

AT&T SOUTHEAST BARGAINING

REPORT # 65

Negotiations are continuing throughout the weekend. Our bargaining team is working hard to reach an agreement. We have been working around the clock, trying to push the company. **Below, we have listed a few of the proposals for core employees that are on the table as of today:**

- **Vacation Carryover** - This proposal improves contract language for core employees that would allow for up to 10 days of vacation to be carried over from one year to the next. Additionally, this proposal removes the existing contract language that disqualifies the employees from carrying over vacation, in the event that an employee is away from work on sick time and does not return to work by December 31.

- **Exchange Time** - This proposal would institute a new program for core employees who work in call center environments. The new program would allow for greater flexibility with work schedules. In essence, employees would have the ability to leave work early, or come to work late, due to life situations, and be able to “exchange” or make up the time at another point during the work week.

- **Service Observing** - This proposal amends the existing contract language for core employees who work in call center environments. The proposal calls for changes to the current service observing language, by reducing the number of calls observed by management from 25 remote observations down to 12. Additionally, the proposal would require the company to allow employees to select 6 of the 12 calls that would be observed.

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- **Forced Overtime Cap** - This proposal improves contract language for core employees, reducing the amount of overtime hours the company can force employees to work. The proposal reduces the number of months that employees can be forced to work up to 12 hours of overtime in a week, from the existing 8 months down to 6 months.

- **Supplemental Income Protection Plan (SIPP)** - This proposal calls for large increases to the SIPP payments in place today for core employees. Additionally, the proposal switches the fixed dollar amounts contained in the SIPP payment table today, and converts them to weekly pay amounts, which would increase over time, along with the negotiated general wage increase (GWI).

- **CWA / AT&T Partnership Program** - This proposal increases the funding formula for the Partnership Program, which is available to both core employees and Wire Techs. This program is utilized for, continuing education, customized courses, career counseling, job training for employees in the Partnership Job Bank, and various other forms of educational assistance.

- **Core Employee Protections** – This proposal amends the existing contract language outlining the protections in place for core employees who as a result of surplus, claim an open Wire Tech vacancy. The proposal improves the protections that are in place today. Additionally, under the terms of our 2019 contract, surplus employees who elected to enter the Partnership Job Bank could apply for an open Wire Tech vacancy, but because they were in the job bank, the existing pay protection language did not apply. This proposal would grant the ability for employees in the Partnership Job Bank to apply for open Wire Tech vacancies and be pay protected.

- **401K Savings Plans** – This proposal calls for increases to both of the 401K plans available to core employees and Wire Techs. The proposal calls for an additional step to be added to the top of the contribution scale, increasing matching contributions from the \$67 per week in place today, up to \$75 per week, for employees hired prior to 2009, who participate in the BellSouth Savings and

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Security Plan 401K. Additionally, the proposal calls for an increase in matching contributions from the 80% match in place today, up to 90%, for employees hired in 2009 or thereafter, who participate in the AT&T Retirement Savings Plan 401K.

- **Pensions** – This proposal calls for increases to both of the pension plans available to core employees and Wire Techs. The proposal calls for annual increases of 1.75% to all pension bands for employees hired prior to 2009 (Southeast Program of the AT&T Pension Benefit Plan). Additionally, the proposal calls for an increase in pension contributions for employees hired in 2009 or thereafter, by increasing contributions in each of the age credit factors by 2%, 2%, 2%, 2%, & 1% (Bargained Cash Balance Program #2).

Earlier this week the Company distributed propaganda related to their so called “final offer” which is not really a final offer, but as we continue to bargain, we want to ensure that our members know the truth concerning the disparity that exists between CWA’s wage proposal and what’s contained in AT&T’s so called “final offer”.

Our current wage proposal calls for a 21% compounded general wage increase over the life of the agreement, as well as an immediate 10% increase in pay for Machine Operators, upgrading Office Assistants from Wage Scale 10 to Wage Scale 14, upgrading all Wage Scale 31 job titles to Wage Scale 32, and upgrading Wire Technicians from Wage Scale 6 to Wage Scale 14. Our wage proposal also calls for all employees in Wage Zones B & C to be upgraded to Wage Zone A. We have included charts below to demonstrate the difference between our bargaining team’s current wage proposal and AT&T’s so called “final offer” for some of the job titles.

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Please note that for the purposes of getting this information to you as quickly as possible, we have not listed every single job title, even though the negotiated general wage increases and the Wage Zone upgrades would apply to all job titles.

MACHINE OPERATOR - ANNUAL PAY

	2024 Current	10% BUMP	2024 Increase	2025	2026	2027	2028
CWA Proposal			5.75%	3.50%	3.50%	3.50%	3.50%
CWA Proposal	\$51,064.00	\$56,170.50	\$59,400.50	\$61,479.50	\$63,631.50	\$65,858.50	\$68,163.50
AT&T Final Offer			5%	3%	3%	3.25%	2.50%
AT&T Final Offer	\$51,064.00		\$53,617.00	\$55,225.50	\$56,882.50	\$58,731.00	\$60,199.50
Annual Difference			\$5,783.50	\$6,254.00	\$6,749.00	\$7,127.50	\$7,964.00

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WIRE TECHNICIAN MOVING TO WS14 - ZONE A - ANNUAL PAY

	2024 Current	Zone Upgrade	2024 Increase	2025	2026	2027	2028
CWA Proposal		WS 14	5.75%	3.50%	3.50%	3.50%	3.50%
CWA Proposal	\$59,072.00	\$66,378.00	\$70,194.50	\$72,651.50	\$75,194.50	\$77,826.50	\$80,550.50
AT&T Final Offer			5%	3%	3%	3.25%	2.50%
AT&T Final Offer	\$59,072.00	N/A	\$62,025.50	\$63,886.50	\$65,803.00	\$67,941.50	\$69,640.00
Annual Difference		\$7,306.00	\$8,169.00	\$8,765.00	\$9,391.50	\$9,885.00	\$10,910.50

CURRENT WIRE TECHNICIAN ZONE C MOVING TO WS14 AND WAGE ZONE A - ANNUAL PAY

	2024 Current	WS Upgrade	2024 Increase	2025	Zone Upgrade	2026	2027	2028
CWA Proposal		WS 14	5.75%	3.50%	Zone A	3.50%	3.50%	3.50%
CWA Proposal	\$57,174.00	\$65,026.00	\$68,765.00	\$71,172.00	\$72,651.50	\$75,194.50	\$77,826.50	\$80,550.50
AT&T Final Offer			5% + 1/5	3% + 1/5		3% + 1/5	3.25% + 1/5	2.50%
AT&T Final Offer	\$57,174.00	N/A	\$60,431.00	\$62,572.50	N/A	\$64,720.00	\$67,047.00	\$69,640.00
Annual Difference		\$7,852.00	\$8,334.00	\$8,599.50		\$10,474.50	\$10,779.50	\$10,910.50



CURRENT WAGE SCALE 31 MOVING TO WAGE SCALE 32 - ZONE A - ANNUAL PAY

	2024 Current	WS Upgrade	2024 Increase	2025	Zone Upgrade	2026	2027	2028
CWA Proposal		WS 32	5.75%	3.50%		3.50%	3.50%	3.50%
CWA Proposal	\$89,492.00	\$90,428.00	\$95,627.50	\$98,974.50	N/A	\$102,438.50	\$106,024.00	\$109,735.00
AT&T Final Offer			5%	3%		3%	3.25%	2.50%
AT&T Final Offer	\$89,492.00	N/A	\$93,966.50	\$96,785.50	N/A	\$99,689.00	\$102,929.00	\$105,502.00
Annual Difference		\$936.00	\$1,661.00	\$2,189.00	N/A	\$2,749.50	\$3,095.00	\$4,233.00

CURRENT WAGE SCALE 31 MOVING TO WAGE SCALE 32 - ZONE C - ANNUAL PAY

	2024 Current	WS Upgrade	2024 Increase	2025	Zone Upgrade	2026	2027	2028
CWA Proposal		WS 32	5.75%	3.50%		3.50%	3.50%	3.50%
CWA Proposal	\$86,684.00	\$87,568.00	\$92,603.00	\$95,844.00	\$98,974.50	\$102,438.50	\$106,024.00	\$109,735.00
AT&T Final Offer			5%	3%		3%	3.25%	2.50%
AT&T Final Offer	\$86,684.00	N/A	\$91,018.00	\$93,748.50	N/A	\$96,561.00	\$99,699.00	\$102,191.50
Annual Difference		\$884.00	\$1,585.00	\$2,095.50	N/A	\$5,877.50	\$6,325.00	\$7,543.50

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SALES CONSULTANT - ZONE A - ANNUAL PAY

	2024 Current	2024 Increase	2025	Zone Upgrade	2026	2027	2028
CWA Proposal		5.75%	3.50%		3.50%	3.50%	3.50%
CWA Proposal	\$45,682.00	\$48,308.50	\$49,999.50	N/A	\$51,749.50	\$53,560.50	\$55,435.00
AT&T Final Offer		5%	3%		3%	3.25%	2.50%
AT&T Final Offer	\$45,682.00	\$47,966.00	\$49,405.00	N/A	\$50,887.00	\$52,541.00	\$53,854.50
Annual Difference		\$342.50	\$594.50	N/A	\$862.50	\$1,019.50	\$1,580.50

CURRENT SALES CONSULTANT ZONE C MOVING TO ZONE A - ANNUAL PAY

	2024 Current	2024 Increase	2025	Zone Upgrade	2026	2027	2028
CWA Proposal		5.75%	3.50%		3.50%	3.50%	3.50%
CWA Proposal	\$44,668.00	\$47,236.50	\$48,890.00	\$49,999.50	\$51,749.50	\$53,560.50	\$55,435.00
AT&T Final Offer		5%	3%		3%	3.25%	2.50%
AT&T Final Offer	\$44,668.00	\$46,901.50	\$48,308.50	N/A	\$49,758.00	\$51,375.00	\$52,659.50
Annual Difference		\$335.00	\$581.50	N/A	\$1,991.50	\$2,185.50	\$2,775.50



WAGE SCALE 32 - ZONE A - ANNUAL PAY

	2024 Current	2024 Increase	2025	Zone Upgrade	2026	2027	2028
CWA Proposal		5.75%	3.50%		3.50%	3.50%	3.50%
CWA Proposal	\$90,428.00	\$95,627.50	\$98,974.50	N/A	\$102,438.50	\$106,024.00	\$109,735.00
AT&T Final Offer		5%	3%		3%	3.25%	2.50%
AT&T Final Offer	\$90,428.00	\$94,949.50	\$97,798.00	N/A	\$100,732.00	\$104,006.00	\$106,606.00
Annual Difference		\$678.00	\$1,176.50	N/A	\$1,706.50	\$2,018.00	\$3,129.00

CURRENT WAGE SCALE 32 ZONE C MOVING TO ZONE A - ANNUAL PAY

	2024 Current	2024 Increase	2025	Zone Upgrade	2026	2027	2028
CWA Proposal		5.75%	3.50%		3.50%	3.50%	3.50%
CWA Proposal	\$87,568.00	\$92,603.00	\$95,844.00	\$98,974.50	\$102,438.50	\$106,024.00	\$109,735.00
AT&T Final Offer		5%	3%		3%	3.25%	2.50%
AT&T Final Offer	\$87,568.00	\$91,946.50	\$94,705.00	N/A	\$97,546.00	\$100,716.00	\$103,234.00
Annual Difference		\$656.50	\$1,139.00	N/A	\$4,892.50	\$5,308.00	\$6,501.00

