek" will be determined by the average over the past six (6) months.

**7 Paid in Lieu of Vacation**

- (a) In the event of an employee's separation (for other than misconduct) before using all the vacation which the employee has accrued under Paragraph 4(a), an amount equivalent to such unused accrued vacation shall be paid to the employee.
- (b) To determine the number of "accrued" current year vacation hours for employees who have completed at least six (6) months of service and who are eligible as noted in Paragraph 4 (Eligibility), see the chart below:

Article I – Paid Time Off

Month Employee  Leaves Company or  (Credited Months)	Annual Eligible Vacation Hours				
	5 Days or 1 Week (40 Hours)	10 Days or 2 Weeks (80 Hours)	15 Days or 3 Weeks (120 Hours)	20 Days or 4 Weeks (160 Hours)	25 Days or 5 Weeks (200 Hours)
	Number of "Accrued" Current Year Vacation Hours				
Jan. (1)	3	7	10	13	17
Feb. (2)	7	13	20	27	33
Mar. (3)	10	20	30	40	50
Apr. (4)	13	27	40	53	67
May (5)	17	33	50	67	83
Jun. (6)	20	40	60	80	100
Jul. (7)	23	47	70	93	117
Aug. (8)	27	53	80	107	133
Sep. (9)	30	60	90	120	150
Oct. (10)	33	67	100	133	167
Nov. (11)	37	73	110	147	183
Dec.(12)	40	80	120	160	200

- (c) In the event of an employee's layoff, death or retirement with a Service Pension, before using all the vacation which the employee is eligible to receive under Paragraph 4 (Eligibility), an amount equivalent to such unused vacation, as though it was granted based on the number of years net credited service and not based on the accrual language, shall be paid to the employee or his/her beneficiary or estate.

**ARTICLE J – FORCE ADJUSTMENT**

**1 Force Adjustment**

Whenever the Company decides to implement a force adjustment that could result in a surplus and layoff of regular employees, the Company shall notify the Union in writing. 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. In order to relieve a surplus the Company may offer employees the opportunity to voluntarily resign and receive a severance payment as provided in Paragraph 2 below.

Prior to any regular employee being laid off pursuant to this Addendum, temporary and term employees in the same job in the same title shall be work completed.

Layoffs of employees covered by this Addendum shall be by inverse order of seniority by group.

For employees covered by this Addendum, the Company may in its discretion identify up to ten percent (10%) of the total employees in the same job title within the same Organization that it will exempt from layoff regardless of seniority. Under no circumstances however will the employer not be allowed to exempt at least one (1) employee to be protected from layoff. An individual may only be protected two (2) times during the life of this Addendum.

**2 Layoff Allowance**

Regular employees who are laid off will be paid a layoff allowance based on their Completed Years of Net Credited Service and their Adjusted Rate in effect at the time of the layoff, in accordance with the following:

<b>COMPLETED YEARS OF NET CREDITED SERVICE</b>	<b>LAYOFF ALLOWANCE</b>
6 months but less than 1 year	2 Weeks of pay
1 year but less than 4 years	4 Weeks of pay
4 years but less than 8	8 Weeks of pay
8 years but less than 10	12 Weeks of pay
10 years but less than 12	16 Weeks of pay
12 years but less than 14	20 Weeks of pay
14 years but less than 16	24 Weeks of pay
16 years but less than 18	28 Weeks of pay
18 years but less than 20	32 Weeks of pay
20 years or more	36 Weeks of pay

## Article J – Force Adjustment

### 3 **Workforce Rearrangement**

In the event the Company determines a rearrangement of the Cable Station workforce becomes necessary, the Company will advise the Union representative prior to notification of the employees. Insofar as the needs of the business and the individual abilities of the employees permit, the Company will solicit volunteers to participate in a workforce rearrangement. If the Company determines that the needs of the business are not well served by the list of volunteers, then an involuntary rearrangement will result. The Company will consider inverse seniority as a factor in its decision to rearrange the workforce. Determination of the “needs of the business and the abilities of the employees” rests solely with management. The Company will endeavor to notify affected employees fourteen (14) days prior to the effective date of their reassignment. The Company may choose to offer a relocation incentive.

### 4 **Priority Rehire**

Employees with satisfactory attendance and work performance histories who apply for the same position they were laid off from will receive priority consideration over new applicants for twenty-four (24) months from his/her layoff date.

**ARTICLE K – NO STRIKE/NO LOCKOUT**

- (a) During the life of this Addendum, the Union agrees that it will not call, encourage or condone any strike, slow down or work stoppage against the Company.
- (b) The Company agrees that there will be no lockout of employees covered by this Addendum during the duration of this Addendum.
- (c) The Company and the Union agree that in the event of any work stoppage or delay and/or failure to reach a new collective bargaining agreement for employees covered by this Addendum the Union will not promote, support, encourage, or request a work stoppage in any other bargaining unit with employees of an AT&T company or in any way impact the other collective bargaining agreements and/or relationships between the Union and any other AT&T company.

The Company and the Union further agree that any work stoppage or delay and/or failure to reach a new collective bargaining agreement for any other AT&T bargaining unit will not result in a work stoppage between the Union and the Company for employees covered by this Addendum or in any way impact the collective bargaining agreement and/or relationship between the Union and the Company.

- (d) In the event of a work stoppage in any other AT&T bargaining unit that is an occupant in the same building as employees covered by this Addendum, the Company and the Union agree that a separate entrance will be established for the exclusive use of the employees in this Addendum.

Article L - Management Rights

**ARTICLE L – MANAGEMENT RIGHTS**

Except as specifically limited by provisions of this Addendum, the Company reserves and retains, solely and exclusively, and without recourse to negotiations, all rights, powers, and authority, to operate its business, which include the right to establish, modify and enforce personnel policies, work rules, and regulations and standards for employee performance, including attendance policies, safety policies and disciplinary policies; as well as the right to make and enter into decisions to do any of the foregoing provided, however, that these rights shall not be exercised in violation of any of the other terms and provisions of this Addendum.

**ARTICLE M – SAFETY**

Safety is of mutual concern to the Company and the Union. Together we recognize the need for a work environment in which safe operations can be achieved in accomplishing all phases of work, and the need to promote better understanding and acceptance of the principles of safety on the part of all employees to provide for their own safety and that of their fellow employees, customers and the general public.

The Company will encourage and support employee participation in safety awareness through the local safety committee.

## **ARTICLE N – DISCIPLINE**

### **1 Warnings**

A warned employee is one who receives a written warning that is to be recorded in their personnel file, which includes an indication of possible future consequences and may be considered as a basis for future disciplinary action.

### **2 Demotions**

A demoted employee, for the purpose of this Addendum, is one who has been moved for disciplinary reasons, from one job title to another job title having a lower maximum weekly rate.

### **3 Suspensions**

A suspended employee is one who has been denied work for disciplinary reasons for any period.

### **4 Dismissals**

A dismissed employee is one whose service is terminated for any reason other than transfer, resignation, lay-off (or work completed for temporary or term employees), voluntary retirement or death.

**5** In the event the Company warns, demotes, suspends, or dismisses any employee, the Union may appeal such action pursuant to the provisions of Article D (Grievance Procedure) of the Addendum.

**6** A grievance appeal concerning a demotion, suspension, or dismissal of an employee who has twelve (12) months or more of net credited service may also be reviewed pursuant to the provisions of Article E (Arbitration) of the Addendum.



## **ARTICLE O – HOURS OF WORK**

### **Work Schedules**

The Company will determine and post the work schedules. Insofar as the needs of the business and the abilities of the employees permit, seniority will be the deciding factor when assigning work schedules. Determination of the “needs of the business and the abilities of the employees” rests solely with management. Employee’s scheduled work hours may start at any time of the day, on any day of the week and may be spread over any seven (7) days of the week. Work schedules will be posted for a minimum period of one (1) week and are subject to change, with forty-eight (48) hours’ notice to the employee. However, work schedules will not be posted for employees who normally work the same hours Monday through Friday.

**ARTICLE P – CONTRACTING OUT**

It is the Company's objective to consider carefully the interests of both the customer and employee along with all other considerations essential to the management of the business in a highly competitive and dynamic environment. While the Company believes it is in its best interests to utilize its own employees, the Company does use contractors, as it deems necessary in order to respond to a highly unpredictable marketplace. For various reasons where the needs of the business require the Company may subcontract bargaining unit work, provided it will not currently and directly cause layoffs of regular employees covered by this Addendum.

**ARTICLE Q – NON-DISCRIMINATION**

- 1 In a desire to restate their respective policies, neither the Company nor the Union shall unlawfully discriminate against any employee because of such employee's race, color, religion, national origin, sex, age, handicap, sexual orientation, gender identity, marital status, or status as a veteran, including creed, disability, and citizenship, or additional characteristics protected by applicable federal, state or local law.
- 2 The use of the masculine or feminine gender or any titles which connote gender in this Agreement shall be construed as including both genders and not as sex limitations unless the Agreement clearly requires a different construction.
- 3 It is mutually agreed that no discrimination shall be practiced by the Company or the Union against any employee because of membership or non-membership in the Union, or by the Company against any member or officer of the Union because of lawful activities on behalf of the Union.

## Grandfathering of Test Requirements

April 15, 2018

Mr. Ken Saether  
Assistant to Vice President, Telecommunications & Technologies

### **Re: Grandfathering of Test Requirements**

This letter is to address the grandfathering of test requirements for the following titles below as it pertains to their participation in the AT&T Transfer Plan (ATS) and the National Transfer Plan:

- Cable Station Technicians on payroll as of September 3, 2017 will be grandfathered for the following test(s): TKT II and TMT III
- Cable Station Secretary on payroll as of ratification will be grandfathered for the following test(s): Bus Tab

Regards,

/s/John A. Andrasik  
Director – Labor Relations

September 3, 2017

Mr. Lew Ellingson  
Assistant to Vice President – CWA  
Communications Workers of America  
501 Third Street, NW – 10<sup>th</sup> Floor  
Washington, DC 20001

**Re: Staffing – AT&T Transfer System (ATS)**

Generally the Company will staff positions utilizing the AT&T Transfer System (ATS); however, the Company may elect to hire employees off the street without utilizing ATS. In situations where the Company elects to hire employees off the street without first utilizing ATS, the Company will notify the Union of its rationale in advance of posting the vacancy.

Employees with at least thirty (30) months of time in title, unless waived by the Company and the Union and who meet the eligibility requirements as defined in the AT&T Transfer System (ATS) may apply for Bargaining Unit positions advertised in ATS.

Regards,

/s/Ellery H. Hunter  
Director – Labor Relations

National Transfer Plan (NTP)

September 3, 2017

Mr. Lew Ellingson  
Assistant to Vice President – CWA  
Communications Workers of America  
501 Third Street, NW – 10<sup>th</sup> Floor  
Washington, DC 20001

**Re: National Transfer Plan (NTP)**

The Company and the Union agree to provide employees covered by this Addendum access to the National Transfer Plan.

Regards,

/s/Ellery H. Hunter  
Director – Labor Relations

Reprint – Provisions from the 2018 AT&T and CWA Agreement

The Company proposes to reprint the following agreed upon Provisions from the 2018 AT&T and CWA Agreement by and between Certain Business Operating Units and Divisions of AT&T Corp.

- Article 1 – Recognition
- Article 19 – Benefit Plan, Programs and Policies – Including Exhibit
- Article 19A – Benefit Rules For Movement of Employees
- Article 19 – Wellness
- AT&T and CWA Learning
- COPE PAC – Deductions – Including Attachment
- Article 7 – Agency Shop and Collection of Dues
- Exhibit 1 – Payroll Deduction Authorization
- Article 31 – Employees in Military Service or Active Duty for Training
- Success Sharing Plan (SSP)
- Signatures
- Successorship

## **ARTICLE 1 – RECOGNITION\***

### **1 Certification of Membership**

The Union hereby certifies that it represents the majority of the employees to whom the Agreement applies, and the Union is the acknowledged, designated and selected collective bargaining representative of such members.

### **2 Recognition**

(a) The Company recognizes the Union as the exclusive representative of those employees whose current job titles appear in Articles 32 through 45, Appendix A and the USVI Addendum of this Agreement, and those whose job titles are created pursuant to the new titles provisions of this Agreement, and whose permanent reporting location is in a State within which that job title is listed in Appendix 5, Appendix A or the USVI Addendum and who are not represented by another Union and are not in another CWA bargaining unit.

(b) If during the term of this Agreement, the Union is certified by the National Labor Relations Board or is recognized by the Company as the collective bargaining representative of employees not previously so represented, who occupy job titles or occupations in which other employees are represented by the Union and are covered by this Agreement, such employees shall be included within and be covered by this Agreement upon the conclusion of any negotiations on any necessary amendments thereto.

### **3 Federal and State Laws**

In the event that any provision of this Agreement should be modified or deleted to conform to any federal or state law or regulation, or any order, determination or ruling or regulation of a federal or state administrative agency or court, the Company shall notify the Union in writing. Negotiations shall then take place if requested by the Union. In the event of such negotiations, the changes proposed by the Company shall not be implemented until (a) agreement is reached, or (b) the Company determines that timely action is required by the law, regulation, order, determination or ruling, which ever occurs sooner.

**\*Reprinted From 2018 AT&T CWA Agreement By and Between Certain Business Operating Units and Divisions of AT&T Corp**



## **ARTICLE 19 – BENEFIT PLANS, PROGRAMS, AND POLICIES\***

The means for fulfilling the terms of this Article may be the Company's adoption of its own plan(s) and associated plan document(s) or participation in an equivalent plan(s) having plan document(s) that include, for bargained-for personnel, the benefits agreed to be provided pursuant to this Article 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 Summary Plan Descriptions and the ERISA plans or programs (including amendments thereto), the plan texts shall govern.

For purposes of this Article:

- Employees (including employees covered under the Addendum – 2018 CWA US Virgin Islands (“USVI” Addendum Employees’)) hired/rehired on or before August 8, 2009 shall be referred to as “Current Employees”;
- Employees (including USVI Addendum Employees) hired/rehired or transferred into the 2009 Agreement after August 8, 2009 and on or before August 17, 2012 shall be referred to as “2009 New Hires”. In addition, “2009 New Hires” shall also include individuals (including USVI Addendum Employees) who were classified as Temporary or Term Employee as of August 8, 2009 and who were subsequently reclassified to Regular Employee Status on or before August 17, 2012. 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 August 17, 2012;
- Employees (including USVI Addendum Employees) hired/rehired or transferred into the 2012 Agreement after August 17, 2012 and on or before June 26, 2015 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 was after August 17, 2012 and on or before June 26, 2015;
- Employees (including USVI Addendum Employees) hired/rehired or transferred into the 2015 Agreement (including transfers to a job title under Appendix A) after June 26, 2015 and on or before the date the 2018 Collective Bargaining Agreement is ratified pursuant to the terms of that Agreement (“Ratification Date”) shall be referred to as “2015 New Hires”. In addition, “2015 New Hires” shall also include DTV employees whose TOE as of January 1, 2017 was after June 26, 2015 or any DTV employee that was hired or rehired on or after January 1, 2017 and on or before the Ratification Date;
- Employees (including USVI Addendum Employees) hired/rehired or transferred into the 2018 Agreement (including transfers to a job title under Appendix A) after the Ratification Date shall be referred to as “2018 New Hires”;
- Current Employees who are laid off, 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 A, 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 A, who are recalled and whose service is immediately bridged will be treated as 2012 New Hires. 2015 New Hires who are laid off, excluding Employees in titles under

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Article 19 – Benefit Plans, Programs, and Policies

Appendix A, who are recalled and whose service is immediately bridged will be treated as 2015 New Hires.

- Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires and 2018 New Hires shall be referred to collectively as “Employees”; and
- 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”.

Article 19A provides specific rules regarding benefits for Employees who move among job titles or move pursuant to the National Transfer Plan. The provisions of Article 19A take precedence over the provisions of this Article 19 with respect to Employees addressed in Article 19A.

1. HEALTH AND WELFARE BENEFIT PLANS

- A. Effective January 1, 2020, Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires and 2018 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 14, 2018, as described in the applicable SPDs and SMMs, except as noted herein.

<b>Plan/Program/Policy</b>	<b>Current Employees &amp; 2009 New Hires</b>	<b>2012 New Hires</b>	<b>2015 New Hires &amp; 2018 New Hires</b>
AT&T Corp. Employee Medical Program	x	x	x
AT&T Employee Assistance Program	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		

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AT&T Flexible Spending Account Plan	x	x	x
AT&T Health Reimbursement Account Program	x	x (SSP Only)	
Legacy AT&T Disability Benefits Program	x	x	
AT&T Disability Income Program**			x
AT&T Commuter Benefit Policy	x	x	x
AT&T Adoption Reimbursement Policy	x	x	x
AT&T Voluntary Benefits Platform	x	x	x

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

\*\*Management provisions as described in the Summary Plan Description.

- B. Employees, including newly eligible Employees, and Eligible Retired Employees (as provided for in Paragraph D) shall continue to participate in the same benefit plans, programs and policies on the same terms and conditions which were in effect on April 14, 2018, 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 to comply with changes in the law.
- C. The Company may unilaterally modify or discontinue AT&T CarePlus – A Supplemental Benefit Program, AT&T Consolidated Long-Term Care Insurance Plan and the AT&T Voluntary Benefits Platform without further discussions with the Union.
- D. Employees who terminate employment with the Company 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 Corp. Eligible Former Bargained Employee Medical Program, AT&T Eligible Former Employee CarePlus – A Supplemental Benefit Program, AT&T Eligible Former Employee Dental Program (Eligible Former Bargained Employees), AT&T Group Life Insurance Program for Former 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 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.

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- 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 will govern.
- F. It is understood that certain benefits described in Exhibit 1 are subject to change to comply with implementation of the Patient Protection and Affordable Care Act (PPACA) and associated regulations and agency guidance. The Company will notify the Union of the changes the Company makes 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 2018 Agreement will remain in effect through expiration.

2. PENSION AND SAVINGS BENEFIT PLANS

- A. Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires and 2018 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 14, 2018, as described in the applicable SPDs and SMMs, except as noted herein.

<b>Plan/Program/Policy</b>	<b>Current Employees</b>	<b>2009 New Hires, 2012 New Hires, 2015 New Hires, 2018 New Hires</b>
AT&T Retirement Savings Plan	x	x
AT&T Legacy Bargained Program (ALB) of the AT&T Pension Benefit Plan	x	
Bargained Cash Balance Program #2 of the AT&T Pension Benefit Plan		x

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B. Current Employees

Except as provided below, Current Employees 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 14, 2018.

- AT&T Retirement Savings Plan
- AT&T Legacy Bargained Program (ALB) of the AT&T Pension Benefit Plan
  - i. Current Employees who continue to participate in the ALB Program will be eligible for the following pension band increases:
    - a. Two one percent (1.0%) increases effective January 1, 2020
    - b. One percent (1.0%) effective January 1, 2021
    - c. One percent (1.0%) effective January 1, 2022

C. 2009 New Hires, 2012 New Hires, 2015 New Hires and 2018 New Hires

2009 New Hires, 2012 New Hires and 2015 New Hires shall continue to participate and 2018 New Hires shall be eligible 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 14, 2018.

- AT&T Retirement Savings Plan
  - Bargained Cash Balance Program #2 of the AT&T Pension Benefit Plan (“BCB#2 Program”)
3. Except as provided in this Article, there shall be no negotiations during the life of this Agreement upon changes in pensions or any other subjects covered by the existing employee benefit plans, programs and policies.
  4. In the event, during the life of this Agreement, the Company proposes to amend any of the existing employee benefit plans, programs and/or policies or their successors, in a manner that affects benefits or privileges of employees represented by the Union, it will before doing so notify the Union of its proposal and afford the Union a period of sixty (60) calendar days for bargaining on said proposal; provided however that no amendment may be made in the employee benefit plans, programs and/or policies which would reduce or diminish the benefits or privileges provided thereunder as they apply to employees represented by the Union without its consent.
  5. Any dispute involving the true intent and meaning of Paragraph 4 may be presented as a grievance and if not resolved by the parties, it may be submitted to the arbitration procedure of this Agreement. Nothing in this Agreement shall be construed to subject the employee benefit plans, programs, and/or policies referenced in this Article (or their

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successors) or their administration or the terms of the proposed changes in the plans, programs, and/or policies to arbitration.

**ARTICLE 19A – BENEFITS RULES FOR MOVEMENT OF EMPLOYEES**

- A. General Provisions** – Any individual who moves after the Ratification Date from a job title not covered by the 2018 Agreement to a job title covered by the 2018 Agreement, where the circumstances of the move are not specifically accounted for in one of the following paragraphs, will be treated as a 2018 New Hire under Article 19.
- B. Definitions Of Inter-Region Transferred Converted Temp/Term Employees, Transferred 2009 New Hire Employees, Transferred 2012 New Hire Employees and Transferred 2015 New Hire Employees.**
- I. 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, West, Southeast, Southwest, or Midwest regions (“Core CWA CBAs”) and was subsequently reclassified to “regular employee” status on or before August 17, 2012 and then moved pursuant to the National Transfer Plan to any job title covered by the 2018 Agreement.
  - II. A “Transferred 2009 New Hire Employee” means an individual who was:
    - employed as of August 8, 2009 in one of the 2009 Core CWA CBAs who moved pursuant to the National Transfer Plan into any job title covered by the 2018 Agreement, and immediately preceding such movement was being treated as a “2009 New Hire” for benefit plan purposes under the transferring applicable CBA, or
    - hired or rehired after August 8, 2009 and on or before August 17, 2012 in a job title under the 2009 Agreement and who transfers during the term of this Agreement to an Appendix A job title from a non-Appendix A job title under the 2018 Agreement, or
    - hired or rehired after August 8, 2009 and on or before August 17, 2012 in a job title in one of the 2009 Core CWA CBAs and who moved pursuant to the National Transfer Plan into any job title under the 2018 Agreement, or
    - a DIRECTV LLC (“DTV”) employee whose Term of Employment (“TOE”) as of January 1, 2017 or subsequent rehire date was on or before August 17, 2012 in a job title in one of the 2015/2016/2017 Core CWA CBAs who moved pursuant to the National Transfer Plan into any job title covered by the 2018 Agreement.

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- III. A “Transferred 2012 New Hire Employee” means an individual who was:
- I. hired or rehired after August 17, 2012 and on or before June 26, 2015 in a job title under the 2012 Agreement and who transfers during the term of this Agreement to an Appendix A job title from a non-Appendix A job title under the 2018 Agreement, or
  - II. hired or rehired after August 17, 2012 and on or before June 26, 2015 in a job title in one of the 2012/2013 Core CWA CBAs and who moved pursuant to the National Transfer Plan into any job title under the 2018 Agreement, or
  - III. a DTV employee whose TOE as of January 1, 2017 or subsequent rehire date was after August 17, 2012 and on or before June 26, 2015 in a job title in one of the 2015/2016/2017 Core CWA CBAs and who moved pursuant to the National Transfer Plan into any job title covered by the 2018 CBA.
- IV. A “Transferred 2015 New Hire Employee” means an individual who was:
- o hired or rehired after June 26, 2015 and on or before the Ratification Date in a job title under the 2015 Agreement and who transfers during the term of this Agreement to an Appendix A job title from a non-Appendix A job title under the 2018 Agreement, or
  - o hired or rehired after June 26, 2015 and on or before the Ratification Date in a job title in one of the 2015/2016/2017 Core CWA CBAs and who moved pursuant to the National Transfer Plan into any job title under the 2018 Agreement, or
  - o a DTV employee whose TOE as of January 1, 2017 or subsequent rehire date was after June 26, 2015 and on or before January 1, 2017 in a job title in one of the 2015/2016/2017 Core CWA CBAs and who moved pursuant to the National Transfer Plan into any job title covered by the 2018 CBA.

**C. Definitions of Inter-Region Transferred Current Employees and Transferred Core to Appendix Employees**

- V. 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, who moved pursuant to the National Transfer Plan into any job title covered by the 2018 Agreement, except an Appendix A job title, and immediately preceding such

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movement was being treated as a “Current Employee” for benefit plan purposes under the transferring applicable CBA.

VI. A “Transferred Core to Appendix Employee” means an individual who was:

- employed as of August 8, 2009 under this Agreement and who was transferred or transfers during the term of this Agreement to an Appendix A job title covered by the 2018 Agreement, and immediately preceding such movement was being treated as a “Current Employee” for benefit plan purposes under the transferring applicable CBA, or
- employed as of August 8, 2009 in one of the 2009 Core CWA CBAs, who moved pursuant to the National Transfer Plan into a job title covered by the 2018 Agreement in Appendix A, and immediately preceding such movement was being treated as a “Current Employee” for benefit plan purposes under the transferring applicable CBA.

**D. The following employee groups will be eligible to participate in the same plans, policies, and provisions on the same terms and conditions as set forth below:**

Employee Group	Benefit Treatment Of Initial Move	Benefit Treatment Of Subsequent Moves To Any Other Job Title Covered Under the 2018 Agreement
I. Inter-Region Transferred Converted Temp/Term Employees	2009 New Hires	2009 New Hires
II. Transferred 2009 New Hires	2009 New Hires	2009 New Hires
III. Transferred 2012 New Hires	2012 New Hires	2012 New Hires
IV. Transferred 2015 New Hires	2015 New Hires	2015 New Hires
V. Inter-Region Transferred Current Employees	Current Employees	Current Employees (if subsequent movement is to a job title outside of Appendix A)
VI. Transferred Core to Appendix Employees	Current Employees 2009 New Hire (for Pension/Savings)	Current Employees (if subsequent movement is to a job title outside of Appendix A)

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Legacy T CWA Core Benefits Outline Summary\*

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2018 New Hires
<b>Active Employees</b>	
<b>Effective Date(s)</b>	Health & Welfare: 1/1/2020, unless noted otherwise
<b>Eligibility</b>	<p><u>Current Employees, 2009 New Hires &amp; 2012 New Hires</u>                      Applicable programs:  <b>Medical</b> - AT&amp;T Corp. Employee Medical Program  <b>Dental</b> – AT&amp;T Dental Program (Bargained Employees)  <b>Vision</b> – AT&amp;T Vision Program (Bargained Employees)  <b>Disability</b> – Legacy AT&amp;T Disability Benefits Program  <b>CarePlus</b> - AT&amp;T CarePlus – A Supplemental Benefit Program  <b>Life Insurance</b> - AT&amp;T Group Life Insurance Program for Active Employees*</p> <p><u>2015 New Hires &amp; 2018 New Hires</u>                      Applicable programs:  <b>Medical</b> - AT&amp;T Corp. Employee Medical Program  <b>Dental</b> – AT&amp;T Dental Program (Bargained Employees)  <b>Vision</b> – AT&amp;T Vision Program (Bargained Employees)  <b>Disability</b> – AT&amp;T Disability Income Program**  <b>CarePlus</b> - AT&amp;T CarePlus – A Supplemental Benefit Program  <b>Life Insurance</b> - AT&amp;T Group Life Insurance Program for Active Employees*</p> <p>*includes Supplemental Life and Dependent Life provisions                      **Management provisions as described in the Summary Plan Description.</p>
<b>Health Reimbursement Account (HRAs)</b>	
	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u>                      None.</p> <p>Note: 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.</p>
<b>Medical</b>	
<b>Program</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u>                      AT&amp;T Corp. Employee Medical Program</p> <p>No change from current program except as provided below, and including:</p> <ul style="list-style-type: none"> <li>Choice of Option 1 or Option 2 as defined below.</li> </ul> <p>Fully-insured coverage options such as HMOs continue to be available at the discretion of the Company.</p>
<b>Dependent Eligibility</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u>                      No change from current program.</p>
<b>Eligibility for Coverage</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u>                      No changes from current program.</p>

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Legacy T CWA Core Benefits Outline Summary\*

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2018 New Hires																																																
<p><b>Eligibility for Company Subsidy</b></p>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p>No change from current program except as provided below.</p> <p><b>Individual Coverage:</b> Company subsidy for Employees enrolled in Company sponsored Individual medical coverage (including fully insured coverage options, if available) will continue to 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.</p> <p><b>Family Coverage:</b> 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.</p>																																																
<p><b>Active (Full-Time) Monthly Contributions</b></p>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires &amp; 2015 New Hires have a choice between the following two options:</u></p> <p><b>Option 1:</b></p> <p style="text-align: center;">Monthly Contribution Amounts</p> <table border="1" data-bbox="332 842 770 907"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$153</td> <td>\$155</td> <td>\$157</td> </tr> <tr> <td>Family</td> <td>\$328</td> <td>\$344</td> <td>\$367</td> </tr> </tbody> </table> <p><b>Option 2:</b></p> <p style="text-align: center;">Monthly Contribution Amounts</p> <table border="1" data-bbox="332 962 770 1027"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$73</td> <td>\$79</td> <td>\$86</td> </tr> <tr> <td>Family</td> <td>\$202</td> <td>\$219</td> <td>\$237</td> </tr> </tbody> </table> <p><u>2018 New Hires have a choice between the following two options:</u></p> <p><b>Option 1:</b></p> <p style="text-align: center;">Monthly Contribution Amounts</p> <table border="1" data-bbox="332 1138 770 1203"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$182</td> <td>\$184</td> <td>\$187</td> </tr> <tr> <td>Family</td> <td>\$391</td> <td>\$410</td> <td>\$436</td> </tr> </tbody> </table> <p><b>Option 2:</b></p> <p style="text-align: center;">Monthly Contribution Amounts</p> <table border="1" data-bbox="332 1258 770 1323"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$96</td> <td>\$103</td> <td>\$111</td> </tr> <tr> <td>Family</td> <td>\$266</td> <td>\$286</td> <td>\$308</td> </tr> </tbody> </table>		2020	2021	2022	Individual	\$153	\$155	\$157	Family	\$328	\$344	\$367		2020	2021	2022	Individual	\$73	\$79	\$86	Family	\$202	\$219	\$237		2020	2021	2022	Individual	\$182	\$184	\$187	Family	\$391	\$410	\$436		2020	2021	2022	Individual	\$96	\$103	\$111	Family	\$266	\$286	\$308
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<p><b>Active (Part-Time) Monthly Contributions</b></p>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p>No change from current program.</p>																																																

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Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2018 New Hires						
<p><b>Working Spouse/LRP Contribution</b></p>	<p><u>Current Employee, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p><u>Spouse/LRP Access to Medical Coverage Additional Medical Contribution:</u>                      Participants whose spouse/LRP enrolls in AT&amp;T-sponsored medical coverage (within either self-insured or fully insured programs) but otherwise has access to medical coverage through their employer, excluding AT&amp;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/LRP does not have access to medical coverage otherwise the additional contribution will be applied.</p> <p>Additional Monthly Medical Contribution:</p> <table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;"><u>2020</u></td> <td style="text-align: center;"><u>2021</u></td> <td style="text-align: center;"><u>2022</u></td> </tr> <tr> <td style="text-align: center;">\$0</td> <td style="text-align: center;">\$100</td> <td style="text-align: center;">\$100</td> </tr> </table>	<u>2020</u>	<u>2021</u>	<u>2022</u>	\$0	\$100	\$100
<u>2020</u>	<u>2021</u>	<u>2022</u>					
\$0	\$100	\$100					
<p><b>Tobacco Use Contribution</b></p>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p><u>Tobacco Use Additional Medical Contribution:</u>                      Employees and/or spouse/LRP who use tobacco, are enrolled in AT&amp;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/LRP 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 and participation. A tobacco user is currently defined as someone who has used tobacco products more than once a month on average. Tobacco products include cigarettes, cigars, pipes, e-cigarettes, vaporizers and smokeless tobacco. The definitions of engagement, tobacco user and 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.</p> <p>Additional Monthly Medical Contribution:</p> <table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;"><u>2020</u></td> <td style="text-align: center;"><u>2021</u></td> <td style="text-align: center;"><u>2022</u></td> </tr> <tr> <td style="text-align: center;">\$50</td> <td style="text-align: center;">\$60</td> <td style="text-align: center;">\$65</td> </tr> </table>	<u>2020</u>	<u>2021</u>	<u>2022</u>	\$50	\$60	\$65
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Legacy T CWA Core Benefits Outline Summary\*

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2018 New Hires						
<b>Annual Deductibles</b>	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2018 New Hires						
	<b>Option 1:</b>						
		2020		2021		2022	
		<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>
	Ind	\$ 700	\$2,450	\$ 800	\$2,800	\$ 850	\$2,975
	Family	\$1,400	\$4,900	\$1,600	\$5,600	\$1,700	\$5,950
	The following Annual Deductible Provisions will apply to Option 1:						
	(Integrated with Med/Surg, MH/SA, CarePlus)						
	<ul style="list-style-type: none"> <li>Applies to all covered health services, including mental health/substance abuse (MH/SA) under the program.</li> <li>The Annual Deductibles are included in the Out-Of-Pocket Maximums.</li> <li>For Family coverage, a covered person is eligible to receive benefits once their eligible/allowable expenses satisfy the Individual Deductible amount. The Family Deductible is met once any combination of covered persons' eligible/allowable expenses meet the Family Deductible 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.</li> </ul>						
	<b>Option 2:</b>						
	2020		2021		2022		
	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	
Ind	\$1,550	\$4,650	\$1,600	\$4,800	\$1,650	\$4,950	
Family	\$3,100	\$9,300	\$3,200	\$9,600	\$3,300	\$9,900	
The following Annual Deductible Provisions will apply to Option 2:							
(Integrated with Med/Surg, Rx, MH/SA, CarePlus)							
<ul style="list-style-type: none"> <li>Applies to all covered health services, including mental health/substance abuse (MH/SA) and prescription drug (Rx) benefits under the program.</li> <li>The Annual Deductibles are included in the Out-Of-Pocket Maximums.</li> <li>For Family coverage, no individual can receive benefits until the Family Annual Deductible is met. The Family Annual Deductible can be met by one or a combination of covered family members.</li> <li>The following costs paid by the participant also apply toward the applicable Network/Traditional Indemnity or Non-Network Deductible amounts:                             <ul style="list-style-type: none"> <li>All prescription drug allowable charges of eligible expenses.</li> </ul> </li> </ul>							

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Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2018 New Hires																								
<p><b>General CoPay/Coinsurance</b></p>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p><b>Option1:</b></p> <table border="1" data-bbox="341 402 667 598"> <thead> <tr> <th></th> <th colspan="2">2020 - 2022</th> </tr> <tr> <th></th> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <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> </tbody> </table> <p><b>Option2:</b></p> <table border="1" data-bbox="341 654 667 813"> <thead> <tr> <th></th> <th colspan="2">2020 - 2022</th> </tr> <tr> <th></th> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <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> </tbody> </table> <p>Note: 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.</p>		2020 - 2022			Network & Traditional Indemnity	Non-Network	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded		2020 - 2022			Network & Traditional Indemnity	Non-Network	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded
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Preventive	\$0 / 0% Ded waived	No Benefit																							
Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded																							
<p><b>Office Visit Copay / Coinsurance</b></p>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p><b>Option 1:</b></p> <table border="1" data-bbox="341 1007 674 1166"> <thead> <tr> <th></th> <th colspan="2">2020 - 2022</th> </tr> <tr> <th></th> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <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> </tbody> </table> <p><b>Option 2:</b></p> <table border="1" data-bbox="341 1221 674 1380"> <thead> <tr> <th></th> <th colspan="2">2020 - 2022</th> </tr> <tr> <th></th> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <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> </tbody> </table>		2020 - 2022			Network & Traditional Indemnity	Non-Network	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded		2020 - 2022			Network & Traditional Indemnity	Non-Network	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded
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Article 19 – Benefit Plans, Programs, and Policies

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<p><b>Urgent Care Facility/Professional Services Copay / Coinsurance</b></p>	<p>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</p> <p><b>Option 1:</b></p> <table border="1" data-bbox="336 365 533 482"> <tr> <td colspan="2" style="text-align: center;">2020 - 2022</td> </tr> <tr> <td style="text-align: center;">Network &amp; Traditional Indemnity</td> <td style="text-align: center;">Non-Network</td> </tr> <tr> <td style="text-align: center;">\$0 / 10% After Ded</td> <td style="text-align: center;">\$0 / 50% After Ded</td> </tr> </table> <p><b>Option 2:</b></p> <table border="1" data-bbox="336 541 533 657"> <tr> <td colspan="2" style="text-align: center;">2020 - 2022</td> </tr> <tr> <td style="text-align: center;">Network &amp; Traditional Indemnity</td> <td style="text-align: center;">Non-Network</td> </tr> <tr> <td style="text-align: center;">\$0 / 10% After Ded</td> <td style="text-align: center;">\$0 / 50% After Ded</td> </tr> </table>	2020 - 2022		Network & Traditional Indemnity	Non-Network	\$0 / 10% After Ded	\$0 / 50% After Ded	2020 - 2022		Network & Traditional Indemnity	Non-Network	\$0 / 10% After Ded	\$0 / 50% After Ded
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<p><b>Emergency Room Facility/Professional Services Copay / Coinsurance (Emergencies)</b></p>	<p>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</p> <p><b>Option 1:</b></p> <table border="1" data-bbox="336 798 533 914"> <tr> <td colspan="2" style="text-align: center;">2020 - 2022</td> </tr> <tr> <td style="text-align: center;">Network &amp; Traditional Indemnity</td> <td style="text-align: center;">Non-Network</td> </tr> <tr> <td style="text-align: center;">\$0 / 10% After Ded</td> <td style="text-align: center;">\$0 / 10% After Ded</td> </tr> </table> <p><b>Option 2:</b></p> <table border="1" data-bbox="336 973 533 1090"> <tr> <td colspan="2" style="text-align: center;">2020 - 2022</td> </tr> <tr> <td style="text-align: center;">Network &amp; Traditional Indemnity</td> <td style="text-align: center;">Non-Network</td> </tr> <tr> <td style="text-align: center;">\$0 / 10% After Ded</td> <td style="text-align: center;">\$0 / 10% After Ded</td> </tr> </table>	2020 - 2022		Network & Traditional Indemnity	Non-Network	\$0 / 10% After Ded	\$0 / 10% After Ded	2020 - 2022		Network & Traditional Indemnity	Non-Network	\$0 / 10% After Ded	\$0 / 10% After Ded
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<p><b>Hospital Inpatient/Outpatient Facility/Professional Services Copay / Coinsurance</b></p>	<p>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</p> <p><b>Option 1:</b></p> <table border="1" data-bbox="341 365 543 486"> <thead> <tr> <th colspan="2">2020 - 2022</th> </tr> <tr> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table> <p><b>Option 2:</b></p> <table border="1" data-bbox="341 541 543 661"> <thead> <tr> <th colspan="2">2020 - 2022</th> </tr> <tr> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>	2020 - 2022		Network & Traditional Indemnity	Non-Network	\$0 / 10% After Ded	\$0 / 50% After Ded	2020 - 2022		Network & Traditional Indemnity	Non-Network	\$0 / 10% After Ded	\$0 / 50% After Ded												
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<p><b>Tests (all tests including x-ray, radiology, lab test, etc.) Copay/ Coinsurance</b></p>	<p>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</p> <p><b>Option 1:</b></p> <table border="1" data-bbox="341 796 672 953"> <thead> <tr> <th></th> <th colspan="2">2020 - 2022</th> </tr> <tr> <th></th> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <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> </tbody> </table> <p><b>Option 2:</b></p> <table border="1" data-bbox="341 1027 672 1184"> <thead> <tr> <th></th> <th colspan="2">2020 - 2022</th> </tr> <tr> <th></th> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <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> </tbody> </table>		2020 - 2022			Network & Traditional Indemnity	Non-Network	Preventive	\$0 / 0% Ded Waived	No Benefit	Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded		2020 - 2022			Network & Traditional Indemnity	Non-Network	Preventive	\$0 / 0% Ded Waived	No Benefit	Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded
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<p><b>Hearing Benefit</b></p>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p><b>Option 1:</b></p> <table border="1" data-bbox="336 365 534 486"> <thead> <tr> <th colspan="2">2020 - 2022</th> </tr> <tr> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table> <p><b>Option 2:</b></p> <table border="1" data-bbox="336 541 534 661"> <thead> <tr> <th colspan="2">2020 - 2022</th> </tr> <tr> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>	2020 - 2022		Network & Traditional Indemnity	Non-Network	\$0 / 10% After Ded	\$0 / 50% After Ded	2020 - 2022		Network & Traditional Indemnity	Non-Network	\$0 / 10% After Ded	\$0 / 50% After Ded						
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<p><b>Mental Health/Substance Abuse (MH/SA) Copay / Coinsurance</b></p>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p><b>Option 1:</b></p> <table border="1" data-bbox="336 778 622 898"> <thead> <tr> <th></th> <th colspan="2">2020 2022</th> </tr> <tr> <th></th> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>Out Patient &amp; In Patient</td> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table> <p><b>Option 2:</b></p> <table border="1" data-bbox="336 953 622 1073"> <thead> <tr> <th></th> <th colspan="2">2020 - 2022</th> </tr> <tr> <th></th> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>Out Patient &amp; In Patient</td> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>		2020 2022			Network & Traditional Indemnity	Non-Network	Out Patient & In Patient	\$0 / 10% After Ded	\$0 / 50% After Ded		2020 - 2022			Network & Traditional Indemnity	Non-Network	Out Patient & In Patient	\$0 / 10% After Ded	\$0 / 50% After Ded
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<b>Annual Out-of-Pocket Maximums (OOP)</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p style="text-align: center;">Out-of-Pocket Maximum Amounts (including Annual Deductible)</p> <p><b>Option 1:</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th colspan="2">2020</th> <th colspan="2">2021</th> <th colspan="2">2022</th> </tr> <tr> <th></th> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>Ind</td> <td>\$3,500</td> <td>\$10,500</td> <td>\$3,500</td> <td>\$10,500</td> <td>\$3,500</td> <td>\$10,500</td> </tr> <tr> <td>Family</td> <td>\$7,000</td> <td>\$21,000</td> <td>\$7,000</td> <td>\$21,000</td> <td>\$7,000</td> <td>\$21,000</td> </tr> </tbody> </table> <p>The following Out-of-Pocket Maximum provisions will apply to Option 1:</p> <p>(Integrated with Med/Surg, MH/SA, CarePlus)</p> <p>If the coverage tier is Family, the 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 and Traditional Indemnity Services for an individual family member once the individual meets the applicable Individual Out-Of-Pocket Maximum, even if the Family Out-Of-Pocket Maximum has not been met.</p> <p>The following additional costs paid by the participant apply toward the applicable Network and Traditional Indemnity or Non-Network Out-of-Pocket Maximum amounts:</p> <ul style="list-style-type: none"> <li>- Deductibles</li> </ul> <p><b>Option 2:</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th colspan="2">2020</th> <th colspan="2">2021</th> <th colspan="2">2022</th> </tr> <tr> <th></th> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> <th>Network &amp; Traditional Indemnity</th> <th>Non-Network</th> </tr> </thead> <tbody> <tr> <td>Ind</td> <td>\$6,650</td> <td>\$19,950</td> <td>\$6,650</td> <td>\$19,950</td> <td>\$6,650</td> <td>\$19,950</td> </tr> <tr> <td>Family</td> <td>\$13,300</td> <td>\$39,900</td> <td>\$13,300</td> <td>\$39,900</td> <td>\$13,300</td> <td>\$39,900</td> </tr> </tbody> </table> <p>The following Out-of-Pocket Maximum provisions will apply to Option 2:</p> <p>(Integrated with Med/Surg, Rx, MH/SA, CarePlus)</p> <p>If the coverage tier is Family, the 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 and Traditional Indemnity Services for an individual family member once the individual meets the applicable Individual Out-Of-Pocket Maximum, even if the Family Out-Of-Pocket Maximum has not been met.</p> <p>The following additional costs paid by the participant apply toward the applicable Network and Traditional Indemnity or Non-Network Out-of-Pocket Maximum amounts:</p> <ul style="list-style-type: none"> <li>- Deductibles</li> <li>- Prescription drug copays</li> </ul>		2020		2021		2022			Network & Traditional Indemnity	Non-Network	Network & Traditional Indemnity	Non-Network	Network & Traditional Indemnity	Non-Network	Ind	\$3,500	\$10,500	\$3,500	\$10,500	\$3,500	\$10,500	Family	\$7,000	\$21,000	\$7,000	\$21,000	\$7,000	\$21,000		2020		2021		2022			Network & Traditional Indemnity	Non-Network	Network & Traditional Indemnity	Non-Network	Network & Traditional Indemnity	Non-Network	Ind	\$6,650	\$19,950	\$6,650	\$19,950	\$6,650	\$19,950	Family	\$13,300	\$39,900	\$13,300	\$39,900	\$13,300	\$39,900
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	<b>Prescription Drug Program (Rx)</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p><b>Option 1:</b></p> <p>Deductible:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>2020 - 2022</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$0</td> </tr> <tr> <td>Family</td> <td>\$0</td> </tr> </tbody> </table> <p>Out-of-Pocket Maximum:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>2020-2022</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$1,700</td> </tr> <tr> <td>Family</td> <td>\$3,400</td> </tr> </tbody> </table> <p>Retail – Network Copays: (Up to 30-day supply, limited to 2 fills for maintenance, subject to Advanced Control Specialty Formulary provisions)</p>		2020 - 2022	Individual	\$0	Family	\$0		2020-2022	Individual	\$1,700	Family	\$3,400																																											
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		<u>2020</u>	<u>2021</u>	<u>2022</u>
	Generic	\$10	\$10	\$10
	Preferred	\$40	\$40	\$40
	Non-Preferred	\$80	\$80	\$80
	Retail – Non-Network Copays: Participant pays the greater of the applicable Network copay or balance remaining after the program pays 75% of network retail cost.			
	Mail Order Copays: (Up to 90-day supply, subject to Advanced Control Specialty Formulary provisions)			
		<u>2020</u>	<u>2021</u>	<u>2022</u>
	Generic	\$20	\$ 20	\$20
	Preferred	\$80	\$ 80	\$80
	Non-Preferred	\$160	\$160	\$160
	<b>Option 2:</b>			
	Deductible: Integrated with Med/Surg, MH/SA, CarePlus Out-of-Pocket Maximum: Integrated with Med/Surg, MH/SA, CarePlus.			
	Retail – Network Copays: (Up to 30-day supply, limited to 2 fills for maintenance, subject to Advanced Control Specialty Formulary provisions)			
		<u>2020</u>	<u>2021</u>	<u>2022</u>
	Generic	\$10	\$10	\$10
	Preferred	\$40	\$40	\$40
	Non-Preferred	\$80	\$80	\$80
	Retail – Non-Network Copays: Participant pays the greater of the applicable Network copay or balance remaining after the program pays 75% of network retail cost.			
	Mail Order Copays: (Up to 90-day supply, subject to Advanced Control Specialty Formulary provisions)			
		<u>2020</u>	<u>2021</u>	<u>2022</u>
	Generic	\$20	\$20	\$20
	Preferred	\$80	\$80	\$80
	Non-Preferred	\$160	\$160	\$160
	The following provisions will continue to apply to Option 1 and Option 2: <ul style="list-style-type: none"> <li>• Mandatory mail order for maintenance Rx – Applies after second fill at retail.</li> <li>• Specialty pharmacy program</li> <li>• Personal Choice – 100% participant-paid</li> <li>• Mandatory Generic</li> <li>• Advanced Control Specialty Formulary</li> <li>• New Standard Prescription Drug Formulary</li> <li>• Generic Step Therapy</li> </ul>			
<b>Employee Assistance Program (EAP)</b>				
<b>Program</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u>			
	AT&T Employee Assistance Program  No change from current program.			
<b>Visit Limit</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Continues to provide up to 5 EAP visits per person per issue.			

**\*Reprinted From 2018 AT&T CWA Agreement By and Between Certain Business Operating Units and Divisions of AT&T Corp**

Article 19 – Benefit Plans, Programs, and Policies

Legacy T CWA Core Benefits Outline Summary\*

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2018 New Hires																				
<b>Disability</b>																					
<b>Program</b>	<p><u>Current Employees, 2009 New Hires &amp; 2012 New Hires</u>  <u>Legacy AT&amp;T Disability Benefit Program</u></p> <p>No change from current program.</p> <p><u>2015 New Hires &amp; 2018 New Hires</u></p> <p>AT&amp;T Disability Income Program as described in the Summary Plan Description, except as provided below.</p> <p>No change from current program.</p>																				
<b>Short Term Disability (STD)</b>	<p><u>Current Employees, 2009 New Hires &amp; 2012 New Hires</u>  <u>Legacy AT&amp;T Disability Benefit Program</u></p> <p>No change from current program.</p> <p><u>2015 New Hires &amp; 2018 New Hires</u></p> <p>AT&amp;T Disability Income Program as described in the Summary Plan Description.</p> <p>No change from current program.</p>																				
<b>Long-Term Disability (LTD)</b>	<p><u>Current Employees, 2009 New Hires &amp; 2012 New Hires</u>  <u>Legacy AT&amp;T Disability Benefit Program</u></p> <p>No change from current program.</p> <p><u>2015 New Hires &amp; 2018 New Hires</u></p> <p>The AT&amp;T Disability Income Program as described in the Summary Plan Description except that Temporary and Term employees are not eligible for LTD benefits.</p> <p>No change from current program.</p>																				
<b>Dental</b>																					
<b>Program</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p>AT&amp;T Dental Program (Bargained Employees) – except as provided below:</p> <ul style="list-style-type: none"> <li>• Dental PPO</li> <li>• DHMO (available at the discretion of the Company)</li> </ul>																				
<b>Eligibility for Coverage</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p>Eligibility for coverage continues to begin on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).</p>																				
<b>Eligibility for Company Subsidy</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p>Company subsidy continues to begin on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).</p>																				
<b>Active (Full-Time) Monthly Contributions</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u>                      Dental PPO or DHMO (if available):</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="4" style="text-align: center;">Contribution Amounts</th> </tr> <tr> <th></th> <th style="text-align: center;">2020</th> <th style="text-align: center;">2021</th> <th style="text-align: center;">2022</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td style="text-align: center;">\$7.00</td> <td style="text-align: center;">\$8.00</td> <td style="text-align: center;">\$8.00</td> </tr> <tr> <td>Ind+1</td> <td style="text-align: center;">\$14.00</td> <td style="text-align: center;">\$17.00</td> <td style="text-align: center;">\$17.00</td> </tr> <tr> <td>Family</td> <td style="text-align: center;">\$23.00</td> <td style="text-align: center;">\$27.00</td> <td style="text-align: center;">\$27.00</td> </tr> </tbody> </table>	Contribution Amounts					2020	2021	2022	Individual	\$7.00	\$8.00	\$8.00	Ind+1	\$14.00	\$17.00	\$17.00	Family	\$23.00	\$27.00	\$27.00
Contribution Amounts																					
	2020	2021	2022																		
Individual	\$7.00	\$8.00	\$8.00																		
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Article 19 – Benefit Plans, Programs, and Policies

Legacy T CWA Core Benefits Outline Summary\*

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2018 New Hires								
<b>Active (Part-Time) Monthly Contributions</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Provisions will apply as indicated in the Summary Plan Description. Note: Calculation of cost of coverage is subject to annual adjustment.								
<b>Deductible</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Provisions will apply as indicated in the Summary Plan Description.								
<b>Annual Maximum Benefit</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Provisions will apply as indicated in the Summary Plan Description.								
<b>Orthodontic Lifetime Maximum</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Provisions will apply as indicated in the Summary Plan Description.								
<b>Coverage Levels</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Provisions will apply as indicated in the Summary Plan Description.								
<b>Outside Network Area (ONA)</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Provisions will apply as indicated in the Summary Plan Description.								
<b>Vision</b>									
<b>Program</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> AT&T Vision Program (Bargained Employees) except as provided below:								
<b>Eligibility for Coverage</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Eligibility for coverage continues to begin on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).								
<b>Eligibility for Company Subsidy</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Eligibility for company subsidy continues to begin on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).								
<b>Active (Full-Time) Monthly Contributions</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Contributions as they change from time to time.</p> <table border="1"> <thead> <tr> <th></th> <th><u>Contribution Amounts 2018*</u></th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$2.50</td> </tr> <tr> <td>Ind+1</td> <td>\$4.50</td> </tr> <tr> <td>Family</td> <td>\$8.00</td> </tr> </tbody> </table> <p>*The 2018 contributions shown above are for illustrative purposes only.</p>		<u>Contribution Amounts 2018*</u>	Individual	\$2.50	Ind+1	\$4.50	Family	\$8.00
	<u>Contribution Amounts 2018*</u>								
Individual	\$2.50								
Ind+1	\$4.50								
Family	\$8.00								
<b>Active (Part-Time) Monthly Contributions</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Provisions will apply as indicated in the Summary Plan Description.								
<b>Coverage Levels</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Provisions will apply as indicated in the Summary Plan Description.								

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Article 19 – Benefit Plans, Programs, and Policies

Legacy T CWA Core Benefits Outline Summary\*

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2018 New Hires
<b>Flexible Spending Account (FSA)</b>	
<b>Plan</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> AT&T Flexible Spending Account Plan  No change from current plan.
<b>Contribution Minimum/Maximums</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> No change from current plan, except 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 reasonably implement the change.
<b>Supplemental Medical Benefits - CarePlus</b>	
<b>Program</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> AT&T CarePlus – A Supplemental Benefit Program  No change from current program.
<b>Monthly Contributions</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> No change from current program.*  *Note: Contribution amounts are subject to change from time to time at the sole discretion of the Company.
<b>General Benefits</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> No change from the current program, except those required to comply with healthcare reform legislation (PPACA).  The Company continues to retain the unilateral right to change, modify, amend, and discontinue the benefits offered under CarePlus.
<b>Life Insurance</b>	
<b>Program</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> AT&T Group Life Insurance Program for Active Employees  No change from current program.
<b>Active Benefits</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> No change from current program. Note: Contribution amounts are subject to annual adjustments.
<b>Definition of Pay</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u>  No change from current program.
<b>Long-Term Care</b>	
<b>Plan</b>	<u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u>  AT&T Consolidated Long-Term Care Insurance Plan

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Article 19 – Benefit Plans, Programs, and Policies

Legacy T CWA Core Benefits Outline Summary\*

Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2018 New Hires
<b>Coverage</b>	<p><u>2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p>Not available; closed to new entrants as of 5/1/2012.</p> <p><u>Current Employees and 2009 New Hires</u> No change from current program, except the Company has the unilateral right to change, modify, amend and discontinue the AT&amp;T Consolidated Long-Term Care Insurance Plan.</p>
<b>Adoption</b>	
<b>Policy</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> AT&amp;T Adoption Reimbursement Policy</p> <p>No change from current policy.</p>
<b>Coverage</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> No change from current policy.</p>
<b>Commuter</b>	
<b>Policy</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> AT&amp;T Commuter Benefits Policy</p> <p>No change from current policy, except as mandated by IRS Code Section 132 Regulations.</p>
<b>Coverage</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Pre-tax deductions for parking and mass transit.</p> <p>No change from current policy, except eligible expense and monthly limits updated annually as allowed by IRS Code Section 132 Regulations.</p>

Provision	Eligible Retired Employees
<b>Retiree Provisions</b>	<p><b>Effective 1/1/2020:</b></p> <p><b>Applicable for the term of the Agreement to Eligible Retired Employees who terminate during the term of the Agreement.</b></p>
<b>Medical</b>	
<b>Program</b>	<p>Eligible Retired Employees shall be eligible to participate in the same choice of program options and provisions as a similarly situated active Current Employee, 2009 New Hire, 2012 New Hire, 2015 New Hire &amp; 2018 New Hires except as noted below.</p>

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Article 19 – Benefit Plans, Programs, and Policies

Legacy T CWA Core Benefits Outline Summary\*

Provision	Eligible Retired Employees
<p><b>Eligible Retired Employees (Full-Time) Monthly Contributions</b></p>	<p><u>2018 New Hires</u></p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy.</li> <li>• Eligible Retired Employees who are Medicare eligible are ineligible for coverage.</li> </ul> <p><u>2015 New Hires &amp; 2012 New Hires</u> No change from current program, as follows:</p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy.</li> <li>• Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p><u>2009 New Hires</u> No change from current program, as follows:</p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*.</li> <li>• Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employees</u> No change from current program, as follows: The contribution shall continue to be the same as for similarly situated active Current Employees.</p>
<p><b>Eligible Retired Employees (Part-Time) Monthly Contributions</b></p>	<p><u>2018 New Hires</u></p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy.</li> <li>• Eligible Retired Employees who are Medicare eligible are ineligible for coverage.</li> </ul> <p><u>2015 New Hires &amp; 2012 New Hires</u> No change from current program, as follows:</p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy.</li> <li>• Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p><u>2009 New Hires</u> No change from current program, as follows:</p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*.</li> <li>• Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employees</u> No change from current program, as follows: The contribution shall continue to be the same as for similarly situated active Current Employees.</p>
<p><b>Medicare Part-B Premium Reimbursement</b></p>	<p><u>2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Not Eligible.</p> <p><u>Current Employees</u> No change from current program.</p>
<p><b>Definition of Pay</b></p>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> Refer to the Summary Plan Description for the plan in which they were active participants.</p>

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Article 19 – Benefit Plans, Programs, and Policies

Legacy T CWA Core Benefits Outline Summary\*

Provision	Eligible Retired Employees
<b>Health Reimbursement Account (HRAs)</b>	
	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p>None.</p> <p>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.</p>
<b>Supplemental Medical Benefits - CarePlus</b>	
<b>Program</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p>No change from current program.</p>
<b>Monthly Contributions</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p>No change from current program.</p> <p>Note: Contributions continue to be subject to change from time to time at the sole discretion of the Company.</p>
<b>General Benefits</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u></p> <p>No change from current program, except those required to comply with healthcare reform legislation (PPACA).</p> <p>The Company continues to retain the unilateral right to change, modify, amend, and discontinue the benefits offered under CarePlus.</p>
<b>Dental</b>	
<b>Program</b>	<p>Eligible Retired Employees shall be eligible to participate in the same provisions as similarly situated active Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires or 2018 New Hires except as noted in the sections below.</p>
<b>Eligible Retired Employees (Full-Time) Monthly Contributions</b>	<p><u>2018 New Hires</u></p> <ul style="list-style-type: none"> <li>Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy.</li> <li>Eligible Retired Employees who are Medicare eligible are ineligible for coverage.</li> </ul> <p><u>2015 New Hires &amp; 2012 New Hires</u></p> <p>No change from current program, as follows:</p> <ul style="list-style-type: none"> <li>Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy.</li> <li>Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p><u>2009 New Hires</u></p> <p>No change from current program, as follows:</p> <ul style="list-style-type: none"> <li>Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*.</li> <li>Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employees</u></p> <p>No change from current program, as follows:</p> <p>The contribution shall continue to be the same as for similarly situated active Current Employees.</p>

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Article 19 – Benefit Plans, Programs, and Policies

Legacy T CWA Core Benefits Outline Summary\*

Provision	Eligible Retired Employees
<p><b>Eligible Retired Employees (Part-Time) Monthly Contributions</b></p>	<p><u>2018 New Hires</u></p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy.</li> <li>• Eligible Retired Employees who are Medicare eligible are ineligible for coverage.</li> </ul> <p><u>2015 New Hires &amp; 2012 New Hires</u> No change from current program, as follows:</p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy.</li> <li>• Eligible Retired Employees who are Medicare eligible continue to be ineligible for coverage.</li> </ul> <p><u>2009 New Hires</u> No change from current program, as follows:</p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*.</li> <li>• Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p>* Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employees</u> No change from current program, as follows: The contribution shall continue to be the same as for similarly situated active Current Employees.</p>
<b>Life Insurance</b>	
<p><b>Eligible Retired Employees Basic Life (Company Paid)</b></p>	<p><u>2018 New Hires</u> \$15,000 Retiree Basic Life</p> <p>These provisions will continue to apply:</p> <p><u>2015 New Hires, 2012 New Hires &amp; 2009 New Hires</u> \$15,000 Retiree Basic Life</p> <p><u>Current Employees,</u> 1X Annual Pay</p> <p>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.</p>
<p><b>Eligible Retired Employees Supplemental Life (Retiree Paid)</b></p>	<p><u>2018 New Hires, 2015 New Hires, 2012 New Hires &amp; 2009 New Hires</u> Employees eligible for Supplemental Life coverage may add 1x annual pay to Supplemental Life coverage in effect at termination to replace the Basic Life coverage no longer available upon termination of employment.</p> <p><u>Current Employees</u> No change from current program.</p>
<p><b>Definition of Pay</b></p>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires &amp; 2018 New Hires</u> No change from current program.</p>

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Article 19 – Benefit Plans, Programs, and Policies

Legacy T CWA Core Benefits Outline Summary\*

Provision	Eligible Retired Employees
<b>Vision</b>	
<b>Eligible Retired Employees</b>	<p><u>2018 New Hires</u> Eligible Retired Employees shall be eligible to participate in the AT&amp;T Eligible Former Employee Vision Program.</p>
<b>Vision Program</b>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires &amp; 2015 New Hires</u> Eligible Retired Employees shall continue to be eligible to participate in the AT&amp;T Eligible Former Employee Vision Program.</p>
<b>Eligible Retired Employees Monthly Retiree Contributions</b>	<p><u>2018 New Hires</u></p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will pay 100% of full cost of coverage* with no Company subsidy.</li> <li>• Eligible Retired Employees who are Medicare eligible are ineligible for coverage.</li> </ul> <p><u>2015 New Hires &amp; 2012 New Hires</u> No change from current program, as follows:</p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy.</li> <li>• Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p><u>Current Employees &amp; 2009 New Hires</u> No change from current program, as follows:</p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees will continue to pay 100% of full cost of coverage* with no Company subsidy.</li> </ul> <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the sole discretion of the Company.</p>

<b>Provision</b>	<b>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires, 2018 New Hires and Eligible Retired Employees</b>
<b>Voluntary</b>	
<b>Discretionary Program</b>	AT&T Voluntary Benefits Platform (products offered as they may change from time to time).

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### **Wellness\***

The Company's bargained for employees represented by CWA continue to be eligible to participate in the AT&T Your Health Matters Program (YHM) as provided below.

The YHM Program includes Disease Management and Wellness programs as well as access to an online portal with a variety of tools and resources. Below are examples of the benefits and services that would be made available to eligible bargained Employees under Your Health Matters:

#### Wellness 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, medication adherence and self-management.

#### Disease Management

- Asthma
- Heart Failure
- Coronary Artery Disease
- Diabetes
- Chronic Obstructive Pulmonary Disease

#### Healthcare Price and Quality Transparency Tool

- Quality ratings and estimated costs for healthcare providers, physicians and specialists
- Reviews for nearby doctors, facilities and services

#### Health Assessment and Portal

Certain services are available only to employees who elect coverage in an AT&T self-funded medical program option. Currently, employees who enroll in a fully-insured medical coverage option such as an HMO or waive medical coverage (opt-out) will have access only to the YHM portal, the Health Assessment and Challenges.

The Company continues to retain the unilateral right to change, modify, amend or discontinue the benefits under Your Health Matters.

This letter will remain in effect through the term of the 2018 Collective Bargaining Agreement

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Monthly Benefit Table

**Monthly Benefit Table\***

(Effective January 1, 2018)

For eligible employees whose net credited service is at least fifteen (15) years as of June 30, 1998, and who terminate employment on or after January 1, 2018, and before January 1, 2020, the Monthly Benefit Table shall be as follows;

<u>Pension Band</u>	<u>Dollar Amount</u>	<u>Pension Band</u>	<u>Dollar Amount</u>
101	39.94	119	70.30
102	41.61	120	71.95
103	43.31	121	73.62
104	44.97	122	75.35
105	46.67	123	76.98
106	48.36	124	78.70
107	50.11	125	80.42
108	51.76	126	82.06
109	53.46	127	83.75
110	55.13	128	85.43
111	56.83	129	87.12
112	58.48	130	88.79
113	60.19	131	90.51
114	61.84	132	92.17
115	63.54	133	93.84
116	65.25	134	95.60
117	66.91	135	97.21
118	68.61		

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Monthly Benefit Table

Monthly Benefit Table\*

(Effective January 1, 2020)

For eligible employees whose net credited service is at least fifteen (15) years as of June 30, 1998, and who terminate employment on or after January 1, 2020, and before January 1, 2021, the Monthly Benefit Table shall be as follows:

<u>Pension Band</u>	<u>Dollar Amount</u>	<u>Pension Band</u>	<u>Dollar Amount</u>
101	40.74	119	71.71
102	42.45	120	73.40
103	44.18	121	75.10
104	45.87	122	76.86
105	47.61	123	78.53
106	49.33	124	80.28
107	51.12	125	82.03
108	52.80	126	83.71
109	54.53	127	85.44
110	56.24	128	87.14
111	57.97	129	88.87
112	59.65	130	90.58
113	61.40	131	92.33
114	63.08	132	94.02
115	64.82	133	95.73
116	66.56	134	97.53
117	68.26	135	99.16
118	69.99		

\*Reprinted From 2018 AT&T CWA Agreement By and Between Certain Business Operating Units and Divisions of AT&T Corp

Monthly Benefit Table

**Monthly Benefit Table\***

**(Effective January 1, 2021)**

For eligible employees whose net credited service is at least fifteen (15) years as of June 30, 1998, and who terminate employment on or after January 1, 2021, and before January 1, 2022, the Monthly Benefit Table shall be as follows:

<u>Pension Band</u>	<u>Dollar Amount</u>	<u>Pension Band</u>	<u>Dollar Amount</u>
101	41.15	119	72.43
102	42.87	120	74.13
103	44.62	121	75.85
104	46.33	122	77.63
105	48.09	123	79.32
106	49.82	124	81.08
107	51.63	125	82.85
108	53.33	126	84.55
109	55.08	127	86.29
110	56.80	128	88.01
111	58.55	129	89.76
112	60.25	130	91.49
113	62.01	131	93.25
114	63.71	132	94.96
115	65.47	133	96.69
116	67.23	134	98.51
117	68.94	135	100.15
118	70.69		

\*Reprinted From 2018 AT&T CWA Agreement By and Between Certain Business Operating Units and Divisions of AT&T Corp

## Monthly Benefit Table\*

(Effective January 1, 2022)

For eligible employees whose net credited service is at least fifteen (15) years as of June 30, 1998, and who terminate employment on or after January 1, 2022, the Monthly Benefit Table shall be as follows:

<u>Pension Band</u>	<u>Dollar Amount</u>	<u>Pension Band</u>	<u>Dollar Amount</u>
101	41.56	119	73.15
102	43.30	120	74.87
103	45.07	121	76.61
104	46.79	122	78.41
105	48.57	123	80.11
106	50.32	124	81.89
107	52.15	125	83.68
108	53.86	126	85.40
109	55.63	127	87.15
110	57.37	128	88.89
111	59.14	129	90.66
112	60.85	130	92.40
113	62.63	131	94.18
114	64.35	132	95.91
115	66.12	133	97.66
116	67.90	134	99.50
117	69.63	135	101.15
118	71.40		

\*Reprinted From 2018 AT&T CWA Agreement By and Between Certain Business Operating Units and Divisions of AT&T Corp.

Monthly Benefit Table

**Pension Band Credits\***  
(Effective January 1, 2018)

For crediting periods beginning on or after January 1, 2018, for participants who were on the active roll of a participating company on or after January 1, 2018, and before January 1, 2020, the Pension Band Credit Table shall be as follows:

Pension Band	On and after 1/1/2018 and before 1/1/2020							
	Pension Calculation Service in Whole Years							
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
101	1,094	1,278	1,456	1,821	2,186	2,556	3,099	3,643
102	1,131	1,323	1,515	1,891	2,268	2,654	3,214	3,782
103	1,181	1,380	1,573	1,967	2,357	2,753	3,347	3,935
104	1,225	1,431	1,636	2,044	2,449	2,855	3,469	4,083
105	1,271	1,483	1,701	2,122	2,535	2,963	3,604	4,238
106	1,310	1,534	1,750	2,186	2,620	3,066	3,718	4,376
107	1,359	1,585	1,809	2,262	2,723	3,168	3,852	4,523
108	1,401	1,636	1,872	2,340	2,810	3,277	3,975	4,677
109	1,451	1,693	1,930	2,415	2,900	3,379	4,109	4,829
110	1,488	1,738	1,987	2,484	2,985	3,475	4,222	4,972
111	1,539	1,796	2,050	2,562	3,072	3,584	4,352	5,117
112	1,578	1,840	2,109	2,638	3,163	3,694	4,478	5,270
113	1,629	1,898	2,165	2,711	3,260	3,795	4,607	5,423
114	1,668	1,948	2,225	2,780	3,342	3,891	4,727	5,560
115	1,713	2,000	2,280	2,855	3,430	4,000	4,855	5,714
116	1,757	2,057	2,346	2,934	3,521	4,109	4,988	5,864
117	1,809	2,102	2,409	3,008	3,609	4,211	5,112	6,019
118	1,845	2,152	2,466	3,079	3,694	4,307	5,234	6,153
119	1,891	2,210	2,523	3,158	3,782	4,415	5,360	6,306
120	1,935	2,262	2,580	3,226	3,878	4,518	5,495	6,459
121	1,981	2,313	2,644	3,303	3,969	4,631	5,618	6,612
122	2,020	2,357	2,695	3,373	4,051	4,727	5,732	6,746
123	2,069	2,415	2,759	3,449	4,140	4,829	5,864	6,900
124	2,122	2,472	2,825	3,528	4,230	4,932	5,999	7,053
125	2,160	2,518	2,883	3,604	4,319	5,041	6,122	7,206
126	2,204	2,569	2,940	3,674	4,403	5,143	6,236	7,341
127	2,254	2,638	3,008	3,764	4,511	5,264	6,395	7,520
128	2,306	2,683	3,072	3,834	4,601	5,367	6,523	7,671
129	2,340	2,735	3,118	3,898	4,677	5,458	6,632	7,793
130	2,382	2,780	3,174	3,969	4,760	5,553	6,746	7,936
131	2,428	2,831	3,239	4,043	4,849	5,663	6,874	8,089
132	2,472	2,883	3,298	4,119	4,937	5,770	7,002	8,243
133	2,518	2,940	3,354	4,198	5,034	5,873	7,137	8,388
134	2,562	2,990	3,412	4,262	5,117	5,968	7,252	8,530
135	2,602	3,036	3,469	4,339	5,208	6,077	7,379	8,682

**\*Reprinted From 2018 AT&T CWA Agreement By and Between Certain Business Operating Units and Divisions of AT&T Corp**



Monthly Benefit Table

Pension Band Credits\*  
(Effective January 1, 2020)

For crediting periods beginning on or after January 1, 2020, for participants who were on the active roll of a participating company on or after January 1, 2020, and before January 1, 2021, the Pension Band Credit Table shall be as follows:

Pension Band	On and after 1/1/2020 and before 1/1/2021							
	Pension Calculation Service in Whole Years							
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
101	1,116	1,304	1,486	1,857	2,230	2,608	3,161	3,716
102	1,153	1,349	1,545	1,929	2,314	2,708	3,278	3,858
103	1,205	1,408	1,605	2,007	2,405	2,809	3,414	4,014
104	1,249	1,459	1,669	2,085	2,498	2,913	3,539	4,165
105	1,297	1,513	1,735	2,164	2,586	3,023	3,676	4,323
106	1,336	1,564	1,786	2,230	2,672	3,128	3,793	4,464
107	1,387	1,617	1,845	2,308	2,778	3,232	3,930	4,614
108	1,429	1,669	1,910	2,387	2,866	3,343	4,055	4,771
109	1,481	1,727	1,968	2,463	2,958	3,447	4,192	4,926
110	1,518	1,773	2,027	2,534	3,045	3,545	4,307	5,072
111	1,570	1,832	2,092	2,614	3,134	3,656	4,440	5,220
112	1,610	1,877	2,151	2,691	3,227	3,768	4,568	5,376
113	1,661	1,936	2,209	2,765	3,326	3,871	4,700	5,532
114	1,702	1,987	2,269	2,836	3,409	3,969	4,822	5,672
115	1,747	2,040	2,326	2,913	3,499	4,080	4,953	5,829
116	1,793	2,099	2,393	2,993	3,592	4,192	5,088	5,982
117	1,845	2,144	2,457	3,068	3,681	4,296	5,215	6,140
118	1,882	2,196	2,516	3,141	3,768	4,394	5,339	6,277
119	1,929	2,254	2,573	3,222	3,858	4,504	5,468	6,433
120	1,974	2,308	2,632	3,291	3,956	4,609	5,606	6,589
121	2,021	2,359	2,697	3,369	4,049	4,724	5,731	6,745
122	2,060	2,405	2,749	3,441	4,133	4,822	5,847	6,881
123	2,111	2,463	2,815	3,518	4,223	4,926	5,982	7,039
124	2,164	2,522	2,882	3,599	4,315	5,031	6,120	7,195
125	2,204	2,568	2,941	3,676	4,406	5,142	6,245	7,351
126	2,248	2,621	2,999	3,748	4,491	5,246	6,361	7,488
127	2,300	2,691	3,068	3,840	4,602	5,370	6,524	7,671
128	2,352	2,737	3,134	3,911	4,693	5,475	6,654	7,825
129	2,387	2,790	3,180	3,976	4,771	5,568	6,765	7,950
130	2,430	2,836	3,238	4,049	4,856	5,665	6,881	8,095
131	2,477	2,888	3,304	4,124	4,946	5,777	7,012	8,252
132	2,522	2,941	3,364	4,202	5,036	5,886	7,143	8,408
133	2,568	2,999	3,422	4,282	5,135	5,991	7,280	8,557
134	2,614	3,050	3,480	4,348	5,220	6,088	7,398	8,701
135	2,654	3,097	3,539	4,426	5,313	6,199	7,528	8,857

\*Reprinted From 2018 AT&T CWA Agreement By and Between Certain Business Operating Units and Divisions of AT&T Corp.

## Monthly Benefit Table

### Pension Band Credits\*

(Effective January 1, 2021)

For crediting periods beginning on or after January 1, 2021, for participants who were on the active roll of a participating company on or after January 1, 2021, and before January 1, 2022, the Pension Band Credit Table shall be as follows:

Pension Band	On and after 1/1/2021 and before 1/1/2022							
	Pension Calculation Service in Whole Years							
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
101	1,127	1,317	1,501	1,876	2,252	2,634	3,193	3,753
102	1,165	1,362	1,560	1,948	2,337	2,735	3,311	3,897
103	1,217	1,422	1,621	2,027	2,429	2,837	3,448	4,054
104	1,261	1,474	1,686	2,106	2,523	2,942	3,574	4,207
105	1,310	1,528	1,752	2,186	2,612	3,053	3,713	4,366
106	1,349	1,580	1,804	2,252	2,699	3,159	3,831	4,509
107	1,401	1,633	1,863	2,331	2,806	3,264	3,969	4,660
108	1,443	1,686	1,929	2,411	2,895	3,376	4,096	4,819
109	1,496	1,744	1,988	2,488	2,988	3,481	4,234	4,975
110	1,533	1,791	2,047	2,559	3,075	3,580	4,350	5,123
111	1,586	1,850	2,113	2,640	3,165	3,693	4,484	5,272
112	1,626	1,896	2,173	2,718	3,259	3,806	4,614	5,430
113	1,678	1,955	2,231	2,793	3,359	3,910	4,747	5,587
114	1,719	2,007	2,292	2,864	3,443	4,009	4,870	5,729
115	1,764	2,060	2,349	2,942	3,534	4,121	5,003	5,887
116	1,811	2,120	2,417	3,023	3,628	4,234	5,139	6,042
117	1,863	2,165	2,482	3,099	3,718	4,339	5,267	6,201
118	1,901	2,218	2,541	3,172	3,806	4,438	5,392	6,340
119	1,948	2,277	2,599	3,254	3,897	4,549	5,523	6,497
120	1,994	2,331	2,658	3,324	3,996	4,655	5,662	6,655
121	2,041	2,383	2,724	3,403	4,089	4,771	5,788	6,812
122	2,081	2,429	2,776	3,475	4,174	4,870	5,905	6,950
123	2,132	2,488	2,843	3,553	4,265	4,975	6,042	7,109
124	2,186	2,547	2,911	3,635	4,358	5,081	6,181	7,267
125	2,226	2,594	2,970	3,713	4,450	5,193	6,307	7,425
126	2,270	2,647	3,029	3,785	4,536	5,298	6,425	7,563
127	2,323	2,718	3,099	3,878	4,648	5,424	6,589	7,748
128	2,376	2,764	3,165	3,950	4,740	5,530	6,721	7,903
129	2,411	2,818	3,212	4,016	4,819	5,624	6,833	8,030
130	2,454	2,864	3,270	4,089	4,905	5,722	6,950	8,176
131	2,502	2,917	3,337	4,165	4,995	5,835	7,082	8,335
132	2,547	2,970	3,398	4,244	5,086	5,945	7,214	8,492
133	2,594	3,029	3,456	4,325	5,186	6,051	7,353	8,643
134	2,640	3,081	3,515	4,391	5,272	6,149	7,472	8,788
135	2,681	3,128	3,574	4,470	5,366	6,261	7,603	8,946

\*Reprinted From 2018 AT&T CWA Agreement By and Between Certain Business Operating Units and Divisions of AT&T Corp

Monthly Benefit Table

**Pension Band Credits\***  
(Effective January 1, 2022)

For crediting periods beginning on or after January 1, 2022, for participants who were on the active roll of a participating company on or after January 1, 2022, the Pension Band Credit Table shall be as follows:

Pension Band	On and after 1/1/2022							
	Pension Calculation Service in Whole Years							
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35+
101	1,138	1,330	1,516	1,895	2,275	2,660	3,225	3,791
102	1,177	1,376	1,576	1,967	2,360	2,762	3,344	3,936
103	1,229	1,436	1,637	2,047	2,453	2,865	3,482	4,095
104	1,274	1,489	1,703	2,127	2,548	2,971	3,610	4,249
105	1,323	1,543	1,770	2,208	2,638	3,084	3,750	4,410
106	1,362	1,596	1,822	2,275	2,726	3,191	3,869	4,554
107	1,415	1,649	1,882	2,354	2,834	3,297	4,009	4,707
108	1,457	1,703	1,948	2,435	2,924	3,410	4,137	4,867
109	1,511	1,761	2,008	2,513	3,018	3,516	4,276	5,025
110	1,548	1,809	2,067	2,585	3,106	3,616	4,394	5,174
111	1,602	1,869	2,134	2,666	3,197	3,730	4,529	5,325
112	1,642	1,915	2,195	2,745	3,292	3,844	4,660	5,484
113	1,695	1,975	2,253	2,821	3,393	3,949	4,794	5,643
114	1,736	2,027	2,315	2,893	3,477	4,049	4,919	5,786
115	1,782	2,081	2,372	2,971	3,569	4,162	5,053	5,946
116	1,829	2,141	2,441	3,053	3,664	4,276	5,190	6,102
117	1,882	2,187	2,507	3,130	3,755	4,382	5,320	6,263
118	1,920	2,240	2,566	3,204	3,844	4,482	5,446	6,403
119	1,967	2,300	2,625	3,287	3,936	4,594	5,578	6,562
120	2,014	2,354	2,685	3,357	4,036	4,702	5,719	6,722
121	2,061	2,407	2,751	3,437	4,130	4,819	5,846	6,880
122	2,102	2,453	2,804	3,510	4,216	4,919	5,964	7,020
123	2,153	2,513	2,871	3,589	4,308	5,025	6,102	7,180
124	2,208	2,572	2,940	3,671	4,402	5,132	6,243	7,340
125	2,248	2,620	3,000	3,750	4,495	5,245	6,370	7,499
126	2,293	2,673	3,059	3,823	4,581	5,351	6,489	7,639
127	2,346	2,745	3,130	3,917	4,694	5,478	6,655	7,825
128	2,400	2,792	3,197	3,990	4,787	5,585	6,788	7,982
129	2,435	2,846	3,244	4,056	4,867	5,680	6,901	8,110
130	2,479	2,893	3,303	4,130	4,954	5,779	7,020	8,258
131	2,527	2,946	3,370	4,207	5,045	5,893	7,153	8,418
132	2,572	3,000	3,432	4,286	5,137	6,004	7,286	8,577
133	2,620	3,059	3,491	4,368	5,238	6,112	7,427	8,729
134	2,666	3,112	3,550	4,435	5,325	6,210	7,547	8,876
135	2,708	3,159	3,610	4,515	5,420	6,324	7,679	9,035

\*Reprinted From 2018 AT&T CWA Agreement By and Between Certain Business Operating Units and Divisions of AT&T Corp.

## AT&T AND CWA LEARNING\*

### 1 AT&T and CWA Learning - Commitment to Each Employee

- (b) The AT&T Tuition Assistance Plan (TAP) will provide tuition assistance for Employees by means of reimbursement of eligible expenses incurred once the Employee has successfully completed the course(s) in accordance with TAP requirements and provided the supporting documentation determined by the Company to be necessary. The following also apply:

To be eligible the Employee must have a minimum of six (6) months of service.

The Employee must pursue a degree in one of twenty (20) approved undergraduate degree programs or one of eight (8) approved STEM\* (Science, Technology, Engineering and Mathematics) graduate degree programs. At any time, at the sole discretion of management, the Company may make associated with TAP will continue to apply during the life of the agreement.

The annual CAP on reimbursement of eligible expenses will be five thousand two hundred and fifty dollars (\$5,250) for approved undergraduate as well as graduate degree programs except that part time Employees who work more than twenty (20) hours per week will be reimbursed for seventy-five percent (75%) of eligible expenses up to a maximum of three thousand nine hundred and thirty-seven dollars and fifty cents (\$3937.50) and part time Employees who work twenty (20) hours a week or less will be reimbursed for fifty percent (50%) of such expenses up to a maximum of two thousand six hundred and twenty-five dollars (\$2625).

The lifetime CAP for approved undergraduate degrees will be twenty thousand dollars (\$20,000) and for approved graduate degrees it will be twenty-five thousand dollars (\$25,000).

Management reserves the right to deny reimbursement for graduate programs based on its determination of needs of the business.

In addition, if an employee voluntarily separates from the Company, the employee will reimburse the Company for all reimbursement payments it made during the Employee's last twelve months on payroll and will reimburse the Company for fifty percent (50%) of reimbursements it made during the twelve to twenty four month period prior to the Employee's separation.

Except as provided here, the current procedures for TAP will apply.

**COPE PAC DEDUCTIONS – CWA\***

Mr. Ken Saether, Assistant to Vice President, Telecommunications & Technologies

The Company will continue procedures, which became effective January 1, 1987, to permit CWA-represented employees to contribute to the CWA-COPE Political Action Committee ("CWA-COPE PAC") through payroll deductions. Such procedures shall continue in effect during the term covered by this Memorandum of Agreement.

As provided for in the regulations of the Federal Election Commission, the Union will reimburse the Company for the cost of administration of the payroll deduction system for CWA-COPE PAC. The parties agree that such costs, during the term of this Memorandum of Agreement, have been projected and included, as advance reimbursement, in the amount of the economic settlement contained in this Memorandum of Agreement, as a debit to the Union and a credit to the Company.

Payroll deductions authorized pursuant to this Agreement will be transmitted to the Treasurer of CWA-COPE PAC on a monthly basis.

Regards,

/s/John A. Andrasik  
Director, Labor Relations

Concurred:

/s/Ken Saether  
Assistant to Vice President, Telecommunications & Technologies

Attachment

**\*Reprinted From 2018 AT&T CWA Agreement By and Between Certain Business Operating Units and Divisions of AT&T Corp.**

**ATTACHMENT - CWA COPE  
DEDUCTION\***

**ADMINISTRATION COST SUMMARY**

<u>Union</u>	<u>Estimated Employees</u>	<u>Annual Remittance</u>
CWA	631	\$64,000
TOTAL	631	\$64,000

Administrative support, miscellaneous expenses in manpower and supplies in connection with card data entry, problem resolutions, remittance efforts to each union, general maintenance of processes and documentations amounts to approximately \$500.00 per year for the life of this Agreement.

**Total estimated cost over life of agreement: \$500.00 x 4 years = \$2,000**

## ARTICLE 7 – AGENCY SHOP AND COLLECTION OF DUES\*

### 1 Agency Shop

- (a) Each employee who is a member of the Union or who is obligated to tender to the Union amounts equal to periodic dues on the effective date of this Agreement, or who later becomes a member, and all employees entering into the bargaining unit on or after the effective date of this Agreement shall, as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members, for the period from such effective date, or, in the case of employees entering into the bargaining unit after the effective date, on or after the thirtieth (30th) day of such entrance, whichever of these dates is later, until the termination of this Agreement.
- (b) For the purpose of this section, "employee" shall mean any person entering into the bargaining unit.
- (c) Each employee who is a member of the bargaining unit on or before the effective date of this Agreement and who on the effective date of this Agreement was not required as a condition of employment to pay or tender to the Union amounts equal to the periodic dues applicable to members, shall, as a condition of employment pay or tender to the Union amounts equal to the periodic dues applicable to members for the period beginning thirty (30) days after the effective date of this Agreement, until the termination of this Agreement.
- (d) The condition of employment specified above shall not apply during periods of formal separation from the bargaining unit by any such employee but shall re- apply to such employee on the thirtieth (30th) day following his or her return to the bargaining unit. For purposes of this Paragraph, the term "formal separation" shall include transfers out of the bargaining unit, removal from the payroll of the Company and leaves of absence of more than one (1) month duration.
- (e) The Company may inform employees and applicants for employment of their rights and obligations under the provisions of this Section.
- (f) This Section shall only apply to those states where permitted by law.

### 2 Collection of Dues

- (a) Upon receipt of a "Payroll Deduction Authorization" from an employee, in the form attached hereto as Exhibit I, AT&T will initiate deductions for amounts equal to Union Dues (and, if authorized, an Initiation Fee) from such employee's salary or wages, sickness or disability payments, or other benefit payments or vacation payments.
  - (1) Deduction shall be made from the employee's salary or wages, sickness or disability payments, or other benefit payments or vacation payments as follows:

**\*Reprinted From 2018 AT&T CWA Agreement By and Between Certain Business Operating Units and Divisions of AT&T Corp.**

Article 7 – Agency Shop and Collection of Dues

EMPLOYEES PAID	DEDUCTIONS
Bi-Weekly	Installments in bi-weekly periods or the first 2 bi-weekly periods each month if directed by union local;
Monthly	Each month

(2) Deductions shall begin during the first (1st) payroll period in the month following receipt of a newly executed "Payroll Deduction Authorization" by the AT&T Payroll Office, and provided there is sufficient pay available to cover the amount authorized after the following deductions have been made:

- (i) those required by law, and
- (ii) those authorized for Group Life Insurance and Medical Expense Plan premiums.

(3) If the scheduled deduction for amounts equal to Union dues cannot be made in the period(s) specified above, such deduction(s) will be made during the consecutive payroll periods ending no later than the last payroll period in the following month.

(b) "Payroll Deduction Authorizations" shall be suspended when an employee:

- (1) is transferred to a job that is not represented by the CWA,
- (2) goes on a Leave of Absence of more than one (1) month, or
- (3) is removed from the payroll of AT&T.

(c) "Payroll Deduction Authorizations" suspended in accordance with the above provisions shall be reactivated on the first (1st) payroll period following the return of an employee to a job that is represented by the Union.

(d) Except as provided in Paragraph 2(b) "Payroll Deduction Authorizations" shall remain in effect when an individual is employed by AT&T unless canceled by such employee. Such cancellation must be individually sent to the AT&T Payroll Office and to the Union Local by Certified Mail during the fourteen (14) day period prior to the anniversary date or termination date of the current or subsequent collective bargaining agreement.

(e) The Company will send copies of dues revocation letters and associated envelopes to the Union on a daily basis, as soon as possible following the Company's receipt thereof.

(f) In the event an employee who cancels a "Payroll Deduction Authorization," in accordance with the above paragraph, wishes to resume deductions for amounts equal to Union Dues, such employee shall be obligated to complete a new "Payroll Deduction Authorization".

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## Article 7 – Agency Shop and Collection of Dues

- (g) By written certification, the Union shall keep AT&T currently informed of the amount of regular monthly dues lawfully in effect in each Local having jurisdiction over any employees in the bargaining unit. Such amount or formula shall be uniform for all employees represented by the Local.
- (h) Certifications which change the amounts equal to Union dues for any Local will be accepted by the Company no more than three (3) times in any calendar year.
- (i) Amounts deducted in accordance with the above provisions shall be remitted to the Union no later than the end of the second (2nd) week following the months during which the deductions were made.
- (j) It is recognized that the suspension, reactivation and cancellation procedures for “Payroll Deduction Authorizations” contained herein shall be observed for all employees in the bargaining unit on the effective date of this collective bargaining agreement.
- (k) It is understood that AT&T assumes no responsibility for the consequences of any failure to make such deduction or mistakes in connection therewith and that neither AT&T nor any of its officers, agents or employees shall in any way be held liable or responsible for any loss.

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**EXHIBIT 1 – PAYROLL DEDUCTION AUTHORIZATION\***

ATTUID

Name

Last

First

Init.

I hereby authorize AT&T to deduct from my salary or wages, sickness or disability payments, or other benefit payments or vacation payments, an amount equal to regular monthly Union dues. If for any reason AT&T fails or is unable to make a deduction, I authorize AT&T to make such deduction in a subsequent payroll period.

The amount equal to regular monthly Union dues shall be that which is certified to AT&T by the Communications Workers of America for the bargaining unit and job in which I am employed and shall automatically be adjusted for any bargaining unit and job changes.

This authorization shall remain in effect when I am employed by AT&T unless canceled by me. Such cancellation must be individually sent to my AT&T Payroll Office and to the Union Local by Certified Mail during the fourteen (14) day period prior to the anniversary date or termination date of the current or subsequent Collective Bargaining Agreement, and shall be effective on the first payroll period in the following month.

This authorization is voluntarily made in order to pay my fair share of the Union's cost of representing me for purposes of collective bargaining, and this authorization is not conditioned on my present or future membership in the Union.

In addition, I authorize AT&T to deduct from my salary, wages or other payment an amount of \$ \_\_\_\_\_ in payment of my initiation fee.

Amounts deducted in accordance with this authorization are not deductible as charitable contributions for federal income tax purposes.

\_\_\_\_\_

Date

\_\_\_\_\_

Signature of Employee

\_\_\_\_\_

Employee Work Location

\_\_\_\_\_

Union Local

\_\_\_\_\_

AT&T Organization

**\*Reprinted From 2018 AT&T CWA Agreement By and Between Certain Business Operating Units and Divisions of AT&T Corp**

**ARTICLE 31 – EMPLOYEES IN MILITARY SERVICE OR ACTIVE DUTY FOR TRAINING\***

- 1 A regular employee (not temporary or term) who enters the United States Uniformed Services for Active Duty for Military Service, shall be granted a Military Leave of Absence for the period of his/her necessary absence. Voluntary extension of military service beyond five (5) years shall not be construed as necessary absence. A regular employee (not temporary or term) who is a member of a reserve component or organized militia of the state and enters upon Military Training Duty will be granted a Military Leave of Absence for the period of the necessary absence for such training. The term "Uniformed Services" as used herein shall mean Uniformed Services of the United States as specified in the Uniformed Services Employment and Reemployment Rights Act of 1994.

A term employee who is a member of a reserve component or organized militia of the state and enters upon Military Training Duty will be granted a Military Leave of Absence for not more than two (2) weeks per year. The term "Uniformed Services" as used herein shall mean Uniformed Services of the United States as specified in the Uniformed Services Employment and Reemployment Rights Act of 1994.

An employee, on a Military Leave of Absence for Active Duty for Military Service or military training duty and who has re-employment rights under the Uniformed Services Employment and Reemployment Rights Act of 1994 and who makes application for reinstatement within the period provided in the law will receive upon reinstatement, full service credit for the period of absence for military service or training duty.

- 2 Military Leaves of Absence will be with eligibility to sickness disability benefits at the termination of the leave if the employee is then disabled but otherwise entitled to reinstatement in accordance with the terms of the AT&T Benefit Plans.

In death cases occurring during a Military Leave of Absence, sickness death benefits, where payable, shall be based upon the term of net credited service at the time the leave was granted, plus the elapsed time of Military Leave of Absence to the date of death, and shall be computed at the time the leave began.

Sickness disability benefits, where payable, shall be granted upon the net credited service at the time the leave was granted plus the elapsed time on Military Leave of Absence to the termination of such leave, and shall be computed on the basis of AT&T pay in effect at the time of the employee's reinstatement.

- 3 It is the policy of AT&T to pay a Military Differential Pay to regular employees (not temporary or term) who receive and provide the Company with a copy of military orders for military service in the U.S. Armed Forces subject to conditions imposed by federal law.

It is the policy of AT&T to pay a Military Differential Pay for a maximum of thirteen (13) scheduled work days to Term Employees who receive and provide the Company with a copy of military orders for military service in the U.S. Armed Forces subject to conditions imposed by the federal law.

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Article 31 – Employees in Military Service or Active Duty for Training

Military Differential Pay is the excess of AT&T pay over military pay received by an eligible employee while on a Military Leave of Absence.

AT&T pay is an employee's Adjusted Rate (excluding overtime) in effect at the time the Military Leave of Absence begins. Night work differentials, seven-day coverage and transition payments (non-lump sum) are included. Military pay is an employee's military basic pay rate in effect when the Military Leave of Absence begins. All allowances and supplementary pay elements [i.e., BAS (Basic Allowance for Subsistence), BAQ (Basic Allowance for Quarters), Hazardous Duty Pay, Proficiency Pay, Special Duty Pay] are not included.

The Military Differential Pay shall be up to the limits prescribed in the following or the period of Military Service, whichever is shorter:

<b>If the leave of absence and duration are...</b>	<b>And the date the leave begins the employee's net credited service is...</b>	<b>Then the duration of Military Differential Pay is...</b>
Active Duty for Military Service (normally 2-5 years)	1 year or less	First 15 weeks
(See Note 3)	More than 1 year	First 26 weeks
Military Training Duty-normally 2 weeks (See Note 1)	No minimum	A maximum of 13 scheduled work days (including holidays) in each military fiscal year (October 1 - September 30)
Term Employee Military Training Duty (not to exceed 2 weeks)	No minimum	A maximum of 13 scheduled work days (including holidays) in each military fiscal year (October 1 - September 30)
Initial Active Duty for Training (at least 3 consecutive months but no more than 18 months)	No minimum	First 2 weeks (10 days)
Emergency Service	No minimum	A maximum of 13 scheduled work days (including holidays) in each calendar year (See Note 2)

**Note 1:** Includes attendance at schools for special military courses of instruction which may last several months.

**Note 2:** An absence for Emergency Service does not affect an employee's right or eligibility with respect to Military Training Duty, Initial Active Duty for Training, or Active Duty for Military Service. If the local emergency situation exceeds 13 scheduled workdays, pay treatment for additional time must be approved by the AT&T Pension Plan Administrator.

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## Article 31 – Employees in Military Service or Active Duty for Training

**Note 3:** Payment of Military Differential Pay, for up to the maximum durations described above, is limited to the time when an employee initially enters Active Duty for Military Service. The employee is not again eligible for the maximum payments, regardless of the number of times the employee enters Active Duty for Military Service.

Regular employees who volunteer for Military Training Duty (including attendance at schools for special military courses or instruction) or Emergency Service without receiving military pay, will be authorized time off but without AT&T pay or Military Differential Pay.

Upon furnishing official written documentation to his/her supervisor, a regular employee may be granted up to three (3) scheduled workdays off with pay to report for registration, testing and/or a physical examination for induction into Active Duty for Military Service or Initial Active Duty for Training.

- 4 An employee who receives a notice to report for Active Duty for Military Service or any Military Training Duty, shall immediately present such notice to his/her supervisor.

The Company may extend the duration of Military Differential, but when it does so, the Union will be notified at least two (2) work days prior to implementation.

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## Success Sharing Plan

### SUCCESS SHARING PLAN\*

Based on the Union and Company's desire to have employees share in the success of AT&T Inc. (AT&T), the parties agree to a 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.

#### A. Plan Components

##### 1. Success Units

Employees will be awarded 150 success units at the beginning of each award year (October 1, 2018, October 1, 2019, October 1, 2020 and October 1, 2021). 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 has any other value.

##### 2. Determining Award Value

Award Year	Beginning Award Value	Ending Award Value
2019 (October 1, 2018 to September 30, 2019)	October 1, 2018 closing AT&T stock price	September 30, 2019 closing AT&T stock price
2020 (October 1, 2019 to September 30, 2020)	October 1, 2019 closing AT&T stock price	September 30, 2020 closing AT&T stock price
2021 (October 1, 2020 to September 30, 2021)	October 1, 2020 closing AT&T stock price	September 30, 2021 closing AT&T stock price
2022 (October 1, 2021 to September 30, 2022)	October 1, 2021 closing AT&T stock price	September 30, 2022 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.

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4. Payout

Employees will receive a total award 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, 2018 closing AT&T stock price \$37.00

Ending award value – September 30, 2019 closing AT&T stock price \$42.00

Payout –  $\$42 - \$37 = \$5 \times 150$  success units = \$750.00

**Dividend Rate Value:**

December 2018 declared dividend \$ .50

March 2019 declared dividend \$ .50

June 2019 declared dividend \$ .50

September 2019 declared dividend \$ .50

Total Declared Dividend \$2.00

Dividend Rate Value -  $\$2.00 \times 150$  success units = \$300.00

**Total Award**

\$750.00 stock appreciation value + \$300.00 dividend rate value = \$1,050.00

The award payment 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.

B. 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 works 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 active duty on or before December 31 of the year in which the payment is made.

Payments to eligible employees who are receiving the Extended Compensation Option of the AT&T Option Program (ATTOP) on the ending date of an Award Year shall receive an Award prorated to thirty percent (30%) of the Award received by an eligible employee provided they meet the other eligibility requirements on the ending date of the Award Year.

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.

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## Success Sharing Plan

### C. Part-Time Employees

Eligible regular part-time employees will receive prorated payments based on their part-time classification (or "part-time equivalent work week") on the ending date of the Award Year.

### D. Benefits Treatment

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

- Medical
- Life Insurance
- Pension
- Savings Plan

### E. 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.

### F. Dispute Resolution

Company determination 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.



**SUCCESSORSHIP\***

The Company agrees that in any agreement to sell a portion of its assets in a transaction involving the transfer of Employees subject to the parties' 2018 Agreement, as a condition of the closing of such sale, that the Buyer shall agree to assume the terms of the 2018 Agreement, provided that the Buyer shall have the right to re-open the unexpired 2018 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 Union hereby agrees to accept or, the Buyer and Union may bargain at the expiration of the 2018 Agreement, whichever is earlier. In no event will the terms of this Successorship Agreement limit any of the Company's existing rights under the 2018 Agreement. The Company further agrees it will notify the Union at least thirty (30) days prior to the close of such proposed transaction and, during such thirty (30) day period, will meet with the Union upon request to engage in effects bargaining and to discuss the business reasons for the Company's decision.

In addition, if the Company sells a portion of its assets in a transaction that involves the transfer of Employees under this Agreement, the "watermark" numbers for employees in the bargaining unit, and if applicable the watermark set forth in Article 43, shall be reduced in an amount equivalent to the number of bargaining unit positions in the portion of the business transferred as part of the transaction, effective on the closing date of the transaction.

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**PARTIES' DEMANDS**

All demands of either party not specifically covered or disposed of by this Memorandum of Agreement or otherwise addressed in writing signed by the parties during the course of 2018 bargaining are hereby waived for the term of this 2018 Addendum, all such demands having been thoroughly discussed during the collective bargaining negotiations which are, by the execution of this Addendum, concluded. Unless otherwise specifically agreed in writing, neither party shall be obligated to bargain collectively during the term of this Addendum with respect to modification of their provisions or with respect to the demands of either party that have been the subject of the negotiations hereby concluded.

**SIGNATURES\***

The Communications Workers of America on behalf of the employees it represents, and the Company, having bargained in good faith and reached agreement as set forth in the Memorandum of Agreement applicable to its unit, sign through their duly authorized representatives as set forth below:

**AGREED:**

**FOR THE UNION:**

\_\_\_\_\_  
/s/Lisa Bolton  
Vice President,  
Telecommunications & Technologies

\_\_\_\_\_  
/s/Ken Saether– Chair  
Assistant to Vice President

\_\_\_\_\_  
Roy Hegenbart  
CWA Local 3250

\_\_\_\_\_  
Mary Ellen Mazzeo  
CWA Local 1152

\_\_\_\_\_  
LaNell Piercy  
CWA Local 4252

\_\_\_\_\_  
Cindy Neumeyer  
CWA Local 13500

\_\_\_\_\_  
Mike Lewis  
CWA Local 2106

**APPROVED:**

\_\_\_\_\_  
/s/Chris Shelton  
President – CWA

**FOR THE COMPANY:**

\_\_\_\_\_  
/s/John A. Andrasik – Chair  
Director, Labor Relations

\_\_\_\_\_  
/s/Eric Bain  
Lead Labor Relations Manager

\_\_\_\_\_  
/s/Andrea R. Ward  
Associate Director, Labor Relations

\_\_\_\_\_  
/s/Diane Bradley  
VP – Labor Relations

**\*Reprinted From 2018 AT&TCWA Agreement By and Between Certain Business Operating Units and Divisions of AT&T Corp**



## 2021

JANUARY							FEBRUARY							MARCH							APRIL						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
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31																											
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## 2022

JANUARY							FEBRUARY							MARCH							APRIL						
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