

CWA District 3 – AT&T Southeast
2019 Tentative Agreement Highlights
August 29, 2019

Wages:

- 5 year agreement
- 3%, 3%, 2.25%, 2.25%, and 2.75% increase for all employees.
2019 increase effective on Ratification Date.

Benefits:

- Maintained a 29% cost-share on healthcare for the life of the agreement
- Added a Company vendor-sponsored Health Savings Account, with contributions through payroll deductions
- Added an additional step to the Bellsouth Savings & Security Plan (401k)
- 1% pension increase each year of the agreement

BST:

- Stopped Company proposals on:
 - Eliminating Article 14
 - Eliminating the panel process
 - Capping illness days for employees with over 25 years of service
 - Mandatory stand-by
 - Eliminating pay protections for employees moved into the NA-UFO as a result of surplus
 - Requiring employees moved into the NA-UFO as a result of surplus to perform their core job duties
 - Increasing Wire Technician scope of work
 - Eliminating termination pay
 - Increase double-time threshold
 - Reducing relocation pay

- Items agreed to:
 - Improvements in Partnership options
 - Improvements in Service Observing language
 - Guarantee of additional jobs in Consumer
 - Surplus by seniority for NA-UFO employees
 - Pooling of ST/OPT/DT/FT for bumping in a surplus
 - Expanded SIPP offers in a surplus
 - Defined surplus process for dedicated Systems Technicians
 - No receipts for meals for employees in the NA-UFO
 - Improved guaranteed personal day off language for NA-UFO
 - Renewed DTV MOA
 - Added core Military Service language to the NA-UFO
 - Increased layoff allowance for NA-UFO employees
 - Language to address disciplinary entries for NA-UFO employees

Billing:

- Expanded SIPP to BST in a surplus

Utility Operations:

- Increased boot allowance
- Option for 30 minute lunch
- Adding carry-over of vacation
- Improved Short Term Disability
- Added Long Term Disability