

**2024 Bargaining**  
BellSouth Telecommunications, LLC. Implementation Schedule

Proposal Number	Subject	Article   Section	Implementation Date
COMP Pkg 20 CP.05.01	Relocation - Modernize relocation language removing coverage for expenses such as drape fitting, disconnection and reconnection of appliances, babysitting and other outdated expenses in section	9.01	Ratification 10/18/2024
COMP Pkg 20 CP.09.01	RPPP- Reassignment Pay Protections Plan payments by limiting pay protection to those weeks that provide for no reduction.	8.02B	Ratification 10/18/2024
CO PKG 20 CP.02.08	MOA's to renew: Renew the proposed MOA's with the inclusion of the recent letter: Contractors Performing Work on Customers Premises.	N/A	Ratification 10/18/2024
CO Pkg 20 CP.25.02	Wire Technician Future Request proposal will provide a letter outside the contract on Wire Technician Future Transfer Requests.	N/A	2025
CO Pkg 20 CP.26.01	Wire Tech Vacation Letter- MOA regarding Selection of Vacation and Personal Days Off to be printed in the contract.	MOA	Ratification 10/18/2024
CO Pkg 20 CP.29.01	UFO – Section 6.03 Surplus by Exchange and Bump: Modifies the Network Addendum to allow bumping by exchange rather than group and adds the following language: <b><i>A U-verse employee scheduled to be laid off may elect to bump the most junior U-verse employee with the same title within 35 miles of the exchange.</i></b>	6.03	Ratification 10/18/2024
CO Pkg 20 CP.31.00	BBI Surplus Letter to clarify Article 7 surplus issue for transitioned Billing employees including adding a separate skill group to Family of Skills in Appendix A. Part III	N/A	Concurrent with movement of employees
CO Pkg 20 CC.09.02	Overtime Cap - This proposal changes the level of assigned overtime for Network Operations employees covered in the network addendum and references article 4.06B3, 4.06C3, 4.06E.  <b>The updates are as follows:</b> Network Operations employees will be assigned no more than 10 hours of overtime in a calendar week during-4 6 months in a calendar year or no more than 12 hours in a calendar week during-8 6 months in a calendar year.	4.06	1/1/2025
CO Pkg 20 CC.12.05	Increase SIPP/ESIPP - The Company will increase the SIPP/ESIPP payment table by 15% at each step rounding to the closest \$100. The SIPP/ESIPP table in article 8.03 is to be updated to reflect the 15 % increase.	8.03A3a	Ratification 10/18/2024
CO Pkg 20 CC.27.12	Section 4.01 - Schedule change notice increased to 16 hours (from 12 hours) notice.	4.01	11/1/2024

CWA Initials NH Date 10/29/2024

AT&T Initials MB Date 10/29/24



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CO PkG 20 CC.27.12	Section 4.05 A - Employees may be required to work up to 12 hours of overtime (changed from 14 hours of overtime).	4.05A	11/1/2024
CO PkG 20 CC.27.12	Section 4.05B - Calculation of 40 hours (added Holiday excused)	4.05B	Tentative 11/20/24 on Programming/Effective Date retro to 10/20/24
CO PkG 20 CC.27.12	Section 4.05C - Hours worked in excess of 54 in a calendar week will be paid at 2 times the ee's regular rate of pay	4.05C	Tentative 12/11/24 on Programming/Effective Date retro to 10/20/24
CO PkG 20 CC.27.12	Section 4.05D - Calculation of the 54 hours in addition to hours worked, the calculation will include: Holiday hours worked, personal days off & Sunday hours worked.	4.05D	Tentative 12/11/24 on Programming/Effective Date retro to 10/20/24
CO PkG 20 CC.27.12	Section 4.06 Shift Differentials - Time scheduled and worked between 6:00 pm and 6:00 am will be paid a 10% diff calculated off the base wages, not the rate including overtime, Sunday premium and/or holiday pay.	4.06	Tentative 12/11/24 on Programming/Effective Date retro to 10/20/24
CO PkG 20 CC.27.12	Section 4.07 Sunday Premium - All hours worked on Sunday will be paid at 1.5 times the employee based wages (ee's excused from work with pay during schedule hours on Sunday shall be paid at regular rate of pay for the excused absence).	4.07	Tentative 12/11/24 on Programming/Effective Date retro to 10/20/24
CO PkG 20 CC.27.12	Section 4.12 - Overnight trips - Meals increase to \$40 per day (from \$37)	4.12	11/1/2024
CO PkG 20 CC.27.12	Section 5.01 - Paid Holidays - Martin Luther King Jr Day added.	5.01	Ratification 10/18/2024
CO PkG 20 CC.27.12	Section 5.06 - Carry Over Vacation - Eliminated the ability to place employee on vacation for one week	5.06	Ratification 10/18/2024
CO PkG 20 CC.27.12	Section 6.04 Modification of lay off allowance - 96 to 120 Month 6 weeks of pay , 121-144 Month 7 weeks of pay, 145 month or more 8 weeks of pay	6.04	Ratification 10/18/2024
CC.37.00	WS31- WS32 Surplus Bumping - The pooling letter will group employees in the FT, DT, ST, and OPT title for the purposes of surplus bumping.	N/A	Ratification 10/18/2024
CO Pkg 20 CP.10.07	Termination Pay - Implement a New Hire Schedule for individuals hired on or after 8/4/2024 with a maximum of 40 weeks pay. This schedule is to be reflected in article 8.04B	8.04B	Ratification 10/18/2024

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Proposal Number	Subject	Article   Section	Implementation Date
CO Pkg 20 CP.28.00	Connecting Overtime Notice - This proposal provided for a new letter with the following language: <b><i>Insofar as practicable, the Company will endeavor to provide two (2) hours' notice to Wire Technicians when connecting overtime is expected to be required. Failure to provide two (2) hours' notice will not enable an employee to refuse connecting overtime.</i></b> This letter is to be finalized with all proper signatures.	N/A	11/1/2024
CO Pkg 20 CP.30.00	UFO Sections 3 Seniority - Modifies the beforementioned sections to incorporate the following language for seniority:  <b><i>For the purposes of Force Adjustment and Staffing, a random number generator will be utilized where two or more employees have the same net credited service.</i></b>	3	1/5/2025
CO Pkg 20 CP.30.00	UFO Sections 3 Seniority - Modifies the beforementioned sections to incorporate the following language for seniority:  <b><i>For all other purposes, Where two or more employees have the same net credited service, they shall rotate as the senior .</i></b>	3	3rd Quarter 2025
CO Pkg 20 CP.30.00	UFO Section 5.01 Holidays - Modifies the beforementioned sections to incorporate the following language for seniority:  <b><i>Holiday work schedules shall be rotated among the employees within a work group as determined by the Company. Each holiday will be considered separately insofar as practicable in the rotation of holiday schedules.</i></b>	5.01	3rd Quarter 2025
CO Pkg 20 CC.15.02	Exchange Time: This proposal calls for a trial of Exchange time in the Consumer and Small Business Space. Implementation of this initiative will call for collaboration with the business unit to identify which centers will participate as well as a timeline, reporting method, success measures for the trial.	N/A	2025
CO Pkg 20 CC.26.01	MOA / Core Bumping Wire Techs: MOA that removes Utility Operations as an option for surplus ST's and surplus/bumped OPT's	N/A	Ratification 10/18/2024

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Proposal Number	Subject	Article   Section	Implementation Date
CO Pkg 20 CC.36.00	Protections/Core Employees to Wire Tech - Allows employees in the PJB to apply for Wire Technician vacancies in the UFO addendum and receive economic protections if selected. Also updates sections A-J by correcting the word Section to Article in multiple places.	N/A	Ratification 10/18/2024
CO Pkg 20 UP 11.05	UP11.05 – PARTNERSHIP Funding – Passed 8.15.24 (to \$135 per BST employee from \$110 per ee - UO is still \$110 per employee).	Article 24.01D	Ratification 10/18/2024
<b>The Below Items were TA's Prior to 09/15/24</b>			
JP.01.00 TA 07/17/24	Authorize Holidays and Bereavement added MLK as an authorized holiday 5.01A1 Added legally recognized partner as immediate family in 6.04C	6.04 C 5.01A1	Ratification 10/18/2024
CC 22.01 TA 07/18/24	Overtime/Double Time Clarification to articles 4.01C & 4.01D. Article 4.01C will now read <b>(paid and unpaid)</b> ; Article 4.01D will now read "...except that <b>paid Union time</b> , excused time on an observed holiday which is considered as time worked under "C" above, and 4 hours due under 4.06B5, shall also be counted in computing the hours of work time."	4.01C & 4.01D	Ratification 10/18/2024
CC.25.01 TA 07/14/24	Warehouse Assistant MOA Elimination	N/A	Ratification 10/18/2024
CC 29.00 TA 07/14/24	UFO-6.02 Eliminate Employee Initiated Move - Eliminates the provision in section 6.02 of the Network Addendum U-Verse Field Operations regarding affected employees who elect to follow their work to the new location. The election to follow the- work will no longer be considered employee initiated.	6.02	Ratification 10/18/2024
CP.18.00 CP.19.00 CP.20.00 CP.21.00 CP.22.00	<ul style="list-style-type: none"> <li>• Part time/Term of Employment</li> <li>• Removal of 2019 Safe Load Limit MOA</li> <li>• Eliminate MOA's Already in the Contract</li> <li>• Eliminate MOA System Tech/Skill Group 9</li> <li>• Modify MOA Performance Discharge for Sales Associates and CPE Marketplace Letter</li> </ul>		Ratification 10/18/2024

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**2024 Bargaining**  
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Proposal Number	Subject	Article   Section	Implementation Date
	Clean-Up:  Article 1.17 (If at any time more than eighteen (18) organizational units exist and the Union so requests, the Company will combine units for force adjustment purposes until no more than eighteen (18) remain.)  Appendix A Part II (Elizabethtown Zone C)  Contracting of Work in CPE Marketplace MOA  Article 31 (Duration of Agreement)  Article 5.09A3 (If an employee retires, <del>or</del> is laid off, <b>or leaves the Company due to Permanent Medical Restrictions, SIPP/ESIPP, or death</b> before his/her vacation is completed, payment in lieu of unused vacation as if he/she had worked the entire calendar year shall be made to the employee)  2005 Beverly Hicks Letter (If the personal paid days (up to <del>three</del> <b>four</b> days), as outlined in the Utility Operations working agreement, have not been taken prior to transfer...)		
UC.01.04	Discipline Entry Letter (regarding Section <del>8.02</del> <b>7.02</b> of the Network Addendum...)		Ratification 10/18/2024
CP.27.00	Elimination of Section 4.04 Cancellation of Hours	4.04	Ratification 10/18/2024

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BellSouth Telecommunications, LLC. Implementation Schedule

Proposal Number	Subject	Article   Section	Implementation Date
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For the Union:



Nick Hawkins  
Date 10/29/2024  
Assistant to the Vice President  
CWA District 3

For the Company:



Matasha Burr  
Date 10/29/24  
Assistant Vice President  
SE Labor Relations

CWA Initials NH Date 10/29/2024

AT&T Initials MB Date 10/29/24



**2024 Bargaining**  
Common Issues Implementation Schedule

Proposal Number	Subject	Implementation Date
Comp Pkg 17 CC.03.11	Wage Proposal (effective 10/??/2019) First Sunday following Ratification date 5%, 3%, 3.25%, 3.5%, 3.25%	The Sunday Following Ratification 10/20/2024
Comp Pkg 17 CC.03.11 - 3%	Prior to the initial GWI, the Company will make a one-time increase of 3% at the top step of wage scale 6 Zone A, B, and C.	The Sunday Following Ratification 10/20/2024
Comp Pkg 17 CC.03.11	Also agreed to move all Wire Technician to Zone A of wage Scale 6 during the life of the agreement 1/5 of the difference rounded to the nearest 50 cents between the current top step of wage schedules of zone B & C and the current top step of the wage scale of Zone A.	The Sunday Following Ratification 10/20/2024
Comp Pkg 17 CC.11.00.01	Renew: Success Sharing Plan	Ratification 10/18/2024
Comp Pkg 17 CC.18.00	Renew w/ updates: Paid Parental Leave Letter	Ratification 10/18/2024
Comp Pkg 17 CP.15.00	PLE Course for Joint Contract Training of the 24 Working agreement	As soon as practible following ratification
CP.02.00	Renew w/ updates: National Transfer Plan	Ratification 10/18/2024
UC.03.02	Eliminate: BBI working agreement and move employees covered under the BST working agreement.	As soon as practicable following ratification
Comp Pkg 17 CP.04.00	Renew w/ updates: Nanodegree Letter	Ratification 10/18/2024
Comp Pkg 17 CP.05.00	Eliminate: Positive Time Reporting (Pay to the Minute) Letter	Ratification 10/18/2024
Comp Pkg 17 CP.06.00	Renew w/ update: Staffing Seniority Tie Breaker (Randomizer) Letter	Ratification 10/18/2024

CWA Initials NH Date 10/29/2024

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**2024 Bargaining**  
Common Issues Implementation Schedule

Proposal Number	Subject	Implementation Date
Comp Pkg 17 CP.01.04	Renew: List of MOA's / Letters - Re-Format Working Agreement (Titles not covered by Working Agreement) MOA - Employee Discount MOA - Employee Discount applies to UO and Billing Letter - Military Leave Letter - Vacation Entitlement Date Letter - Excused Time for Union Duties counts towards FMLA Letter - Incorrect Title Letter - Aligning for Success Letter - Tuition Aid Policy Letter - Pension Band for SIPP Letter - Temporary Modified Duty Letter - Health Savings Account (HSA) Letter - Health Savings Account (HSA) Plan Letter - Vendor Option - Tobacco Use Contribution Letter - Successorship Agreement Letter - Neutrality & Card Check Recognition Letter	Ratification 10/18/2024
Comp Pkg 17 CP.08.00	Renew w/ updates: Payroll deductions for COPE	Ratification 10/18/2024
Comp Pkg 17 CP.09.00	Renew w/ updates: Union Dues Deduction	Ratification 10/18/2024
Comp Pkg 17 CP.10.00	Renew w/ updates: Electronic Union Dues	Ratification 10/18/2024
Comp Pkg 17 CP.11.00	Eliminate: Excise Tax MOA	Ratification 10/18/2024
Comp Pkg 17 CP.11.00	Renew w/ updates: CVS Caremark Letter	Ratification 10/18/2024
Comp Pkg 17 CP.12.00	Renew w/ updates: Wellness Letter	Ratification 10/18/2024
Comp Pkg 17 CC.07.04	Appointed Positions - Consolidation of 2 MOA and increase in travel budget for process improvement rep.	Ratification 10/18/2024

CWA Initials NH Date 10/29/2024

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**2024 Bargaining**  
**Common Issues Implementation Schedule**

Proposal Number	Subject	Implementation Date
Comp Pkg 17 CC.01.15	Benefits	1/1/2025
UP.22.00	Duration of Agreement BST/BBI	Concurrent with UC.3.02

For the Union:



Nick Hawkins  
Date 10/29/2024  
Assistant to the Vice President  
CWA District 3

For the Company:



Matasha Burr  
Date 10/29/24  
Assistant Vice President  
SE Labor Relations

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**2024 Bargaining**  
**Utility Ops**  
**Implementation Schedule**

Proposal Number	Subject	Article	Implementation Date
Comp Pkg 17 CC.03.11	Prior to the GWI the Machine operator will get a 1 time increase of 3% at the top step of UO - Wage Scale 1B- Machine Operators the progression will be calculated exponentially between the existing start rate and the new top rate.	Appendix A Wage Schedules	The Sunday Following Ratification 10/20/2024
UO Comp Pkg 4 - CP.00.02	Excused Time of Union Duties - Added to MOA (Limit of 560 hours for any Local Presidents and 480 hours for no more than 1 officer per local)		1/1/2025
UO Comp Pkg 4 - CP.02.00	Official add of MLK as an authorized Holiday	4 A 1	Ratification 10/18/2024
UO Comp Pkg 4 - CC.15.01	Increase lay off allowance in Article 6.B.3. - Less than 3 years of Seniority /NCS increased to \$2,000 (from 1,000) 3 years but less than 6 years of seniority/NCS increased to 3,500 (from 1,375) 6years or more of seniority/NCS increased to 5,000 (from 1,750)	6 B 3	Ratification 10/18/2024
UO Comp Pkg 4 - CC.19.01	New Language Add 5 Paid Illness days (Article 5 E)	5 E (new)	1/1/2025
UO Comp Pkg 4 - UP.01.01	Add paid absence time due to do death of a Legally Recognized Partner to the immediate Family definitions	5 D 2	Ratification 10/18/2024

For the Union:



Nick Hawkins  
Date 10/29/2024  
Assistant to the Vice President  
CWA District 3

For the Company:



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Assistant Vice President  
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