

AT&T Mobility Services LLC
and
Communications Workers of America

Company Proposal Package 2 - PM
February 10, 2023

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AT&T Mobility Services LLC

Communications Workers of America
District 3

Dean Cordova
Lead Labor Relations Manager

Kelvin Banks
Administrative Director

THIS PROPOSAL MUST BE ACCEPTED OR REJECTED IN ITS ENTIRETY AND EFFECTIVELY REJECTS ALL PROPOSALS THAT ARE NOT INCLUDED IN THIS PROPOSAL PACKAGE.

The Company submits the following Package Proposal for a successor collective bargaining agreement. Any Union proposals not addressed in this proposal are deemed rejected, however, all prior tentative agreements reached between the parties during 2023 negotiations are incorporated by reference in this document.

Subject to the parties executing this proposal by 11:59 pm Eastern Time on February 10, 2023, and the ratification of the 2023 Agreement by _____, the Company will pay the following General Wage Increases, Ratification Bonus, provide the enclosed benefits and implement the agreed upon work rules as soon as reasonably practicable following ratification of the new agreement.

If the stated conditions are met, the 2023 wage increases will be effective February 11, 2023, and the benefit changes will be effective at the beginning of the 2024 plan year.

Provisions in this proposal shall become effective as stated, subject to receipt by the Company of written notification from an authorized representative of the Union that the Agreement has been duly ratified by the employees represented by the Union, provided said notification is received by the Company on or before 5:00 p.m. Eastern Time on _____. If the stated conditions are not met, this offer will have no force or effect, and all proposals made by the Company up to that time will be deemed withdrawn.

THIS PROPOSAL MUST BE ACCEPTED OR REJECTED IN ITS ENTIRETY AND EFFECTIVELY
REJECTS ALL PROPOSALS THAT ARE NOT INCLUDED IN THIS PROPOSAL PACKAGE.

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FOR DISCUSSION PURPOSES ONLY

GENERAL WAGE INCREASE

The top step of the wage tables for each job title shall be increased as shown in the table below. The remaining steps in the wage tables, other than step 1 which will remain the same as in the 2018 Regional Labor Agreement, will be exponentially increased.

Effective	Top Step	Bottom Step
02/11/2023	5.00%	No change
02/11/2024	3.00%	No change
02/09/2025	3.00%	No change
02/08/2026	3.00%	No change

Annual increases for 2023 through 2026 are effective on the dates indicated above. The Company will notify the Union when it is ready to implement the 2023 General Wage Increase retroactive to February 11, 2023.

Effective February 11, 2024, an adjustment will be made in basic weekly rates in each wage schedule. The amount of the adjustment shall be 0.5 times the increase above three percent (3%) in the U.S. Department of Labor Statistics "CPI-W" (1982-84 = 100) for December 2023 over December 2022. The adjustment will be added to the 2024 general wage increase and applied to the steps of the wage tables. However, in no event shall the wage increase for 2024 exceed 5% in total.

Effective February 9, 2025, an adjustment will be made in basic weekly rates in each wage schedule. The amount of the adjustment shall be 0.5 times the increase above three percent (3%) in the U.S. Department of Labor Statistics "CPI-W" (1982-84 = 100) for December 2024 over December 2023. The adjustment will be added to the 2025 general wage increase and applied to the steps of the wage tables. However, in no event shall the wage increase for 2025 exceed 5% in total.

Effective February 8, 2026, an adjustment will be made in basic weekly rates in each wage schedule. The amount of the adjustment shall be 0.5 times the increase above three percent (3%) in the U.S. Department of Labor Statistics "CPI-W" (1982-84 = 100) for December 2025 over December 2024. The adjustment will be added to the 2026 general wage increase and applied to the steps of the wage tables. However, in no event shall the wage increase for 2026 exceed 5% in total.

Examples of how an adjustment, where applicable, may be applied to the relevant GWI are as follows:

Example 1:

December 2022 CPI-W = 291.051

December 2023 CPI-W = 308.514

Wage Schedule XXX – Top Step as of February 11, 2023 - \$1000.00 per week

Wage Schedule XXX – Top Step as of February 11, 2024 - \$1030.00 (per the original 3% GWI)

$$\begin{aligned}\text{COLA adjustment} &= (((\text{December 2023 CPI-W} \div \text{December 2022 CPI-W}) - 1) - 0.03) \times 0.5 = \\ &= (((308.514 \div 291.051) - 1) - 0.03) \times 0.5 = ((1.06 - 1) - 0.03) \times 0.5 = \\ &= (0.06 - 0.03) \times 0.5 = 0.03 \times 0.5 =\end{aligned}$$

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This Material may only be used for the purpose provided: AT&T Mobility / CWA District 3 Negotiations.

CWA must undertake all precautions to secure from inadvertent or improper disclosure.

0.015 or 1.5%

Adjusted GWI = $0.03 + .015 =$
0.045 or 4.5%

New wage schedule = $\$1000.00 \times 0.045$ (4.5%) = \$45
= $\$1000.00 + \$45 = \$1045.00$ (round to the nearest 50 cent if necessary)

Example 2:

December 2023 CPI-W = 308.514

December 2024 CPI-W = 333.195

Wage Schedule XXX – Top Step as of February 11, 2024 - \$1045.00 per week

Wage Schedule XXX – Top Step as of February 9, 2025 - \$1061.00 (per the original 3% GWI)

COLA adjustment = $[(\text{December 2024 CPI-W} \div \text{December 2023 CPI-W}) - 1] - 0.03 \times 0.5 =$
 $[(333.195 \div 308.514) - 1] - 0.03 \times 0.5 = [1.08 - 1] - 0.03 \times 0.5 =$
 $(0.08 - 0.03) \times 0.5 = 0.05 \times 0.5 =$
0.025 or 2.5%

Adjusted GWI = $0.03 + .025 = 0.055$ or 5.5%. Since the cap is 5% this is lowered to 5%

New wage schedule = $\$1045.00 \times 0.05$ (5%) = \$52.55
= $\$1045.00 + \$52.25 = \$1097.25$.
= \$1097.50 (round to the nearest 50 cent)

The Company will notify the Union when it is ready to implement the 2023 wages to the Labor Agreement.

RATIFICATION BONUS

A \$1000 lump sum ratification bonus shall be paid if the Company receives official notice from the Union on or before 5:00 p.m. Eastern Standard Time on _____, 2023. Employees must be on payroll in a Mobility District 3 bargained title on both the Ratification Date and the payout date to be eligible to receive the payment. All payments will be subject to normal wage withholdings and deductions. The Company will pay this bonus within a reasonable time following the Ratification Date.

RETAIL SALES CONSULTANT

The Company will implement an upgraded Retail Sales Consultant Wage Table as shown in the chart below.

Step	Current	2023
1	457.50	542.00
2	481.50	566.00
3	506.50	590.50
4	533.00	616.50
5	560.50	643.50
6	590.00	671.50
7	620.50	701.00
8	653.00	732.00
9	687.00	764.00
10	723.00	797.50
11	760.50	832.50
12	800.50	869.00
13	842.00	907.00

Process for Movement into Upgraded Wage Table:

1. Employees will receive the 2023 General Wage Increase (GWI) as negotiated for the current RSC table.
2. The Company will complete the movement into the upgraded table within a reasonable period of time after the Contract Ratification Date.
3. Employees will be slotted into the closest step on the upgraded table that is equal to, but not less than, their 2023 rate in the current RSC table.
4. The next applicable, step increase will be six (6) months from the date of the move in accordance with wage progression rules.

CLIENT SERVICE SPECIALIST

The Company will implement an upgraded Wage Table for the Client Service Specialist and Client Service Specialist WFH titles as shown in the chart below.

Step	Current	
	2022	2023
1	513.00	640.00
2	537.00	663.50
3	561.50	688.00
4	588.00	713.00
5	615.00	739.00
6	643.50	766.50
7	673.50	794.50
8	704.50	823.50
9	737.50	853.50
10	771.50	885.00
11	807.50	917.50
12	845.00	951.00
13	884.00	986.00

Process for Movement into Upgraded Wage Table:

1. Employees will receive the 2023 General Wage Increase (GWI) as negotiated for the current Client Service Specialist (CSS) table.
2. The Company will complete the movement into the upgraded table within a reasonable period of time after the Contract Ratification Date.
3. Employees will be slotted into the closest step on the upgraded table that is equal to, but not less than, their 2023 rate in the current CSS table.
4. The next applicable step increase will be six (6) months from the date of the move in accordance with wage progression rules.

COORDINATOR II

The Company will upgrade the Coordinator II Wage Table as shown in the chart below.

<u>Step</u>	Current	
	2022	2023
1	577.00	577.00
2	607.50	611.00
3	639.50	647.00
4	673.00	685.50
5	708.50	725.50
6	746.00	768.50
7	785.00	814.00
8	826.50	862.00
9	870.00	913.00
10	916.00	966.50
11	964.00	1023.50
12	1015.00	1084.00
13	1068.50	1148.50

The revised table above does not include the 2023 General Wage Increase (GWI). The 2023 GWI and appropriate rounding will be applied to the table above and the new table will be used going forward.

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INTEGRATED SALES SUPPORT REPRESENTATIVE

The Company will upgrade the Integrated Sales Support Representative Wage Table as shown in the chart below.

Step	Current	
	2022	2023
1	468.00	919.00
2	504.00	940.00
3	543.50	961.50
4	585.50	983.50
5	630.50	1005.50
6	679.50	1028.50
7	732.00	1052.00
8	788.50	1076.00
9	849.50	1100.50
10	915.50	1125.50
11	986.50	1151.50
12	1062.50	1177.50
13	1145.00	1204.50

The Integrated Sales Support Representative table is on a 6-month progression schedule.

Process for Movement into Upgraded Wage Table:

1. Employees will receive the 2023 General Wage Increase (GWI) as negotiated for the current table.
2. The Company will complete the movement into the new table within a reasonable period of time after the Contract Ratification Date.
3. Employees will be slotted into the closest step on the new table that is equal to, but not less than, their 2023 rate.
4. The next applicable step increase will be six (6) months from the date of the move in accordance with wage progression rules.
5. An employee who is currently in a weekly rate that is higher than top step 13 of the new table will be pay protected at the current higher rate until such time he or she voluntarily changes positions or in the event the negotiated rate for top step 13 of the new table exceeds the protected pay. At such time, the employee's pay will be unlocked and the employee will be placed on the higher Step 13 rate.

INTEGRATED SOLUTIONS REPRESENTATIVE

The Company will upgrade the Integrated Solutions Representative Wage Table as shown in the chart below.

Step	Current	
	2022	2023
1	513.50	775.00
2	537.50	791.50
3	562.50	809.00
4	589.00	826.00
5	616.50	844.00
6	645.50	862.00
7	675.50	881.00
8	707.50	900.00
9	740.50	919.00
10	775.00	939.00
11	811.50	959.00
12	849.50	980.00
13	889.00	1001.00

The Integrated Solutions Representative table is on a 12-month progression schedule.

Process for Movement into Upgraded Wage Table:

1. Employees will receive the 2023 General Wage Increase (GWI) as negotiated for the current table.
2. The Company will complete the movement into the new table within a reasonable period of time after the Contract Ratification Date.
3. Employees will be slotted into the closest step on the new table that is equal to, but not less than, their 2023 rate.
4. The next applicable step increase will be six (6) months from the date of the move in accordance with wage progression rules.
5. An employee who is currently in a weekly rate that is higher than top step 13 of the new table will be pay protected at the current higher rate until such time he or she voluntarily changes positions or in the event the negotiated rate for top step 13 of the new table exceeds the protected pay. At such time, the employee's pay will be unlocked and the employee will be placed on the higher Step 13 rate.

PREMIER SERVICE CONSULTANT

A new title of Premier Service Consultant will be created. Call Center employees in the designated Mobility Black Call Center titles shown below will transition to the new title:

- Customer Service Representative I
- Customer Services Representative II
- Customer Support Specialist

PREMIER SERVICE CONSULTANT WFH (Work From Home)

A new title of Premier Service Consultant WFH will be created. Call Center WFH employees in the designated Mobility Black Call Center titles shown below will transition to the new title:

- Customer Service Representative WFH
- Customer Support Specialist WFH

PREMIER SERVICE CONSULTANT HYB (Hybrid)

A new title of Premier Service Consultant HYB will be created. Designated Call Center employees in the Mobility Black Call Center titles shown below will transition to the new title:

- Customer Service Representative HYB
- Customer Support Specialist HYB

Employees in any of the Premier Service Consultant Titles can perform any of the work currently performed by the titles listed above.

Below is the 2023 Wage Table for Premier Service Consultant, Premier Service Consultant WFH and Premier Service Consultant HYB:

Step	2023
1	640.00
2	660.00
3	681.00
4	702.50
5	725.00
6	748.00
7	771.50
8	796.00
9	821.00
10	847.00
11	874.00
12	901.50
13	930.00

Process for Movement into new titles:

1. Employees will receive the 2023 General Wage Increase (GWI) as negotiated in their current titles.
2. The Company will complete the movement into the Premier Service Consultant titles within a reasonable period of time after the Contract Ratification Date.
3. Employees will be slotted into the closet step on the new Premier Service Consultant wage step that is equal to, but not less than their current title's 2023 rate.
4. The next applicable step increase will be six (6) months from the date of the move in accordance with wage progression rules.
5. The provisions of Article 19, Section 1.c. will not apply.
6. An Employee whose weekly rate is currently higher than top step of the wage table agreed to by the Company and the Union will be pay protected at their higher rate until such time he or she voluntarily changes positions or in the event the negotiated rate for top Step 13 of the new table exceeds the protected pay. At such time, the employee's pay will be unlocked, and the employee will be placed on the higher Step 13 rate of the Premier Service Consultant table.

TENTATIVE AGREEMENT 2/10/2023 1:12P

BUSINESS PREMIER SERVICE CONSULTANT

A new title of Business Premier Service Consultant (BPSC) will be created. Call Center employees in the designated Mobility Black Business Call Center titles shown below will transition to the new title:

- Business Customer Service Specialist I and I-S
- Business Customer Service Specialist II-S

Employees in the Business Premier Service Consultant Title can perform any of the work currently performed by the titles listed above

Below is the 2023 Wage Table for the Business Premier Service Consultant title:

Step	2023
1	640.00
2	660.00
3	681.00
4	702.50
5	725.00
6	748.00
7	771.50
8	796.00
9	821.00
10	847.00
11	874.00
12	901.50
13	930.00

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Process for Movement into new titles:

1. Employees will receive the 2023 General Wage Increase (GWI) as negotiated in their current titles.
2. The Company will complete the movement into the Business Premier Service Consultant title within a reasonable period of time after the Contract Ratification Date.
3. Employees will be slotted into the closest step on the new Business Premier Service Consultant wage step that is equal to, but not less than their current title's 2023 rate.
4. The next applicable step increase will be six (6) months from the date of the move in accordance with wage progression rules.
5. The provisions of Article 19, Section 1.c. will not apply.
6. An Employee whose weekly rate is currently higher than top step of the wage table agreed to by the Company and the Union will be pay protected at their higher rate until such time he or she voluntarily changes positions or in the event the negotiated rate for top Step 13 of the new table exceeds the protected pay. At such time, the employee's pay will be unlocked, and the employee will be placed on the higher Step 13 rate of the Business Premier Service Consultant table.

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AT&T Mobility Black Benefit Outline Summary

This Agreement is between the COMMUNICATIONS WORKERS OF AMERICA (hereinafter called the "Union" or the CWA), and AT&T MOBILITY SERVICES LLC and AT&T CUSTOMER SERVICES, INC. (collectively referenced as herein after called "the Company") (the Company and Union are collectively referenced as "Parties"), with respect to employee benefits provided to Mobility District 3 ("Agreement").

~~The benefit provisions of the successor National Bargained Benefit Plan ("NBBP") and its Attachments effective for the calendar years of 2017-2020 are not a subject of this Agreement and nothing in this Agreement, including but not limited to the definitions of Current Employees, 2017 New Hires and 2019 New Hires shall apply to the National Bargained Benefit Plan for any purpose.~~

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

It is understood that certain benefits provided under the Agreement 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 this Agreement will remain in effect through expiration.

The Company retains the right to make administrative changes, corrections, and adjustments to the Agreement according to its fiduciary responsibilities. No administrative changes, corrections or adjustments shall have the effect of diminishing the plan benefits negotiated by the Parties. Benefit Claims will be governed by the ERISA Plan(s) appeal process terms and will not be subject to grievance or arbitration.

For purposes of this Agreement (including Exhibit 1) only, unless noted otherwise:

- Mobility District 3 bargained employees hired, rehired or transferred (including transfers pursuant to the National Transfer Plan (NTP)) into Mobility Black bargained titles before January 1, 2017 shall be referred to as "Current Employees." "Current Employees" shall also include transfers pursuant to the NTP from Mobility Districts 1,2-13,4,7,9 and 6 hired or rehired before January 1, 2017;
- Mobility District 3 bargained employees hired, rehired or transferred (including transfers pursuant to the NTP) into Mobility Black bargained titles on or after January 1, 2017 and before January 1, 2019 shall be referred to as "2017 New Hires" except for Mobility Districts 1,2-13,4,7,9 and 6 employees hired or rehired before January 1, 2017 who transferred pursuant to the NTP on or after January 1, 2017 and before January 1, 2019;
- Mobility District 3 bargained employees hired, rehired or transferred (including transfers pursuant to the NTP) into Mobility Black bargained titles on or after January 1, 2019 and before January 1, 2024 shall be referred to as "2019 New Hires" except for Mobility Districts 1,2-13,4,7,9 and 6 employees hired or rehired before January 1, 2019 who transferred pursuant to the NTP on or after January 1, 2019 and before January 1, 2024;
- Mobility District 3 bargained employees hired, rehired or transferred (including transfers pursuant to the NTP) into Mobility Black bargained titles on or after January 1, 2024 shall be referred to as "2024 New Hires" except

AT&T Mobility Black Benefit Outline Summary

for Mobility Districts 1,2-13,4,7,9 and 6 employees hired or rehired before January 1, 2024 who transferred pursuant to the NTP on or after January 1, 2024;

- Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires shall be referred to collectively as "Employees".

Effective January 1, 2023⁴ unless noted otherwise, Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires shall be eligible to participate in the benefit plans or programs identified in the chart below by an "X", with the plan terms, conditions and provisions which were in effect on February 10⁴, 2023³ as described in the applicable SPDs and SMMs, except as noted herein.

Plan/Program/Policy	Current Employees	2017 New Hires	2019 and 2024 New Hires
AT&T Mobility Black Medical Program ⁴	X	X	X
AT&T Medical Program (Management) ²	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 Employee Assistance Program	X	X	X
AT&T Group Life Insurance Program for Active Employees ¹³	X	X	X
AT&T Consolidated Long-Term Care Insurance Plan (closed to new entrants 5/1/2012) ²⁴	X		
AT&T Adoption Assistance Reimbursement Policy AT&T Surrogacy Reimbursement Policy AT&T Cryopreservation Reimbursement Policy	X	X	X
AT&T Tuition Reimbursement Policy	X	X	X
AT&T Commuter Benefits Policy	X	X	X
AT&T Flexible Spending Account Plan	X	X	X
AT&T Mobility Disability Benefits Program (Edge)	X	X	
AT&T Disability Income Program ³⁵			X
Mobility Program of the AT&T Component Part of AT&T WarnerMedia Pension Benefit Plan ⁴⁶	X		
Bargained Cash Balance Program #2 of the AT&T Component Part of AT&T WarnerMedia Pension Benefit Plan ⁵⁷	X		
AT&T Retirement Savings Plan	X	X	X

⁴ This program is available for all Employees except those in US Virgin Islands.

² Medical program benefits, prescription drug benefits, mental health benefits and substance abuse benefits ("Medical Benefits") for employees in the US Virgin Islands continue to be subject to the same

**AT&T Mobility Black
Benefit Outline Summary**

~~Medical Benefits as Mobility District 3 employees in Puerto Rico (Mobility Green agreement), as they change from time to time and at the same effective time and date as that for Mobility District 3 employees in Puerto Rico, except that Medical Benefits contributions for US Virgin Island Employees will be paid on a pre-tax basis. Details regarding their Medical Benefits are contained in the documents applicable to Mobility District 3 employees in Puerto Rico and are not reflected in the details provided below.~~

- ~~13~~ This program includes Supplemental Life Insurance and Dependent Life Insurance provisions.
- ~~24~~ The Company may unilaterally discontinue or modify the AT&T Consolidated Long-Term Care Insurance Plan from time-to-time without further discussions with the Union.
- ~~36~~ Effective on January 1, 2024, 2024 New Hires~~19, 2019 New Hires~~ will be eligible for the AT&T Disability Income Program.
- ~~46~~ Employees hired or rehired on or before December 31, 2010.
- ~~57~~ Employees hired, rehired or transferred after December 31, 2010 and on or before December 31, 2014.

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**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires	
Effective Date(s)	1/1/2024, unless noted otherwise
MEDICAL PROGRAM BENEFITS	
Program	<p>AT&T Mobility Medical Program*</p> <p>Fully-insured coverage options such as HMOs continue to be available at the discretion of the Company.</p> <p>*This document highlights key elements of program design. For complete program details, refer to the applicable Summary Plan Description (SPD) dated October 2020 & associated Summary of Material Modifications (SMMs).</p>
Eligibility for Coverage	<p><u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u></p> <p>Eligibility for coverage begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period. Employees pay the full cost of coverage until eligible for Company Subsidy*.</p> <p>*Temporary Employees who enroll will not be eligible for subsidized coverage.</p>
Eligibility for Company Subsidy	<p><u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u></p> <p>No change from current program</p> <p><u>Eligibility for Company Subsidy* begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period.</u></p> <p>Individual Coverage*: Company subsidy for Employees enrolled in Company-sponsored Individual medical coverage (including fully insured coverage options, if available) will 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>Individual+Child(ren), Individual+Spouse and Family Coverage*: Company subsidy for Employees enrolled in Company-sponsored medical coverage other than Individual coverage will 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>*Temporary Employees who enroll will pay 100% of the full cost of coverage.</p>
EE Class	Full Time & Part Time Regular Employees, and Full-time Temporary Employees
Health Reimbursement Account (HRAs)	<p><u>2024 New Hires, 2019 New Hires and 2017 New Hires and Current Employees</u></p> <p>None.</p>

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires

**Health Savings
Account
(HSA)**

2024 New Hires, 2019 New Hires and 2017 New Hires and Current Employees

Employees who meet the legal requirements can elect to make pre-tax payroll contributions to an HSA via the Section 125 Cafeteria Plan up to the HSA annual maximum set by the IRS.

In 2024, the Company will provide a Company Contribution to Active employees' HSA who meet the following criteria:

- Participate in the annual enrollment period, or their New Hire event
- Have or establish an HSA account with the Company's HSA Administrator during the enrollment period.
- Enroll in an AT&T Self-insured medical option that meets IRS qualifications for pre-tax HSA contributions.
- Provided the below options meet IRS criteria as HSA-qualified High-Deductible Health Plan, the Company will match the below amounts for employees who elect to contribute at least the following amounts to their HSA via payroll deductions:
 - Option 2 and Option 3: \$250 Individual/\$250 Family

**Full Time EE
Contribution
Per Month**

No active participating Employee will pay more than 100% of the cost of coverage.

Current Employees, 2017 New Hires and 2019 New Hires

Option 1:

	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>
<u>Ind</u>	\$12544	\$13151	\$13858	\$14566
<u>Ind +Sp</u>	\$37430	\$39354	\$41473	\$43397
<u>Ind+Child(ren)</u>	\$22862	\$23974	\$25288	\$264302
<u>Fam</u>	\$37936	\$39857	\$41979	\$439503

Option 2:

	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>
<u>Ind</u>	\$6781	\$7186	\$7692	\$819
<u>Ind +Sp</u>	\$19942	\$21258	\$22775	\$24293
<u>Ind+Child(ren)</u>	\$12147	\$12957	\$13867	\$14778
<u>Fam</u>	\$20246	\$21561	\$23078	\$24597

Option 3:

	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>
<u>Ind</u>	\$259	\$3045	\$3551	\$415
<u>Ind +-Sp</u>	\$74116	\$8934	\$10552	\$12273
<u>Ind+Child(ren)</u>	\$4571	\$5481	\$6493	\$74105
<u>Fam</u>	\$75418	\$9036	\$10654	\$12475

2019 New Hires and 2017 New Hire2024 New Hires

Option 1:

	<u>20243</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>
<u>Ind</u>	\$1502	\$158	\$166	\$174
<u>Ind +-Sp</u>	\$44855	\$471	\$496	\$519

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires					
	Ind+Child(ren)	\$27377	\$287	\$302	\$316
	Fam	\$45464	\$477	\$502	\$526
Option 2:					
		<u>20243</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>
	Ind	\$41291	\$97	\$103	\$110
	Ind +-Sp	\$273336	\$290	\$309	\$328
	Ind+Child(ren)	\$205166	\$177	\$188	\$200
	Fam	\$277344	\$294	\$313	\$332
Option 3:					
		<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>
	Ind	\$50	\$56	\$63	\$70
	Ind +-Sp	\$148	\$167	\$187	\$208
	Ind+Child(ren)	\$90	\$102	\$114	\$127
	Fam	\$150	\$169	\$189	\$211
Current Employees					
Option 1:					
		<u>2023</u>			
	Ind	\$127			
	Ind +- Sp	\$370			
	Ind+Child(ren)	\$234			
	Fam	\$384			
Option 2:					
		<u>2023</u>			
	Ind	\$87			
	Ind +- Sp	\$260			
	Ind+Child(ren)	\$158			
	Fam	\$263			
Part Time EE Contributions	No active participating Employee will pay more than 100% of the cost of coverage.				
	<u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u>				
	No change from current program.				
	<u>Based on Scheduled hrs./week:</u>				
	• Greater than or equal to 20 hrs. = 50% of full cost of coverage*.				
	• Less than 20 hrs. = 100% of full cost of coverage* with no Company subsidy.				

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires									
	* Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.								
Working Spouse/Partner Contribution	<p><u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u></p> <p><u>Spouse/Partner Access to Medical Coverage Additional Medical Contribution:</u> Participants whose spouse/partner enrolls in AT&T-sponsored medical coverage (within either self-insured or fully insured programs) but otherwise has access to medical coverage through their employer, excluding AT&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/partner does not have access to medical coverage otherwise the additional contribution will be applied.</p> <p>Additional Monthly Medical Contribution:</p> <table><tr><td><u>2024</u></td><td><u>2025</u></td><td><u>2026</u></td><td><u>2027</u></td></tr><tr><td><u>\$125</u></td><td><u>\$130</u></td><td><u>\$135</u></td><td><u>\$140</u></td></tr></table> <p><u>2023</u> \$100</p>	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>\$125</u>	<u>\$130</u>	<u>\$135</u>	<u>\$140</u>
<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>						
<u>\$125</u>	<u>\$130</u>	<u>\$135</u>	<u>\$140</u>						
Tobacco Use Contribution	<p><u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u></p> <p><u>Tobacco Use Additional Medical Contribution:</u> Employees and/or spouses/partners who use tobacco, are enrolled in AT&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/partner 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 and completion. A tobacco user is currently defined as someone who has used tobacco products <u>once a month or more, on average frequently than once every month</u>. Tobacco products include cigarettes, cigars, pipes, e-cigarettes, vaporizers and smokeless tobacco. The definitions of engagement, the Company-sponsored Tobacco Cessation program, tobacco user and tobacco products may change from time to time, at the sole discretion of the Company. The monthly contribution is shown below.</p> <p>Additional Monthly Medical Contribution <u>for each employee or spouse/partner:</u></p> <p><u>2024 – 2027</u> \$7565</p>								
Coinsurance Copay/Coinsurance	<p><u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u></p> <p>No change from current program except as provided below.</p>								

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires

Option 1 and Option 2:

	2024-2027	
	<u>Network/ONA</u>	<u>Non-Network</u>
<u>Preventive</u>	\$0 / 0% Ded waived	No Benefit
<u>Sickness/ Illness</u>	\$0 / 10% After Ded	\$0 / 50% After Ded
<u>Emergency Room Facility/Professional Services (Emergencies)</u>	\$0 / 10% After Ded	\$0 / 10% After Ded

Option 2:

	2024-2027	
	<u>Network/ONA</u>	<u>Non-Network</u>
<u>Preventive</u>	\$0 / 0% Ded waived	No Benefit
<u>Sickness/ Illness</u>	\$0 / 20% After Ded	\$0 / 50% After Ded
<u>Emergency Room Facility/Professional Services (Emergencies)</u>	\$0 / 20% After Ded	\$0 / 20% After Ded

Option 3:

	2024-2027	
	<u>Network/ONA</u>	<u>Non-Network</u>
<u>Preventive</u>	\$0 / 0% Ded waived	No Benefit
<u>Sickness/ Illness</u>	\$0 / 30% After Ded	\$0 / 50% After Ded
<u>Emergency Room Facility/Professional Services (Emergencies)</u>	\$0 / 30% After Ded	\$0 / 30% After Ded

Examples of Coinsurance provisions include:

- Applies after applicable Network/ONA or Non-Network Deductible amount is satisfied.
- Applies to all covered health services, including mental health/substance abuse (MH/SA) benefits under the program with the exceptions below:
 - Does not apply toward Prescription Drugs.
 - Does not apply toward Network/ONA preventive services.
- Actual amount that is applied to the Coinsurance is calculated on the basis of eligible/allowable expenses.
- All Coinsurance applies to applicable Network/ONA or Non-Network Out-of-Pocket Maximums

Note: For non-network provisions, the methodology for calculating the Allowable Charge for all categories of Non-Network/Non-PPO expenses may be changed from time to time at the Company's discretion.

Annual Deductible

2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees
No change from current program except as provided below.

Option 1:

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires

	2024		2025		2026		2027	
	Network & ONA	Non- Network	Network & ONA	Non- Network	Network & ONA	Non- Network	Network & ONA	Non- Network
Ind	\$ 900	\$3,150	\$950	\$3,325	\$1,000	\$3,500	\$1,050	\$3,675
Ind+Sp	\$1,800	\$6,300	\$1,900	\$6,650	\$2,000	\$7,000	\$2,100	\$7,350
Ind+Ch	\$1,800	\$6,300	\$1,900	\$6,650	\$2,000	\$7,000	\$2,100	\$7,350
Family	\$1,800	\$6,300	\$1,900	\$6,650	\$2,000	\$7,000	\$2,100	\$7,350

	2023	
	Network/ ONA	Non- Network
Individual	\$ 800	\$2,800
Ind+Child(ren)	\$1,600	\$5,600
Ind+Spouse	\$1,600	\$5,600
Family	\$1,600	\$5,600

Integrated with Med/Surg, MH/SA

Annual Deductible provisions:

- Applies to all covered health services, including mental health/substance abuse benefits under the program.
- The following costs will never apply towards Deductible:
 - Network/ONA preventive care
 - Any applicable monthly contributions
 - Prescription drugs
 - Any charges for non-covered health services
 - Any penalties for failure to comply with terms of program (i.e., preauthorization/predetermination)
 - Charges that exceed eligible expenses
 - Any charges for services that are exclusions under the program
- Actual amount that is applied to the Annual Deductible is calculated on the basis of eligible/allowable expenses.
- Separate Deductible amounts apply to Network/ONA and Non-Network. Amounts incurred under each option do not cross apply between any other option.
- With Individual+Child(ren), Individual+Spouse and Family coverage, a covered person is eligible to receive benefits once their eligible/allowable expenses satisfy the Individual Deductible amount. The Individual+Child(ren), Individual+Spouse or Family Deductible, as applicable, is met once any combination of covered persons' eligible/allowable expenses meet the Individual+Child(ren), Individual+Spouse or Family Deductible amount, respectively. It is not necessary that any one individual reach the Individual Deductible but no one individual may contribute more than the Individual Deductible amount.
- The Annual Deductibles are included in the Out Of Pocket Maximums.

Option 2:

	2024		2025		2026		2027	
	Network & ONA	Non- Network	Network & ONA	Non- Network	Network & ONA	Non- Network	Network & ONA	Non- Network
Ind	\$1,600	\$4,800	\$1,700	\$5,100	\$1,800	\$5,400	\$1,900	\$5,700
Ind+Sp	\$3,200	\$9,600	\$3,400	\$10,200	\$3,600	\$10,800	\$3,800	\$11,400

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires

Ind+Ch	\$3,200	\$9,600	\$3,400	\$10,200	\$3,600	\$10,800	\$3,800	\$11,400
Family	\$3,200	\$9,600	\$3,400	\$10,200	\$3,600	\$10,800	\$3,800	\$11,400

	<u>2023</u>	
	<u>Network/</u>	<u>Non-</u>
	<u>ONA</u>	<u>Network</u>
Individual	\$1,350	\$4,050
Ind+Child(ren)	\$2,700	\$8,100
Ind+Spouse	\$2,700	\$8,100
Family	\$2,700	\$8,100

Option 3:

	<u>2024</u>		<u>2025</u>		<u>2026</u>		<u>2027</u>	
	<u>Network</u>	<u>Non-</u>	<u>Network</u>	<u>Non-</u>	<u>Network</u>	<u>Non-</u>	<u>Network</u>	<u>Non-</u>
	<u>& ONA</u>	<u>Network</u>	<u>& ONA</u>	<u>Network</u>	<u>& ONA</u>	<u>Network</u>	<u>& ONA</u>	<u>Network</u>
Ind	\$3,100	\$9,300	\$3,200	\$9,600	\$3,300	\$9,900	\$3,400	\$10,200
Ind+Sp	\$6,200	\$18,600	\$6,400	\$19,200	\$6,600	\$19,800	\$6,800	\$20,400
Ind+Ch	\$6,200	\$18,600	\$6,400	\$19,200	\$6,600	\$19,800	\$6,800	\$20,400
Family	\$6,200	\$18,600	\$6,400	\$19,200	\$6,600	\$19,800	\$6,800	\$20,400

Integrated with Med/Surg, Rx, MH/SA, CarePlus

Annual Deductible Provisions for Option 2 and Option 3:

- Applies to all covered health services, including mental health/substance abuse (MH/SA) and prescription drug (Rx) benefits under the program.
- The following costs will never apply towards Deductible:
 - Network/ONA preventive care
 - Any applicable monthly contributions
 - Any charges for non-covered health services
 - Any penalties for failure to comply with terms of program (i.e., preauthorization/predetermination)
 - Charges that exceed eligible expenses
 - Any charges for services that are exclusions under the program
 - Any applicable copays paid for preventive care drugs as permitted under section 223(c)(2)(C) of the Internal Revenue Code.
- Actual amount that is applied to the Annual Deductible is calculated on the basis of eligible/allowable expenses.
- Separate Deductible amounts apply to Network/ONA and Non-Network. Amounts incurred under each option do not cross apply between any other option.
- If the coverage tier is Individual+Child(ren), Individual+Spouse or Family, no individual can receive benefits until the Individual+Child(ren), Individual+Spouse or Family Annual Deductible, respectively, is met. The Individual+Child(ren), Individual+Spouse or Family Annual Deductible can be met by one or a combination of covered family members.
- The following costs paid by the participant apply toward the applicable Network/ONA or Non-Network Deductible amounts:
 - Network allowable charges for eligible expenses (for Network/ONA),
 - Non-Network allowable charges for eligible expenses (for Non-Network),
 - Outpatient prescription drug allowable charges for eligible expenses.
- The Non-Network Annual Deductibles will be three times the associated Network Annual Deductibles.
- The Annual Deductibles are included in the Out Of Pocket Maximums.

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires

**Annual
Out of Pocket
Maximum**

2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees

Option 1:

Out-of-Pocket Maximum Amounts
(including the Annual Deductibles)

	2024		2025		2026		2027	
	Network & ONA	Non- Network	Network & ONA	Non- Network	Network & ONA	Non- Network	Network & ONA	Non- Network
Ind	\$4,500	\$13,500	\$4,750	\$14,250	\$5,000	\$15,000	\$5,250	\$15,750
Ind+Sp	\$9,000	\$27,000	\$9,500	\$28,500	\$10,000	\$30,000	\$10,500	\$31,500
Ind+Ch	\$9,000	\$27,000	\$9,500	\$28,500	\$10,000	\$30,000	\$10,500	\$31,500
Family	\$9,000	\$27,000	\$9,500	\$28,500	\$10,000	\$30,000	\$10,500	\$31,500

	2023	
	Network/ ONA	Non- Network
Individual	\$4,000	\$12,000
Ind+Child(ren)	\$8,000	\$24,000
Ind+Spouse	\$8,000	\$24,000
Family	\$8,000	\$24,000

(Integrated Med/Surg,-MH/SA)

Out-of-Pocket Maximum provisions:

- Applies to all covered health services, including mental health/substance abuse benefits under the program.
- The following costs paid by the participant apply towards the applicable Network/ONA or Non-Network Out-of-Pocket Maximum amounts:
 - Annual Deductibles
 - Coinsurance
- The following costs will never apply towards Out-of-Pocket Maximum nor be paid for by the program after the Out-of-Pocket Maximum is satisfied:
 - Prescription Drug copays
 - Any applicable monthly contributions
 - Any charges for non-covered health services
 - Any penalties for failure to comply with terms of program (i.e., preauthorization /predetermination)
 - Charges that exceed eligible expenses
 - Any charges for services that are exclusions under the program
- The amount that is applied to the Out-of-Pocket Maximum is calculated on the basis of coinsurance.
- Separate Out-of-Pocket Maximum amounts apply to Network/ONA and Non-Network. Amounts incurred under each option do not cross apply between any other option.
- With Individual+Child(ren), Individual+Spouse and Family coverage, a covered person has satisfied the Out-of-Pocket Maximum once their coinsurance satisfy the Individual Out-of-Pocket Maximum amount. The Individual+Child(ren), Individual+Spouse or Family Deductible, as applicable, is met once any combination of covered persons' coinsurance meet the Individual+Child(ren), Individual+Spouse or Family Out-of-Pocket Maximum amount, respectively. It is not necessary that any one individual reach the Individual Out-of-Pocket Maximum amount but no one individual may contribute more than the Individual Out-of-Pocket Maximum amount.

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires

Option 2 and Option 3:

Out-of-Pocket Maximum Amounts
(including the Annual Deductibles)

	2024		2025		2026		2027	
	Network & ONA	Non- Network	Network & ONA	Non- Network	Network & ONA	Non- Network	Network & ONA	Non- Network
Ind	\$6,900	\$20,700	\$7,000	\$21,000	\$7,100	\$21,300	\$7,200	\$21,600
Ind+Sp	\$13,800	\$41,400	\$14,000	\$42,000	\$14,200	\$42,600	\$14,400	\$43,200
Ind+Ch	\$13,800	\$41,400	\$14,000	\$42,000	\$14,200	\$42,600	\$14,400	\$43,200
Family	\$13,800	\$41,400	\$14,000	\$42,000	\$14,200	\$42,600	\$14,400	\$43,200

	2023 Network/ & ONA	Non- Network
Individual	\$6,650	\$19,950
Ind+Child(ren)	\$13,300	\$39,900
Ind+Spouse	\$13,300	\$39,900
Family	\$13,300	\$39,900

(Integrated with Med/Surg, Rx, MH/SA, CarePlus)

Out-of-Pocket Maximum provisions for Option 2 and Option 3:

- Applies to all covered health services, including mental health/substance abuse and prescription drug benefits under the program.
- The following costs paid by the participant apply towards the applicable Network/ONA or Non-Network Out-of-Pocket Maximum amounts:
 - Annual Deductibles
 - Coinsurance
 - Outpatient All prescription drug allowable charges for eligible expenses.
- The following costs will never apply towards Out-of-Pocket Maximum nor be paid for by the program after the Out-of-Pocket Maximum is satisfied:
 - Any applicable monthly contributions
 - Any charges for non-covered health services
 - Any penalties for failure to comply with terms of program (i.e., preauthorization /predetermination)
 - Charges that exceed eligible expenses
 - Any charges for services that are exclusions under the program
- If the coverage tier is Individual+Child(ren), Individual+Spouse and Family, the applicable Individual+Child(ren), Individual+Spouse or 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/ONA Services for an individual family member once the individual meets the Network/ONA Individual Out-Of-Pocket Maximum, even if the Individual+Child(ren), Individual+Spouse or Family Out-Of-Pocket Maximum has not been met.

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires		
Office Visit	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees No change from current program except as provided abovebelow.	
	Option 2:	
	2024-2027	
	Network/ONA	Non-Network
	Preventive	\$0 / 0% Ded waived
	Sickness/ Illness	\$0 / 20% After Ded
	Option 3:	
	2024-2027	
	Network/ONA	Non-Network
	Preventive	\$0 / 0% Ded waived
Emergency Room	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees No change from current program except as provided abovebelow.	
	Option 2:	
	2024-2027	
	Network/ONA	Non-Network
	\$0 / 20% After Ded	\$0 / 20% After Ded
	Option 3:	
	2024-2027	
	Network/ONA	Non-Network
	\$0 / 30% After Ded	\$0 / 30% After Ded
	Urgent Care Center	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees No change from current program except as provided above.
Option 2:		
2024-2027		
Network/ONA		Non-Network
\$0 / 20% After Ded		\$0 / 50% After Ded
Option 3:		

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires																	
	<table border="1"> <tr> <th align="center" colspan="2">2024-2027</th></tr> <tr> <th>Network/ONA</th><th>Non-Network</th></tr> <tr> <td>\$0 / 30%</td><td>\$0 / 50%</td></tr> <tr> <td>After Ded</td><td>After Ded</td></tr> </table>	2024-2027		Network/ONA	Non-Network	\$0 / 30%	\$0 / 50%	After Ded	After Ded								
2024-2027																	
Network/ONA	Non-Network																
\$0 / 30%	\$0 / 50%																
After Ded	After Ded																
Hospital	<p><u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u> No change from current program except as provided above.</p> <p><u>Option 2:</u></p> <table border="1"> <tr> <th align="center" colspan="2">2024-2027</th></tr> <tr> <th>Network/ONA</th><th>Non-Network</th></tr> <tr> <td>\$0 / 20%</td><td>\$0 / 50%</td></tr> <tr> <td>After Ded</td><td>After Ded</td></tr> </table> <p><u>Option 3:</u></p> <table border="1"> <tr> <th align="center" colspan="2">2024-2027</th></tr> <tr> <th>Network/ONA</th><th>Non-Network</th></tr> <tr> <td>\$0 / 30%</td><td>\$0 / 50%</td></tr> <tr> <td>After Ded</td><td>After Ded</td></tr> </table>	2024-2027		Network/ONA	Non-Network	\$0 / 20%	\$0 / 50%	After Ded	After Ded	2024-2027		Network/ONA	Non-Network	\$0 / 30%	\$0 / 50%	After Ded	After Ded
2024-2027																	
Network/ONA	Non-Network																
\$0 / 20%	\$0 / 50%																
After Ded	After Ded																
2024-2027																	
Network/ONA	Non-Network																
\$0 / 30%	\$0 / 50%																
After Ded	After Ded																
Diagnostic Testing	<p><u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u> No change from current program except as provided above.</p> <p><u>Option 2:</u></p> <table border="1"> <tr> <th align="center" colspan="2">2024-2027</th></tr> <tr> <th>Network/ONA</th><th>Non-Network</th></tr> <tr> <td>\$0 / 20%</td><td>\$0 / 50%</td></tr> <tr> <td>After Ded</td><td>After Ded</td></tr> </table> <p><u>Option 3:</u></p> <table border="1"> <tr> <th align="center" colspan="2">2024-2027</th></tr> <tr> <th>Network/ONA</th><th>Non-Network</th></tr> <tr> <td>\$0 / 30%</td><td>\$0 / 50%</td></tr> <tr> <td>After Ded</td><td>After Ded</td></tr> </table>	2024-2027		Network/ONA	Non-Network	\$0 / 20%	\$0 / 50%	After Ded	After Ded	2024-2027		Network/ONA	Non-Network	\$0 / 30%	\$0 / 50%	After Ded	After Ded
2024-2027																	
Network/ONA	Non-Network																
\$0 / 20%	\$0 / 50%																
After Ded	After Ded																
2024-2027																	
Network/ONA	Non-Network																
\$0 / 30%	\$0 / 50%																
After Ded	After Ded																
Fertility Services	<p><u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u></p> <p><u>The Company will provide medical and prescription drug fertility services on the same terms and conditions available under management's medical program as they may change from time to time, subject to applicable cost-sharing provisions under this Agreement.</u></p>																
Lifetime Maximum	<p><u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u> Note: No longer applies due to healthcare reform legislation (PPACA).</p>																
COB	<p><u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u> No change from current program.</p>																

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires																																								
Survivor	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees No change from current program.																																							
Eligible Retired Employees	See Exhibit 1.																																							
PRESCRIPTION DRUG BENEFITS																																								
Prescription Drugs	See Chart Below.																																							
Bargained Program Rx Program																																								
Restrictions	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees No change from current program.																																							
Deductible	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees Option 1: None. Option 2 and Option 3: Integrated with Med/Surg, MH/SA and CarePlus. Any applicable copays paid for preventive care drugs as permitted under section 223(c)(2)(C) of the Internal Revenue Code are not subject to the deductible.																																							
OOP Max	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees Option 1: <table><tr><td></td><td>2023</td></tr><tr><td>Individual</td><td>\$1,200</td></tr><tr><td>Ind+Child(ren)</td><td>\$2,400</td></tr><tr><td>Ind+Spouse</td><td>\$2,400</td></tr><tr><td>Family</td><td>\$2,400</td></tr></table> <table><tr><td></td><td>2024</td><td>2025</td><td>2026</td><td>2027</td></tr><tr><td>Individual</td><td>\$1,700</td><td>\$1,800</td><td>\$1,900</td><td>\$2,000</td></tr><tr><td>Ind+Ch</td><td>\$3,400</td><td>\$3,600</td><td>\$3,800</td><td>\$4,000</td></tr><tr><td>Ind+Sp</td><td>\$3,400</td><td>\$3,600</td><td>\$3,800</td><td>\$4,000</td></tr><tr><td>Family</td><td>\$3,400</td><td>\$3,600</td><td>\$3,800</td><td>\$4,000</td></tr></table> <p>Out-of-Pocket Maximum provisions:</p> <ul style="list-style-type: none">• Applies to all Network prescription drug copays.• The following costs will never apply towards Out-of-Pocket Maximum or are paid for by the program after the Out-of-Pocket Maximum is satisfied:<ul style="list-style-type: none">- Any medical or mental health/substance abuse expenses- Any applicable monthly contributions- Any charges for non-covered prescription drugs- Any penalties for failure to comply with terms of program (i.e., mandatory generic penalty)- Any charges for prescription drugs that are exclusions under the program						2023	Individual	\$1,200	Ind+Child(ren)	\$2,400	Ind+Spouse	\$2,400	Family	\$2,400		2024	2025	2026	2027	Individual	\$1,700	\$1,800	\$1,900	\$2,000	Ind+Ch	\$3,400	\$3,600	\$3,800	\$4,000	Ind+Sp	\$3,400	\$3,600	\$3,800	\$4,000	Family	\$3,400	\$3,600	\$3,800	\$4,000
	2023																																							
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Ind+Spouse	\$2,400																																							
Family	\$2,400																																							
	2024	2025	2026	2027																																				
Individual	\$1,700	\$1,800	\$1,900	\$2,000																																				
Ind+Ch	\$3,400	\$3,600	\$3,800	\$4,000																																				
Ind+Sp	\$3,400	\$3,600	\$3,800	\$4,000																																				
Family	\$3,400	\$3,600	\$3,800	\$4,000																																				

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires																						
	<ul style="list-style-type: none">The amount that is applied to the Out-of-Pocket Maximum is the Network prescription drug copays.With Individual+Child(ren), Individual+Spouse or Family coverage, a covered person has satisfied the Out-of-Pocket Maximum once their copays satisfy the Individual Out-of-Pocket Maximum amount. The Individual+Child(ren), Individual+Spouse or Family Deductible, as applicable, is met once any combination of covered persons' prescription drug copays meet the Individual+Child(ren), Individual+Spouse or Family Out-of-Pocket Maximum amount, respectively. It is not necessary that any one individual reach the Individual Out-of-Pocket Maximum amount but no one individual may contribute more than the Individual Out-of-Pocket Maximum amount. <p>Option-Option 2 and Option 3: Integrated with Med/Surg, MH/SA and CarePlus.</p>																					
Retail	<p><u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u></p> <p>No change from current program, except as provided below.</p> <p>Network Copays: Up to 30-day supply, limited to 2 fills for maintenance subject to Advanced Control Specialty Formulary provisions.</p>																					
Retail Generic	<p><u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u></p> <p><u>Option 1, Option 2 and Option 3</u></p> <p><u>Retail/Specialty Network Copays:</u></p> <table><tr><td></td><td><u>2024</u></td><td><u>2025</u></td><td><u>2026</u></td><td><u>2027</u></td></tr><tr><td>Generic</td><td>\$10</td><td>\$10</td><td>\$10</td><td>\$10</td></tr></table> <p>No change to current program.</p> <p><u>Option 1: Copays</u></p> <table><tr><td></td><td><u>2023</u></td></tr><tr><td>Generic</td><td>\$10</td></tr></table> <p><u>Option 2: Copays</u></p> <table><tr><td></td><td><u>2023</u></td></tr><tr><td>Generic</td><td>\$9</td></tr></table>					<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	Generic	\$10	\$10	\$10	\$10		<u>2023</u>	Generic	\$10		<u>2023</u>	Generic	\$9
	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>																		
Generic	\$10	\$10	\$10	\$10																		
	<u>2023</u>																					
Generic	\$10																					
	<u>2023</u>																					
Generic	\$9																					
Retail Brand	<p><u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u></p> <p><u>Option 1, Option 2, and Option 3:</u></p> <p><u>Retail/Specialty Network Copays:</u></p> <table><tr><td></td><td><u>2024</u></td><td><u>2025</u></td><td><u>2026</u></td><td><u>2027</u></td></tr><tr><td>Preferred</td><td>\$45</td><td>\$45</td><td>\$45</td><td>\$50</td></tr></table>					<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	Preferred	\$45	\$45	\$45	\$50								
	<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>																		
Preferred	\$45	\$45	\$45	\$50																		

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires					
	Non-Preferred	\$90	\$90	\$90	\$100
	Option 1: Copays				
		2023			
	Preferred	\$35			
	Non-Preferred	\$70			
	Option 2:				
		2023			
	Preferred	\$35			
	Non-Preferred	\$70			
Personal Choice	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees				
	No change from current program.				
Mail Order	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees				
	No change from current program except as provided below.				
	Mandatory mail order for maintenance RX continues to apply after second fill at retail.				
	Up to 90-day supply subject to Advanced Control Specialty Formulary provisions.				
Mail Order Generic	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees				
	Option 1: Copays				
	Option 1, Option 2 and Option 3:				
	Mail/Specialty Network Copays:				
		2024	2025	2026	2027
	Generic	\$20	\$20	\$20	\$20
	Option 1:				
		2023			
	Generic	\$20			
	Option 2:				
		2023			
	Generic	\$18			
	Provisions:				
	Mandatory Generic provisions continue to apply.				
Mail Order Brand	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees				
	Option 1: Copays				

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires					
	Option 1, Option 2 and Option 3:				
	Mail/Specialty Network Copays:				
		2024	2025	2026	2027
	Preferred	\$90	\$90	\$90	\$100
	Non-Preferred	\$180	\$180	\$180	\$200
		2023			
	Preferred	\$70			
	Non-Preferred	\$140			
Option-2:					
	2023				
Preferred	\$70				
Non-Preferred	\$140				
Personal Choice	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees No change from current program.				
MENTAL HEALTH BENEFITS					
Deductible	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees Option 1: No change from current program. Option 2 and Option 3: Integrated with Med/Surg, Rx and CarePlus.				
OOP Max	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees Option 1: No change from current program. Option 2 and Option 3: Integrated with Med/Surg, Rx and CarePlus				
Copayments and Coinsurance	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees No change from current program.				
Limitations	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees No change from current program.				
SUBSTANCE ABUSE BENEFITS					
Deductible	2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees Option 1: No change from current program.				

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires	
	<u>Option 2 and Option 3:</u> <u>Integrated with Med/Surg, Rx and CarePlus</u> <u>No change from current program.</u>
OOP Max	<u>2024 New Hires, 2019 New Hires, 2017 New Hires and Current Employees</u> <u>Option 1:</u> <u>No change from current program.</u> <u>Option 2 and Option 3:</u> <u>Integrated with Med/Surg, Rx and CarePlus</u> <u>No change from current program.</u>
EMPLOYEE ASSISTANCE PROGRAM (EAP)	
Program	AT&T Employee Assistance Program
Eligibility	Date of hire.
EE Class	All employees.
Cost	100% company-paid
Design	Up to 5 EAP sessions per issue per year
Survivors	None.
Eligible Retired Employees	None.
DISABILITY BENEFITS	
Effective Date(s)	1/1/2024/19
Program	<u>2017 New Hires and Current Employees</u> <u>AT&T Mobility Disability Benefits Program (Edge)</u> <u>No change from current program</u> <u>2024 New Hires and 2019 New Hires</u> <u>AT&T Disability Income Program as described in the Summary Plan Description dated July 2020 as these provisions change from time to time except as provided below.</u>
Short-Term Disability (STD)	<u>2017 New Hires and Current Employees</u> <u>No change from current program</u> <u>2024 New Hires and 2019 New Hires</u> <u>The AT&T Disability Income Program as described in the Summary Plan Description except that Temporary and Term employees are not eligible for LTD benefits. Short-term disability benefits and the other sources of income received are designed to replace 60 percent or 100 percent of Pay for th</u>

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires				
	referenced weekly time periods, based on the employee's 2019 New Hire's Term of Employment when he/she qualifies for receipt of disability benefits, as shown below:			
		% of Pay		
	<u>Term of Employment</u>	<u>100%</u>	<u>60%</u>	
	6 months < 2 years	0 weeks	26 weeks	
	2 years < 5 years	4 weeks	22 weeks	
	5 years < 15 years	13 weeks	13 weeks	
	15 years or more	26 weeks	0 weeks	
Long-Term Disability (LTD)	<u>2017 New Hires and Current Employees</u> No change from current program			
	<u>2024 New Hires and 2019 New Hires</u> The AT&T Disability Income Program as described in the Summary Plan Description as these provisions change from time to time except that Temporary and Term employees are not eligible for LTD benefits.			
DENTAL BENEFITS				
Program	AT&T Dental Program* (Bargained Employees) <ul style="list-style-type: none">Dental PPODHMO (available at the discretion of the Company) <p>*This document highlights key elements of program design. For complete program details, refer to the Summary Plan Description (SPD) dated September 2019 & associated Summary of Material Modifications (SMMs).</p>			
Eligibility for Coverage	Eligibility for coverage begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period, continues 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)).			
Eligibility for Company Subsidy	Eligibility for Company subsidy begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period, continues 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)).			
EE Class	Regular Full Time & Part Time			
Full Time EE Contribution	Contributions for Dental PPO or DHMO (if available) for 2023:			
	<u>2023</u>			
	Ind	\$8		
	Ind +1	\$17		
	Family	\$27		
		<u>2024</u>	<u>2025</u>	<u>2026</u>
	Individual	\$10	\$12	\$12
	Individual + 1	\$20	\$23	\$23
	Family	\$32	\$36	\$36

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires	
Part Time EE Contributions	<p>Based on Scheduled hrs./week:</p> <ul style="list-style-type: none"> • Greater than or equal to 20 hrs. = 50% of full cost of coverage*. • Less than 20 hrs. = 100% of full cost of coverage* with no Company subsidy. <p>* Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p>
Annual Deductible	<p>Network and ONA: \$25 per individual</p> <p>Non-Network: \$50 per individual</p>
Annual Maximum Benefit	<p>Network and ONA: \$1,750 per individual*</p> <p>Non-Network: \$1,300 per individual*</p> <p>*Not to exceed \$1,750 combined Network/Non-Network</p>
Diagnostic & Preventive	<p>Class I (Diagnostic/Preventive)</p> <p>Network/ONA*: 100%, Ded. Waived</p> <p>Non-Network**: 100%, Ded. Waived</p> <p>*For ONA, paid at Network contracted rates.</p> <p>**For Non-Network paid based on reasonable and customary amounts</p>
Coverage Levels (replaces minor and major restorative)	<p><u>Dental PPO Coinsurance</u></p> <p>Class II (Basic restorative-fillings, extractions, periodontal treatment/maintenance)</p> <p>Network and ONA*: 90%, after deductible</p> <p>Non-Network**: 70%, after deductible</p> <p>Class III (Major restorative – crowns, dentures, bridgework)</p> <p>Network and ONA*: 80%, after deductible</p> <p>Non-Network**: 50%, after deductible</p> <p>Class IV (Orthodontia)</p> <p>Network and ONA*: 80%, after deductible</p> <p>Non-Network**: 50%, after deductible</p> <p>*For ONA, paid at Network contracted rate.</p> <p>**For Non-Network paid based on reasonable and customary amounts.</p>
Orthodontic – Lifetime Maximum	<p>Network and ONA: \$2,000 per individual*</p> <p>Non-Network: \$1,400 per individual*</p> <p>*Not to exceed \$2,000 combined Network/Non-Network</p>
COB	No change from current program.
Survivor	12 months Company extended coverage (CEC) concurrent with COBRA, then 100% cost of coverage for life or until remarriage.
Eligible Retired Employees	See Exhibit 1.
Outside Network Area (ONA)	<ul style="list-style-type: none"> • ONA benefit provided to employees who reside in a zip code which does not meet the network standards. • ONA benefits are equivalent to PPO Network benefits

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires																					
	<ul style="list-style-type: none">• Enrollees who are in Network will be offered the PPO option only.• Enrollees who are located outside the Network zip code criteria will be offered the ONA option only																				
VISION BENEFITS																					
Program	<p>AT&T Vision Program* (Bargained Employees)</p> <p>*This document highlights key elements of program design. For complete program details, refer to the Summary Plan Description (SPD) dated September 2019 & associated Summary of Material Modifications (SMMs).</p>																				
Eligibility for Coverage	Eligibility for coverage begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period, continues 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)).																				
Eligibility for Company Subsidy	Eligibility for Company subsidy begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period, continues 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)).																				
EE Class	Regular Full Time & Part Time																				
Full Time EE Contribution	<div><div><div>2023</div><div>Ind \$2.50</div><div>Ind +1 \$5.50</div><div>Family \$9.00</div></div><table><tr><td></td><td>2024</td><td>2025</td><td>2026</td><td>2027</td></tr><tr><td>Individual</td><td>\$4</td><td>\$5</td><td>\$5</td><td>\$5</td></tr><tr><td>Individual + 1</td><td>\$8</td><td>\$10</td><td>\$10</td><td>\$10</td></tr><tr><td>Family</td><td>\$13</td><td>\$15</td><td>\$15</td><td>\$15</td></tr></table></div>		2024	2025	2026	2027	Individual	\$4	\$5	\$5	\$5	Individual + 1	\$8	\$10	\$10	\$10	Family	\$13	\$15	\$15	\$15
	2024	2025	2026	2027																	
Individual	\$4	\$5	\$5	\$5																	
Individual + 1	\$8	\$10	\$10	\$10																	
Family	\$13	\$15	\$15	\$15																	
Part Time EE Contributions	<p>Based on Scheduled hrs/week:</p> <ul style="list-style-type: none">• Greater than or equal to 20 hrs. = 50% of full cost of coverage*.• Less than 20 hrs. = 100% of full cost of coverage* with no Company subsidy. <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company discretion.</p>																				
Coverage Levels	<p>Exam: 1 exam per 12 months</p> <p>Network: \$0/0%</p> <ul style="list-style-type: none">• Non-Network: \$28 towards exam cost <p>Frame Allowance: 1 pair per 12 months</p> <ul style="list-style-type: none">• Network: \$130 allowance towards frame cost• Non-Network: \$30 towards frame cost <p>Lenses Allowance: 1 set per 12 months</p> <p>Network: \$0/0%</p> <p>Covers std. plastic lenses: Single, Bi-focal, Tri-focal, Lenticular, Progressive + Polycarbonate at 100%.</p> <p>Non-Network: \$30-\$80 towards lenses</p>																				

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires	
	<p>Contact Lenses Allowance: Allowance per 12 months</p> <p>Network: \$150 allowance</p> <p>Non-Network: \$150 allowance</p> <p>2nd Pair Benefit: Network Only: Allows for a 2nd pair of glasses or contact lenses allowance after the first pair benefit/allowance is utilized, per 24 months.</p>
COB	No change from current program.
Survivor	No change from current program.
Eligible Retired Employees	See Exhibit 1.
SUPPLEMENTAL MEDICAL BENEFITS	
Program	<p>AT&T CarePlus-A Supplemental Benefit Program*</p> <p>*This document highlights key elements of program design. For complete program details, refer to the Summary Program Description (SPD) dated September 2019 & associated Summary of Material Modifications (SMMs).</p>
Eligibility	Eligibility for coverage begins on the employee's date of hire, provided the employee enrolls within the 31-day enrollment period.
EE Class	Regular Full Time & Part Time
Employee Contributions (FT and PT)	Contribution amounts are subject to change from time to time at the sole discretion of the Company.
Benefits	<p>No change from current program, except those required to comply with healthcare reform legislation (PPACA). Expand benefits which may be offered under CarePlus to include any benefits determined by the Company to be beneficial to Program participants.</p> <p>Company continues to retain the unilateral right to change, modify, amend and discontinue benefits offered under CarePlus.</p>
	Frequency of enrollment continues to be annually.
COB	No change from current program.
Survivor	No change from current program.
Eligible Retired Employees	See Exhibit 1.
FLEXIBLE SPENDING ACCOUNTS	
Plan	<p>AT&T Flexible Spending Account Plan*</p> <p>*This document highlights key elements of plan design. For complete plan details, refer to the Summary Program Description (SPD) dated October 2020 & associated Summary of Material Modifications (SMMs).</p>
Dependent Care Spending Accounts	
Plan	No change from current plan
Eligibility	No change from current plan.
EE Class	Regular Full Time & Part Time
Maximum	No change from current plan.
Minimum	No change from current plan.
Health Care Spending Accounts	

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires	
Plan	No change from current plan, except those that are mandated by healthcare reform legislation (PPACA).
Eligibility	No change from current plan.
EE Class	Regular Full Time & Part Time
Maximum	No change from current plan except those that are mandated by healthcare reform legislation (PPACA) and 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 implement the change.
Minimum	No change from current plan except those that are mandated by healthcare reform legislation (PPACA).
Survivor	No change from current plan.
Eligible Retired Employees	No change from current plan.
LIFE INSURANCE	
Program	AT&T Group Life Insurance Program for Active Employees *This document highlights key elements of program design. For complete program details, refer to the Summary Plan Description (SPD) dated October 2020 & associated Summary of Material Modifications (SMMs). Note: Contributions amounts are subject to annual adjustment.
Eligibility	All coverages: Eligible date of hire.
EE Class	Regular Full Time & Part Time
Basic Life Insurance Benefit	Basic: 1X Salary for the twelve months ending on Sept. 1 of previous plan year, rounded to the next \$1,000 Company paid. Max. \$7M basic plus supplemental.
Supplemental Life Insurance Benefit	1X-10X annual basic pay, max \$7M basic + supp; Employee paid; smoker/nonsmoker rates.
Accelerated Death Benefit	Available when life expectancy is 24 months or less. Minimum Distribution: 25% of total life insurance benefit. Maximum Distribution: lesser of 75% of total life insurance benefit or \$1M
AD&D	Basic: 1X annual basic pay; Company paid Supp: 1X-10X annual basic pay Spouse and child: applies
Seatbelt Incentive	Company paid \$10K. Supplemental, spouse, & child AD&D also have \$10K.
Dependent Benefit Amount	Employee paid Spouse/RDP life and AD&D: \$10K, \$25-\$300K in \$25K increments; smoker/nonsmoker rates. Child life and AD&D: \$5K-\$30K in \$5K increments
LTD Coverage	Basic & Supplemental life (not AD&D) continues for 3 years. Dependent coverages end with end of STD
Portability upon termination	Yes for supplemental employee life only
Conversion upon termination	Basic & Supplemental life, not AD&D. Spouse and child life, not AD&D.
Survivor	No change from current program.
Eligible Retired Employees	No change from current program.

**AT&T Mobility Black
Benefit Outline Summary**

Current Employees, 2017 New Hires, and 2019 New Hires and 2024 New Hires	
Guaranteed Issue	<p>No Evidence of Insurability (EOI) for Supplemental life coverage of up to 3X Annual Pay on initial enrollment or of an additional 1X Annual Pay for a Qualified Life Event, but may not exceed 10X Annual Pay, otherwise EOI required for any increase.</p> <p>No EOI for Spouse coverage of \$10K during initial enrollment period. Otherwise, EOI required for an enrollment or increase.</p> <p>No EOI for Child coverage at any time for initial enrollment or increase in amount.</p>
LONG-TERM CARE	
Plan	<p>AT&T Consolidated Long-Term Care Insurance Plan*.</p> <p>*This document highlights key elements of plan design. For complete plan details, refer to the Summary Plan Description (SPD) dated October 2008 & associated Summary of Material Modifications (SMMs).</p>
Eligibility	No change from current plan.
EE Class	No change from current plan.
Coverage	<p><u>2024 New Hires, 2019 New Hires and 2017 New Hires</u> Not available; closed to new entrants as of 5/1/2012.</p> <p><u>Current Employees</u> Closed to new entrants as of 5/1/2012.</p> <p>No change from current plan, except that the Company has the unilateral right to change, modify, amend and discontinue the AT&T Consolidated Long-Term Care Insurance Plan.</p>
ADOPTION/SURROGACY/CRYOPRESERVATION REIMBURSEMENT ASSISTANCE POLICY	
Policy	<p>No change from current policy. AT&T Adoption Reimbursement Policy AT&T Surrogacy Reimbursement Policy AT&T Cryopreservation Reimbursement Policy</p>
Eligibility	Date of Hire. No change from current policy.
EE Class	No change from current policy. Full Time Regular Employees, and Full-time Temporary Employees.
Maximum	No change from current policy. Employees may receive reimbursement of qualifying adoption, surrogacy and tissue cryopreservation expenses up to the same amounts available to AT&T managers. The reimbursement for adoption expenses may not be less than up to \$5,000 per child.
TUITION REIMBURSEMENT POLICY	
Eligibility	6 months of service.
EE Class	No change from current policy.
Maximum (same for FT & PT)	<p>Annual Tuition Cap-No change from current plan-\$8,000. Tuition Lifetime Cap-Undergraduate-\$205,000 Graduate-\$3025,000.</p>
Reimbursement for classes	<p>Full Time: 100% ≥ 20 hours: 75% < 20 hours: 50% Fees required by the school to take the course will be reimbursed, e. g., lab fees, transportation fees recreation fees</p>
COMMUTER BENEFITS POLICY	
Plan	AT&T Commuter Benefits Policy
Eligibility	Date of Hire.
EE Class	Full Time & Part Time Regular Employees, and Full-time Temporary Employees
Benefits	Effective as soon as administratively feasible after Ratification, Employees may elect pre-tax deductions for eligible parking and/or mass transit expenses. Eligible expenses and monthly limits are updated annually as allowed by IRS Code Section 132 Regulations.

**AT&T Mobility Black
Benefit Outline Summary**

PENSION PLAN	
Effective Date(s)	1/1/202419
Program(s)	<p><u>Employees hired or rehired on or before December 31, 2010</u> Mobility Program (Mobility Program) of the AT&T Component Part of AT&TWarnerMedia Pension Benefit Plan</p> <p><u>Employees hired, rehired or transferred after December 31, 2010 and before January 1, 2015</u> Bargained Cash Balance Program #2 (BCB#2 Program) of the AT&T Component Part of AT&TWarnerMedia Pension Benefit Plan</p> <p><u>Employees hired, rehired or transferred on or after January 1, 2015</u> Ineligible</p>
Benefits	<p><u>Employees hired or rehired on or before December 31, 2010</u> No change from current program</p> <p><u>Employees hired, rehired or transferred after December 31, 2010 and on or before December 31, 2014</u> No change from current program</p> <p><u>Employees hired, rehired or transferred on or after January 1, 2015</u> Ineligible</p>
SAVINGS PLAN	
Effective Date(s)	1/1/202419
Program	AT&T Retirement Savings Plan (ARSP)
Benefits	No change from current program

**Retiree Health Care for Bargained Employees of the Company
Benefit Outline Summary**

Retiree Health Care for Bargained Employees for the period January 1, 2024³ through December 31, 2027³ who terminate employment during the period 1/1/2024⁴ through 12/31/2027³.

Employees who are eligible for post-employment benefits when employment ends ("Eligible Retired Employees") shall be eligible to participate in the same plan as an active current employee except as specifically noted, with the same provisions that apply to active employees, except that provisions regarding eligibility for post-employment benefits and monthly contributions shall remain the same as the rules that applied to similarly situated former employees as of 12/31/2022-2023 and shown in the chart below:

Hire Date	Hired before 1/1/2005		Hired on or after 1/1/2005
Plan	Former SWBW Plan Participants	Former EDGE Plan Participants	NBBP or its Successor Plan(s) For Employees of the Company
Eligibility Rule	Modified rule of 75 <ul style="list-style-type: none"> 30 (NCS) and any age 25 (NCS) & 50 (age) 20 (NCS) & 55 (age) 10 (NCS) & 65 (age) 	Transition Groups 1-4	Modified rule of 75 <ul style="list-style-type: none"> 30 (NCS) and any age 25 (NCS) & 50 (age) 20 (NCS) & 55 (age) 10 (NCS) & 65 (age)
Retiree contributions	Same as active employees' contributions	<ul style="list-style-type: none"> Parent company provides benefit for Transition Group 1 Subsidy varies for Transition Groups 2-3; Access only for Transition Group 4 <p>[Edge Plan retiree contributions are subject to change. See Summary Plan Description.]</p>	Retiree pays 100% for coverage (Access Only)

Nothing in this Agreement or in Exhibit 1 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, as extended.

ARTICLES

ARTICLE 14 FORCE ADJUSTMENT

Section 5. Severance Payments. If the Company determines that a surplus exists as described in Section 1. Preceding, resulting in the layoff of a regular employee, that employee shall be eligible for an ~~\$800~~ ~~\$700~~ Severance Payment or payment equivalent to one week's wages (whichever is greater) for each completed 6 months of Continuous Service during the first year of employment and an additional ~~\$800~~ ~~\$700~~ or payment equivalent to one week's wages (whichever is greater) for each subsequent completed year of Continuous Service, up to a maximum of ~~\$20,000~~ ~~\$18,000~~.

CONTRACT LOAs, MOA and MOU

The Company will renew the following MOA, MOU and LOAs and they will be included in the 2023 Regional Labor Agreement as mutually agreed between the Company and Union.

- Memorandum of Understanding Personnel Records
- Memorandum of Agreement for Expedited Fast Track Resolution Process Discipline Cases Only
- LOA 1 Strategic Alliance Committee
- LOA 2 DMDR Chargebacks
- LOA 3 Call Quality Observation
- LOA 4 Monthly Sales Quotas – TA
- LOA 5 Subcontracting
- LOA 6 Memphis Distribution Facility
- LOA 7 Memphis distribution Center Leadership Forum
- LOA 8 Memphis Distribution Center (MDC) Dress Code Policy
- LOA 9 Commission "At-Risk"
- LOA 10 Job Satisfaction Committee
- LOA 11 Climbing Boots/Safety Footwear
- LOA 12 Prescription Safety Glasses
- LOA 13 Network Technicians
- National Transfer Plan

February 11, 2023

Mr. Kelvin Banks
Administrative Director
Communications Workers of America
4100 Perimeter Park S
Atlanta, GA 30341

Re: Terms of Transfer Applicable to Employees Transferring between the Attached AT&T Participating Companies and AT&T Mobility Services LLC and AT&T Customer Services, Inc. into and out of the Mobility Bargaining Unit Represented by the Communication Workers of America District 3.

Dear Mr. Banks:

This letter sets forth the terms of the agreement between AT&T Mobility Services LLC and ~~AT&T Customer Services, Inc.~~ ("AT&T Mobility") and Communications Workers of America ("CWA") regarding the terms of transfer applicable to CWA-represented employees transferring between the attached list of "AT&T Participating Companies"¹ (Attachment A) and AT&T Mobility into and out of the bargaining unit represented by the CWA District 3 ("Agreement"). ~~As each of the collective bargaining agreements for the West, Midwest, East, Legacy T, Southeast (including the BellSouth Telecommunications Contract, the Utility Operations Contract, the AT&T Billing Southeast Contract, the National Directory and Customer Assistance Contract and the BellSouth Internet Services Contract), Southwest and National Internet Contract (collectively the "Covered CBAs") with the CWA are ratified, the~~ Represented employees covered by each of the Covered CBAs employed by the AT&T Participating Companies set forth in Attachment A will be allowed to voluntarily transfer into vacancies at AT&T Mobility within the bargaining unit currently represented by CWA District 3 (the "Mobility Unit"), under the terms and conditions set forth in this Agreement. For purposes of this Agreement, these employees are referred to as "Transferees". The terms of the National Transfer Plans ("NTP") as ratified in each of the Covered CBAs will apply² to the transfer process for Transferees moving between each of the AT&T Participating Companies and the Mobility Unit except as set forth below:

1. Amendment for Transferees Coming into the Mobility Unit

In lieu of Paragraph 12 of the Intersubsidiary Movement ("IMF") Section and Paragraphs 12 and 23 of the CWA Surplus Exchange ("CSE") Section of each NTP, Transferees interested in being considered for vacancies in the Mobility Unit will be considered after first consideration is afforded to qualified employees laid off from the AT&T Mobility bargaining unit and then internal AT&T Mobility bargained personnel in accordance with the ~~2023 2018~~ AT&T Mobility/CWA District 3 Labor Agreement ("~~2023 2018~~ Mobility Labor Agreement"). Transferees who are qualified for the particular vacancy will receive priority placement prior to off-street applicants who, in the judgment of the Company, are similarly qualified. Otherwise, the terms of the ~~2023 2018~~ Mobility Labor Agreement will control. The applicant whom the Company deems most qualified will be selected. If an AT&T Mobility bargained employee and a Transferee both have qualifications that, in the judgment of the Company, are relatively equal, the AT&T Mobility bargained employee will be selected for the vacancy. Unless otherwise stated in this Agreement,

¹ The term "Participating Companies" refers to wholly-owned subsidiaries of AT&T, Inc. as long as they remain wholly-owned subsidiaries.

² Any changes, modifications, or amendments to any NTP after the date of this letter that affect any terms and conditions concerning how AT&T Mobility receives Transferees will not become effective until such changes are agreed to in a new written agreement executed by the appropriate bargaining representatives of the Parties.

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when a Transferee is selected for a position covered by the **2023** Mobility Labor Agreement, he/she will be transferred using the same processes that are currently applicable to AT&T Mobility bargained personnel who transfer between AT&T Mobility jobs.

In lieu of Paragraphs ~~45~~ and ~~67~~ of the IMF Section and Paragraphs ~~78~~ and ~~910~~ of the CSE Section of each NTP, Transferees transferred on or after the effective date of this Agreement will be treated as newly hired as of the date of such transfer with respect to all benefit plans, programs and/or policies at AT&T Mobility pursuant to the terms and conditions of the plans, programs and/or policies, including subsequent changes made to such plans, programs and/or policies applicable to Mobility Unit employees in effect on the Transferees' transfer date, except as follows:

If a Transferee has satisfied the eligibility conditions for post-employment medical benefits under his/her applicable Covered CBA at the time of transfer to AT&T Mobility and transfers into the Mobility Unit during the term of his/her applicable Covered CBA ("Eligible Transferee"), when the Eligible Transferee terminates employment from AT&T Mobility, he/she would then be eligible to receive medical and voluntary benefits to the same extent as active employees of AT&T Mobility eligible for such benefits following the Eligible Transferee's termination through the term of the existing plan of benefits provided under the ~~subsequent 2023 Mobility Labor Agreement~~ ~~Mobility National Bargained Benefit Plan ("NBBP")~~. Once the applicable plan of benefits under the **2023 Mobility Labor Agreement** NBBP expires, such Eligible Transferee's post-employment benefits and eligibility would be subject to the same terms provided to Current Retirees³ participating in the plan applicable to the bargaining unit from which he/she transferred. Such benefits and eligibility for Current Retirees and all such Eligible Transferees may change from time to time as determined at the discretion of the Companies.⁴

2. Clarification for Transferees Coming into the Mobility Unit

Paragraph ~~23~~ of the IMF Section and Paragraph ~~34~~ of the CSE Section of the NTP govern how equally qualified Transferees competing against each other for the same vacancy within the Mobility Unit will be selected. If, however, an AT&T Mobility bargained employee and a Transferee both have qualifications that, in the judgment of the Company, are relatively equal, the AT&T Mobility bargained employee will be selected for the vacancy.

As a result of Paragraph ~~56~~ of the IMF Section and Paragraph ~~89~~ of the CSE Section of the NTP, a Transferee's Net Credited Service from the departing company will also be recognized within the Mobility Unit under the following contractual provisions in the ~~2023~~**2018** Mobility Labor Agreement:

- Article 3, Definitions of Employees
- Article 7, Grievance Procedure
- Article 9, Arbitration
- Article 11, Seniority
- Article 12, Hours of Work
- Article 13, Work Assignments

³ For purposes of this Agreement, "Current Retiree" means a former employee of an AT&T Participating Company who terminated employment with eligibility for post-employment benefits prior to the effective date of the collective bargaining agreement in effect for employees of the AT&T Participating Company as of the date of the Eligible Transferee's termination from AT&T Mobility.

⁴ The Union acknowledges and expressly agrees that this Agreement does not create any obligation for AT&T Mobility or any of the other AT&T Participating Companies to negotiate over benefits for any Current Retirees.

Article 14, Force Adjustment
Article 21, Absences
Article 22, Vacations
Article 23, Holidays
Article 24, Excused Days With Pay

Under the Order of Consideration provision, Transferees will have the order of consideration set forth in the National Transfer Plans, but if an AT&T Mobility bargained employee and a Transferee both have qualifications that, in the judgment of the Company, are relatively equal, the AT&T Mobility bargained employee will be selected for the vacancy. This Agreement does not modify or diminish the current 2023 Mobility Labor Agreement language regarding Article 13 – Work Assignments.

3. Clarification for AT&T Mobility Bargained Employees Leaving the Mobility Unit

Paragraphs 45 and 56 of the CSE Section of the NTP set forth specific circumstances in which a CWA represented regular employee covered by a CWA Labor Agreement may receive a Relocation Allowance per the applicable terms and conditions of the collective bargaining agreement at his/her former Company. The 2023 Mobility Labor Agreement which affords management discretion to afford such allowances will govern AT&T Mobility Bargained Employees who leave the Mobility Unit.

4. Additional Agreement Terms

The Union agrees that it will not seek to alter any existing bargaining units in any AT&T Company on the basis of any movement or transfer of employees as a result of this Agreement. Further, the Union will not, on the basis of this Agreement or change in operations, practices or benefits administration, eligibility or entitlement made by AT&T Mobility and/or the Participating Companies as a result of this Agreement, in any pleading, petition, complaint or proceeding before the National Labor Relations Board, an arbitrator or panel of arbitrators, or any court, assert, claim, charge or allege that such companies are a single or joint employer or enterprise, alter egos, accretions or successors of one another, or that any bargaining units of said entities represented by or sought to be represented by the Union are a single bargaining unit, or are or should be otherwise altered in their scope or composition. This commitment on the part of the Union will survive the expiration of this Agreement, unless and until such time as this commitment is terminated by the mutual written Agreement of the parties.

Notwithstanding any other provision to the contrary, this Agreement and any actions under it are not subject to arbitration.

This Agreement will become effective **upon ratification of the 2023 Mobility Labor Agreement** for each group of represented employees upon ratification of the affected employees' Covered CBA, upon being administratively feasible to implement for that group, and upon the signature of the appropriate CWA Representative authorized for the Mobility CBA. If one of the Covered CBAs fails to ratify, **in the future** this Agreement will not become effective for the employees under that Covered CBA. **Once effective for the Covered CBAs that ratify, this Agreement will remain in effect up to and including the expiration of the 2023 Mobility Labor Agreement. This letter prospectively supersedes the parties February 10, 2018, letter regarding this topic.**

The CWA represents and acknowledges that it is authorized under its International Constitution to execute this Agreement without a ratification vote of the Mobility Unit.

Sincerely,

Agreed and Accepted by:

Dean Cordova
Lead Labor Relations Manager
AT&T

Kelvin Banks
Administrative Director
Communications Workers of America

Attachment A to the Terms of Transfer Applicable to Employees Transferring between the Attached AT&T Participating Companies and AT&T Mobility Services LLC and AT&T Customer Services, Inc. into and out of the Mobility Bargaining Unit Represented by the Communication Workers of America District 3.

Ameritech Services, Inc.
AT&T Billing Southeast, LLC
AT&T Billing Southwest, LLC
AT&T Corp.
AT&T Global Communication Services Inc.
~~AT&T Customer Services, Inc.~~
~~AT&T Mobility Puerto Rico Inc.~~
AT&T Mobility Services LLC
AT&T Services, Inc.
AT&T of the Virgin Islands, Inc.
~~BellSouth Communication Systems, LLC~~
BellSouth Telecommunications, LLC
Illinois Bell Telephone Company
Indiana Bell Telephone Company, Incorporated
Michigan Bell Telephone Company
Nevada Bell Telephone Company
The Ohio Bell Telephone Company
Pacific Bell Telephone Company
~~SBC Global Services, Inc. (Midwest, West Region)~~
Southwestern Bell Telephone Company
Wisconsin Bell Inc.

OUTSIDE /INDEPENDENT LETTERS, MOAs

The letters and memorandum of agreements shown below will be independent documents and will not be included in the labor agreement.



February 11, 2023

Mr. Kelvin Banks
Administrative Director
Communications Workers of America
4100 Perimeter Park S
Atlanta, GA 30341

Dear Mr. Banks:

AT&T has arranged with CVS Caremark to designate all CVS pharmacies as a part of the Caremark mail order fulfillment process. Essentially, this will permit AT&T employees to pick up 90 day prescriptions for maintenance drugs at CVS retail pharmacies and receive the lower mail order rates. This applies even after the prescription has been filled the allowed number of times at a retail pharmacy.

This arrangement is available at CVS branded pharmacies only. It will not be available at other pharmacies in the Caremark network.

If the union does not object, AT&T will continue to have this arrangement available to bargained AT&T Mobility employees represented by District 3. This arrangement is solely at AT&T's discretion and can be terminated or modified at any point during the term of the contract.

Sincerely,

Dean Cordova
Lead Labor Relations Manager
AT&T

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February 11, 2023

Mr. Kelvin Banks
Administrative Director
Communications Workers of America
4100 Perimeter Park S
Atlanta, GA 30341

Dear Mr. Banks:

Subject to ratification of the 2023 Regional Labor Agreement between AT&T Mobility Services LLC (the "Company") and the Communications Workers of America, District 3, the Company agrees that certified Local Presidents employed by the Company shall suffer no loss in pay to attend meetings with other AT&T companies.

Examples include:

- Meetings in which discipline (including warnings which are to be recorded as such in the personnel file, suspension, demotion, or discharge) is to be announced, if the employee so requests.
- Formal grievance meetings.
- Meetings requested by management where management confirms their agreement to pay for the Local President's time in advance (on a case-by-case basis).
- Committee meetings where management confirms their agreement to pay for the Local President's time in advance between the Company and the Communications Workers of America, District 3.

The Company retains the sole discretion to determine methods used to track and approve or deny this time. Neither time spent in travel nor any other expenses incurred by the Local President are covered by this agreement.

This Letter of Agreement will apply for the duration of the 2023 Regional Labor Agreement.

Sincerely,

Dean Cordova
Lead Labor Relations Manager
AT&T



February 11, 2023

Mr. Kelvin Banks
Administrative Director
Communications Workers of America
4100 Perimeter Park S
Atlanta, GA 30341

Dear Mr. Banks:

Subject to ratification of the 2023 Labor Agreement between AT&T Mobility Services LLC and the Communications Workers of America, the following guidelines will apply to any employee performing MI60 duties:

- MI60 duties will be performed on a voluntary basis only. Employees may volunteer to participate in the program and management will make final selections.
- MI60 assignments will be rotated quarterly and aligned with shift bids.
- Minimum of nine (9) months on the job experience is recommended.
- Those performing MI60 assignments will, at a minimum, receive the relief differential as outlined in the CBA, Article 19, Section 9.
- Those performing MI60 assignments shall have no active Performance Discipline, written or above, or COBC Discipline.
- Those performing MI60 assignments will be responsible for assisting management by providing floor support/chat support to representatives and handling escalations.
- MI60 duties will not include any performance related duties such as coaching, side-by-side observing or other forms of documenting performance; verbal, written or electronically.
- Those performing MI60 assignments will not document or provide feedback to management that may be used in performance discussions or discipline.
- Those performing MI60 assignments shall not have access to any systems requiring management logins. All system access shall be the same for MI60 assignments and regular Rep assignments.
- Other than as indicated above, the Company retains sole discretion to alter or discontinue the program, in whole or in part, at any time.

Sincerely,

Dean Cordova
Lead Labor Relations Manager
AT&T

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This Material may only be used for the purpose provided: AT&T Mobility / CWA District 3 Negotiations. 47
CWA must undertake all precautions to secure from inadvertent or improper disclosure.

MEMORANDUM OF AGREEMENT EMPLOYMENT SECURITY COMMITMENT (ESC)

This Memorandum of Agreement is entered into as of February 11, 2023, between Communications Workers of America and AT&T Mobility Services LLC and AT&T Customer Services Inc. (collectively referred to as the "Company" or "Management").

1. The Company will guarantee employment security from a surplus resulting in a layoff of a regular employee as a result of a retail store or call center closure, during the term of the 2023 2018 Regional Labor Agreement, subject to the conditions and provisions contained in this ESC.
2. Any regular employee **listed in Appendix A**, who is in a surplus status pursuant to Article 14, Force Adjustment, ~~or is in a title which the Company has determined it will eliminate or vacate (i.e., title is not populated)~~, will be **offered** given a job offer as described in paragraph 3 provided the following conditions are satisfied:

A. ~~Employee must be in one the following titles:~~

- ~~• Business Customer Service Specialist I~~
- ~~• Business Customer Service Specialist II~~
- ~~• Customer Service Representative I~~
- ~~• Customer Service Representative II~~
- ~~• Customer Support Specialist~~
- ~~• Client Service Specialist~~
- ~~• COS Sales Advocate~~
- ~~• Retail Sales Consultant~~
- ~~• Sales Support Representative~~
- ~~• Sr. Retail Sales Consultant~~
- ~~• Telesales Representative~~

B. **The employee's surplus status is a result of a formally announced surplus by the Company** ~~The surplus condition is a result of a retail store or call center closure, or~~ the employee is in a title which the Company has determined it will eliminate or vacate.

C. Employee is meeting expectations on his/her current job and must be qualified for the job offer, as determined by management.

D. Within fifteen (15) days of the date of the title elimination, title vacation, or surplus notification, or by such later date as is determined by Management, advises the Company of his/her election to invoke the ESC.

3. The job offer shall be made to those qualified employees, that are in an eliminated or vacated title or considered surplus, as defined in Article 14, Force Adjustment, by order of seniority beginning on the sixteenth (16th) day after the title elimination, title vacation, or surplus notification or by such later date as is determined by Management. The Company will make a job offer for positions as outlined below:

A. The job offer may be any Mobility labor agreement position within the continental United States.

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- B. An employee to whom a job offer has been made has one (1) working day to accept the job offer after which it will be considered rejected.
 - C. If the move entails a transfer into another Mobility bargaining unit, the employee will be treated the same as employees who currently transfer between Mobility labor agreements.
 - D. If management determines testing is required to become qualified for the job offer, an employee's refusal to test or failure to qualify on any call center or retail sales test will be considered a rejection of the job offer and the employee will continue under the terms of Article 14, Force Adjustment. However, if an employee fails a test, the re-test waiting interval will be waived one (1) time provided the employee notifies the Company of the employee's decision to re-test within two (2) business days of the employee being notified of test failure.
 - E. Rejection of a job offer shall be considered an election by the employee to continue under the terms of Article 14, Force Adjustment.
 - F. If a job offer is not made within six (6) months from the date the employee is notified of the surplus, the employee will continue under the terms of Article 14, Force Adjustment.
 - G. The Company will first endeavor to provide a job offer to an open position as close as possible to an employee's current work location or, in the event there is no current opening, to another position as determined by management.
4. The title elimination, title vacation, and force surplus conditions contemplated and dealt with in this ESC are those which occur in the normal course of business for reasons such as technological change, etc. The Company retains the right in its sole discretion, however, to suspend or cancel at any time the application of this ESC when **there is a** ~~Mobility labor agreement retail store or call center location is closed because of any significant change or extraordinary fluctuation in economic or business conditions.~~
 5. In the event of any conflict between the provisions of this ESC and the provisions of Article 13, Work Assignments or Article 14, Force Adjustment, of the **2023 2018** Regional Labor Agreement or the National Transfer Plan Letter, the provisions of this ESC shall control.

All provisions of this ESC shall be subject to the grievance procedures set forth in Article 7, Grievance Procedure, of the **2023 2018** Regional Labor Agreement, and any grievance shall initially be filed at the final step of the grievance process. Paragraph 2c and Paragraph 3, in its entirety, of this ESC shall not be subject to arbitration. All remaining provisions of this ESC shall be subject to the arbitration procedures set forth in Article 9, Arbitration, of the **2023 2018** Regional Labor Agreement.

MEMORANDUM OF AGREEMENT
REGARDING VOLUNTARY RECOGNITION
February 11, 2023 to February 12, 2027

This Agreement between AT&T Mobility Services LLC (referred to as the "Company") on behalf of itself and its affiliates and the Communications Workers of America and District 3 of the Communications Workers of America ("Union" or "CWA") pertains to those domestic wireless markets operated by the Company. Whereas the Company wishes to minimize disruption to the orderly conduct of the Company's day-to-day business, it agrees to a voluntary recognition process pursuant to the terms of this Agreement.

1. Applicability Clause

(a). The Company's voluntary recognition of the Union provided for by this Agreement shall be applicable to non-management employees of the Company whose classifications and actual work performed place them within the jurisdiction of the existing collective bargaining agreements between the parties as part of such Agreements' appropriate bargaining units, except as to those employees who are excluded therein and in this Agreement.

(b). As used herein, "the Company" means the domestic wireless services business operation of AT&T Mobility Services LLC and does not include joint ventures, or new lines of business which the Company may enter into outside of its wireless telephone services operations.

(c). As used herein, "non-management" means employees who normally perform work in non-management job titles, as determined by the Company, in accordance with the statutory requirements of the National Labor Relations Act, as amended, and applicable decisions of the National Labor Relations Board and reviewing courts.

(d). The provisions of Subparagraph (a) herein, to the contrary notwithstanding, the parties further agree that any proposed bargaining unit shall exclude, but not by way of limitation, all outside sales employees where such employees are excluded in any particular labor agreement, and shall exclude, as well, professional, confidential, and managerial employees, guards and supervisors as defined in the National Labor Relations Act.

2. Voluntary Recognition Procedure

(a). When requested by the Union, the Company agrees to furnish the Union lists of employees in an appropriate bargaining unit in each applicable State which it seeks to represent. This list of employees will include the work location, job title, and home address (including the employee's home telephone number where available).

(b). The Voluntary Recognition Procedure shall be subject to the following:

1. The Union will request an Employee List from Company HQ Labor Relations.
2. The list will be supplied electronically within 10 calendar days where possible after request to the person identified by the union.
3. This list will be run based on the latest standardized employee report.
4. Only two lists will be supplied per 12-month period for the applicable unit as described in 2(c) below.

5. Only those cards dated within 60 days after the first signed card will be used by AAA to determine if the Union attained majority status (50% plus one) for voluntary recognition.
6. AAA will use the list of employees in the unit provided by the Company, reflecting unit employees as of the date of the first card filed with AAA, to determine if the union has attained majority status.

(c). The appropriate units for bargaining shall be consistent with the units established by the parties' bargaining history, pursuant to which they shall continue to be separated into the following units within each individual State and each unit including the job titles determined appropriate by the Company:

- Call Centers
- Inside Sales
- Outside Sales when such units are included in the particular labor agreement
- Network
- Information Technology

(d). The Union will give twenty-one (21) days' notice for access to Company locations. Access will be limited to a single sixty (60) day period during any twelve-month period for each unit agreed upon or determined as provided herein.

(e). If either the Company or the Union believes that the established unit(s) for recognition as defined to above, is no longer appropriate due to organizational changes, the parties shall meet and confer in good faith for the purpose of re-defining the appropriate unit.

(f). In the event that the parties are unable to agree, after negotiating in good faith for a reasonable time, but not to exceed ninety (90) days, upon the redefinition of an appropriate unit, the issue of the description of such unit shall be submitted to arbitration. The Arbitration shall be confined solely to the determination of the appropriate unit for bargaining and shall be guided in such deliberations by the statutory requirements of the National Labor Relations Act and the precedential decisions of the National Labor Relations Board and Appellate reviews of such Board decisions. The parties agree that the decision of the Arbitrator shall be final and binding. The Company and the Union agree that the permanent arbitrator to hear disputes with respect to this sub-paragraph shall be Tom Angelo and the alternative arbitrator will be Richard Bloch. If either of these arbitrators cannot serve, the parties shall select an arbitrator from a list or lists of prospective arbitrators provided by the AAA.

(g). The Company agrees that the CWA shall be recognized as the exclusive bargaining agent for any bargaining unit(s) established under this Agreement not later than ten (10) days after receipt by the Company or written notice from the American Arbitration Association ("AAA") that the Union has presented valid authorization cards signed by a majority of the employees in such unit(s).

(h). As soon as practicable after the aforesaid recognition, the Parties agree that the newly recognized unit(s) shall be included within the existing and appropriate Labor Agreement between the Union and the Company with respect to wages, hours, and other terms and conditions of employment.

3. Neutrality

(a). The Company agrees, and shall so instruct all appropriate managers, that the Company will remain neutral and will neither assist nor hinder the Union on the issue of Union representation.

(b). For purposes of this Agreement, "neutrality" means that management shall not, within the course and scope of their employment by the Company, express any opinion for or against Union representation of any existing or proposed new bargaining unit, or for or against the Union or any officer, member or representative thereof in their capacity as such. Furthermore, management shall not make any statements or representation as to the potential effects or results of Union representation on the Company or any employee or group of employees. The Union also agrees that, in the course of any effort by the Union to obtain written authorization from employees as provided for in paragraph 2, above, neither the Union nor any of its officers, representatives, agents or employees will express publicly any negative comments concerning the motives, integrity or character of the Company, any affiliate of the Company, its parent Company, or any of their officers, agents, directors or employees.

(c). This Agreement supersedes and terminates any and all other agreements, Memorandums of Understanding, commitments or statements of intent regarding neutrality or card-check procedures that may exist as of the date hereof between the Union and each of its respective Districts and the Company.

4. Valid Authorization Cards. For purposes of this Agreement, a valid written authorization card shall state specifically that by signing the card, the employee agrees to be represented by the Union, using the language set forth in Attachment 1.

5. Recognition For New Entities

(a). After the execution of this Agreement, should the Company acquire additional wireless markets, operations, or employees in or for which there is no active labor agreement or bargaining agreement in place, the parties agree that this Agreement shall apply to such after-acquired market, operation, or employees only after the Company has been operating the market or operation or has employed the employees for a period of time to and including for a period of 180 days. This provision shall not preclude employees hired to work in wireless markets or operations that existed prior to the execution of this Agreement from being included in such market's or operation's bargaining unit, if any, and covered by the collective bargaining agreement relating to that bargaining unit.

(b). If management determines that at least fifty percent (50%) plus one of the employees employed within an appropriate unit for bargaining by a new entity in a market who were immediately prior to such employment, employed in a bargaining unit represented by the Communications Workers of America, the Company agrees that it shall recognize the Union as the duly constituted exclusive bargaining representative of such bargaining unit employees, and extend the then current collective bargaining agreement in the jurisdiction of which the unit is located and the Union agrees to acknowledge and accept such Agreement as the Labor Agreement for such unit.

(c). Except as specified in paragraph 8. below, the Union shall retain any legal rights it may have to challenge any management decision or determination described in this paragraph 5.

6. Regulatory and Legislative Support. The Union hereby agrees to continue its support before the appropriate regulatory and legislative bodies for the Company's efforts to remain competitive in, and /or gain entry to, all telecommunications and related markets in which the Company chooses to participate, unless the Union determines such support to be in conflict with its interests. If the Union determines such a conflict exists, the Union will promptly so notify the Company and, at the request of the Company, meet to discuss and confer on such conflict.

The Company hereby agrees to support Union efforts before regulatory and legislative bodies unless the Company determines such support to be in conflict with its interests. If the Company determines such a conflict exists, the Company will so notify the Union and will, if requested by the Union, meet to discuss and confer on such conflict.

7. Dispute Resolution. Except as to disputes referenced in paragraph 2. of this Agreement, all disputes concerning the meaning or application of the terms of this Agreement shall be handled and addressed by the meeting of designated representatives of the Company and the Union. Either party may request such a meeting, and each party pledges its best efforts to address any and all concerns raised as to the meaning or application of this Agreement. With the exception of matters referenced in paragraph 2. above, the meaning or application of this Agreement shall not be subject to arbitration. Each party reserves its right to seek judicial or other relief provided by law to enforce this Agreement. However, the parties agree that prior to seeking such relief provided by law, the parties will meet and confer as set for the above.

8. Waiver of Certain Other Claims.

(a) The Union promises and agrees that in connection with any other legal or administrative proceeding or charge arising subsequent to the effective date of this Agreement between the Union and the Company or any Company affiliate, including but not limited to any proceeding before the National Labor Relations Board or its delegate, the Union hereby waives any claim, allegation or argument, and agrees to refrain from presenting this agreement as evidence in support of any claim, allegation or argument, that the Company, and/or any of its current or future affiliates, subsidiaries, and/or their divisions, units, agents, or corporate shareholders are or have been a single employer, joint employers, accretions or alter-egos with respect to each or any of them, to the extent that any such claim, allegation or argument is based upon:

1. Any change on or after the date of this Agreement in the administration and/or control of labor relations by the Company, its affiliates, parent company; or
2. Any change in the scope, availability to employees, or administration by management of any program or practice for the effectuation of employee-initiated transfers between or among different subsidiaries or bargaining units; provided, however, that this paragraph shall not be construed as having any effect on the Union's right or the Company's obligation, to the extent the same may exist under applicable law and/or any pre-existing collective bargaining agreement(s), to negotiate changes in the terms and conditions applicable to such transfers; or

3. Any change in scope or content of sales activity with or on behalf of those entities set forth in paragraph (a) herein.

(b). The Company agrees that the procedures contained in this Agreement are the exclusive procedures for demonstrating majority status, and the Company waives the right to an NLRB election in organizing efforts covered by this agreement.

(c). The provisions of this paragraph 8. shall survive the expiration of the remainder of this Agreement and shall have full force and effect until specifically voided by mutual written agreement of the parties.

9. Severability. Should any portion of this Agreement be voided or held unlawful or unenforceable by the National Labor Relations Board or any court of competent jurisdiction, the remaining provisions shall remain in full force and effect for the duration of this Agreement.

10. Duration. This Agreement shall be effective as of the dates on the signature lines below and shall run concurrent with the 2023 Labor Agreement between the Company and the Communications Workers of America and District 3.

This Agreement shall expire upon expiration of the parties 2023 Labor Agreement.

_____ Date _____ Date _____

Dean Cordova
Lead Labor Relations Manager
AT&T

Kelvin Banks
Administrative Director
Communications Workers of America

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FOR DISCUSSION PURPOSES ONLY



February 11, 2023

Mr. Kelvin Banks
Administrative Director
Communications Workers of America
4100 Perimeter Park S
Atlanta, GA 30341

Dear Mr. Banks:

Effective January 1, 2024, bargaining unit employees in the 2023 Collective Bargaining Agreement represented by CWA District 3 will be eligible to participate in a Paid Parental Leave Policy ("PPL") for U.S. bargained-for employees. Effective January 1, 2024, the PPL will provide for two (2) weeks of paid parental leave for leaves requested on or after January 1, 2024, that are a result of the birth or adoption of a child or children on or after January 1, 2024. The Company retains the unilateral right to modify, suspend or discontinue the PPL Policy at any time in its discretion.

Sincerely,

Michael P. Keith
Vice President
Mobility Labor Relations

DRAFT - NOT A PROPOSAL
FOR DISCUSSION PURPOSES ONLY



February 11, 2023

Mr. Kelvin Banks
Administrative Director
Communications Workers of America
4100 Perimeter Park S
Atlanta, GA 30341

Dear Mr. Banks:

Subject to reaching a tentative agreement and subsequent ratification of the 2023 Labor Agreement between AT&T Mobility Services LLC and the Communications Workers of America on behalf of District 3 ("2023 Labor Agreement") by <<date>>, the Company agrees that unpaid time off for union activities that is requested and granted in accordance with Article 17 will not be held against union representatives in any attendance-based incentive programs. This will allow unpaid time off for union activities to be treated like Company paid time off for union activities under such programs.

This Agreement will become effective on the ratification date of the 2023 Labor Agreement assuming the deadline set forth above is met. If this condition is not satisfied, this offer is deemed withdrawn. Once effective, this agreement will remain in effect up to and including February 12, 2027.

Sincerely,

Dean Cordova
Lead Labor Relations Manager
AT&T



February 11, 2023

Mr. Kelvin Banks
Administrative Director
Communications Workers of America
4100 Perimeter Park S
Atlanta, GA 30341

Dear Mr. Banks:

The Company's bargained for employees represented by District 3 shall continue to be eligible to participate in the AT&T sponsored wellbeing programs, currently through the AT&T Total Wellbeing Program as provided below.

The program includes wellbeing resources, programs, tools, online portals and applications as they change from time to time. Below are examples of the benefits and services that are available to eligible bargained employees:

Wellbeing 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, maternity care, sleep, medication adherence and self-management

Disease Management

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

Total Wellbeing Portal

Financial Wellbeing

- Planning and guidance resources and tools
- Educational guides and workshops
- Online portals

Certain services are only available to employees who enroll in an AT&T self-insured medical program option. Currently, employees who enroll in a fully-insured medical coverage option such as an HMO or waive medical coverage (opt-out) may also be given access to all or part of the AT&T sponsored wellbeing programs as determined by the Company

AT&T Confidential Proprietary

This Material may only be used for the purpose provided: AT&T Mobility / CWA District 3 Negotiations. 57
CWA must undertake all precautions to secure from inadvertent or improper disclosure.

The Company retains the unilateral right to change, modify, amend or discontinue any and all components' parts of the AT&T sponsored wellbeing programs.

This letter will remain in effect through the term of the 2023 Collective Bargaining Agreement for bargained employees in Mobility District 3.

Sincerely,

Dean Cordova
Lead Labor Relations Manager
AT&T

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MEMORANDUM OF AGREEMENT
WORK FROM HOME (WFH)

Subject to the ratification of the 2023 Regional Labor Agreement ("2023 Black CBA") between AT&T Mobility Services LLC (referred to herein as the "Company") and the Communications Workers of America District 3 ("CWA"), the following guidelines will apply to any employee in a WFH Title:

1. The Company will pay a fifty-five (\$55) dollars per month high-speed internet stipend applicable to each permanent, full-time work from home employee in the Premier Service Consultant WFH and Client Service Specialist WFH titles. Employees in states where reimbursement is required by state law the employee will get the higher of the two.
2. The Company will email employees a link for access to an electronic bulletin board provided by the Union.
3. Web cameras may be used for training, coaching/feedback sessions, skill transfer sessions, team calls, virtual face-to face meetings, clean desk inspections, recognition and disciplinary discussions. Web cameras will not be used for surveillance. Employees will not be asked to show a 360-degree view of the room in which they are working.
 - a. Clean Desk inspections are limited to the employee's desk area and cover:
 - (1) Employee workstation being free and clear of pen and paper/notebooks and employee is not taking handwritten notes.
 - (2) Employee workstation is free and clear of personal devices, e.g., mobile phones, e-Readers, electronics, gaming devices, tablets, laptops, and Bluetooth devices.
 - (3) Employee is working in a private area: e.g., area is isolated to avoid another person in the room/background or noises/sounds (pets, etc.) that can impact/disrupt the customer experience or have access to customer information.
4. Loss of Pay Internet/Power Outage:
 - a. For issues due to the AT&T system used by the employee, this time is paid.
 - b. If the employee is without power or internet, this time is not paid and is not point impacting.Options for coding time include:
 - (1) Offer exchange time
 - (2) Offer excused time
 - (3) PTO if employee has available time

COMMUNICATION WORKERS OF AMERICA

AT&T MOBILITY SERVICES LLC

By: _____

Kelvin Banks
Administrative Director
CWA District 3

By: _____

Dean Cordova
Lead Labor Relations Manager
AT&T Labor Relations

AT&T Confidential Proprietary

This Material may only be used for the purpose provided: AT&T Mobility / CWA District 3 Negotiations. 59
CWA must undertake all precautions to secure from inadvertent or improper disclosure.

MEMORANDUM OF AGREEMENT
REGARDING BLACK MOBILITY CALL CENTER PERCENTAGES

Subject to the ratification of the **2023 2018** Collective Bargaining Agreement ("**2023 2018** Black CBA") between AT&T Mobility Services LLC, ~~AT&T Customer Services, Inc.~~ (collectively referred to herein as the "Company") and the Communications Workers of America District 3 ("CWA"), the Company and CWA agree to the following during the term of the **2023 2018** Black CBA:

1. Definitions

- (1) As used herein "Black Calls" means Company mobility calls handled by Company call centers with employees covered by the **2023 2018** Black CBA.
- (2) As used herein "Total Calls" means Company calls, including Black Calls, handled by all call centers handling Company mobility calls.

2. Call Center Percentages

The Company agrees to ensure Black Calls are no less than **11% 10% of the Total Calls** by December 31, **2023, 2018 no less than 11% of the Total Calls by December 31, 2024, no less than 11% of the Total Calls by December 31, 2025, and no less than 11% of the Total Calls by December 31, 2026.**

3. Job Requisitions

The Company agrees to post and fill a minimum of 250 Customer Care agent requisitions per year throughout the term of the Black CBA.

4. Call Flow Minimum

- (1) In order to ensure compliance with Paragraph 2., the Company shall provide a Call Center Quarterly Report, beginning with the end of the first quarter of **2023 2019** and continuing at the end of each quarter thereafter, to CWA District 3 Vice President Richard Honeycutt that sets forth:
 - (a) Number of Total Calls for each month in the quarter.
 - (b) Number of Black Calls broken down by Call Center within the **2023 2018** Black CBA for each month in the quarter.
- (2) If requested by CWA, the Company and CWA, commencing June **2023 2019** and continuing at six (6) month intervals thereafter, will discuss the Company's compliance with the agreed upon percentage ("Reconciliation Discussion"). The Reconciliation Discussion will include two designated CWA representatives appointed by CWA District 3 Vice President Richard Honeycutt and two designated Company representatives.
- (3) If the Company has fallen short of the commitments in Paragraph 2. Call Center Percentages, the Company shall take prompt, commercially reasonable steps to bring the Black Call percentage up to the minimum guarantee within 120 days of the date the shortfall is reported by CWA to the Company.
- (4) During any period of identified shortfall, the Company shall not declare an involuntary surplus in all or any of the Black Call Centers unless there is an extraordinary drop in call volume or due to adverse economic or business

conditions as determined by the Company (e.g., failure to reach terms on a lease renewal).

- (5) The Company and CWA agree the information referenced in Paragraph 2. is highly confidential ("Confidential Information"). Any data provided to CWA pursuant to this Paragraph 3. shall not be used for any purpose other than the Reconciliation Discussion(s) and any proceedings to enforce this MOA except with the express written agreement of the Company. Failure to abide by the confidentiality terms of this MOA could result in the immediate cancellation of the MOA and of any further meetings at the Company's election.

Notwithstanding this remedy, it is the mutual intent of the parties to engage in a meaningful dialogue to assist and allow CWA to meet its obligations to bargaining unit members.

4. Scope of Agreement

This agreement relates only to the Black Calls and does not in any manner supersede any other agreements between the parties. Except where expressly stated herein, this MOA is not intended to restrict the Company's existing management rights as established via any practice or as set forth in the **2023** ~~2018~~ Black CBA and its Memoranda/Letters of Agreement.

On Behalf of:

COMMUNICATIONS WORKERS OF AMERICA

On Behalf of:

AT&T MOBILITY SERVICES LLC
AT&T CUSTOMER SERVICES, INC.

Richard Honeycutt
Vice President District 3

Michael Keith
Vice President, Labor Relations

Date: _____

Date: _____

SETTLEMENT AGREEMENT

Statement of Intent Regarding Attendance Policy Changes

Duration: The Company agrees to maintain all attendance policies within the Mobility Black Labor Agreement in effect until February 11, 2026, unless mutually agreed to by the Company and Union in writing or as required by applicable law.

TENTATIVE AGREEMENTS

Articles

• Article 1	02/08/2023 9:30A	63
• Article 12, Section 2.e.	02/04/2023 9:44A	64
• Article 17	02/08/2023 9:32A	66
• Article 19, Section 1.e.	02/06/2023 5:46P	67
• Article 19, Sections 3.-5., 11	01/31/2023 9:17A	68
• Article 21 Section 5	02/04/2023 9:46A	72
• Article 23, Section 1	01/27/2023 10:00A	73
• Article 23, Section 6	02/12/2023 10:22A	74
• Article 24, Section 1	02/02/2023 4:33P	75
• Article 27	02/08/2023 9:30A	76

Contract Letters of Agreement

• LOA 4 Monthly Sales Quota	02/06/2023 6:12P	77
• LOA X ISR and ISSR	02/06/2023 5:51P	79
• LOA X ISR Commission "At-Risk"	02/06/2023 5:48P	81
• LOA X ISR Monthly Sales Quota	02/06/2023 5:40P	82

Outside/Independent Letters/MOAs

• Compensation Committees	02/08/2023 9:06A	83
• IHX Organizing Efforts	02/06/2023 5:49P	84
• Work From Home Subcommittee	02/02/2023 4:32P	85
• MOA Regarding Electronic Dues	02/07/2023 10:01A	86
• MOA Regarding Retail Store Ops	02/08/2023 9:28A	94

Benefits

• Commuter Benefits	01/31/2023 9:02A	96
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2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CP05 Article 1

Contract Reference: ARTICLE 1

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/8/2023				2/8/2023
Time:	9:29am				9:30am

ARTICLE 1
AGREEMENT

THIS AGREEMENT is made and entered into effective the ~~11th~~ 10th day of February ~~2023~~ 2018 by and between AT&T Mobility Services LLC and AT&T Customer Services, Inc. (hereinafter referred to as the "Company," the "Employer," or "Management") and COMMUNICATIONS WORKERS OF AMERICA, (hereinafter referred to as the Union).

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FOR DISCUSSION PURPOSES ONLY

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CWA must undertake all precautions to secure from inadvertent or improper disclosure.

2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP01 to UP14 Amended

Contract Reference: Article 12, Section d

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	8/2/23				2/4/2023
Time:	4:34				9:44

ARTICLE 12
HOURS OF WORK

Section 2. The determination of hours, work schedules (which includes shifts and shift hours), overtime requirements and assignments thereto and the days to be worked shall be made by the Company, however:

- d. If, during the period for which schedules have been established, the Company determines unexpected absences or business needs necessitate a change in the posted work schedule, the Company may schedule or reassign schedules in any manner that it deems most expedient but will first attempt to staff the changed schedule with volunteers and then assign employees by inverse seniority.

Whenever possible, the Company will notify employees forty-eight (48) hours in advance of the need for such schedule changes.

- e. If, during the period for which schedules have been established, the Company determines the need for mandatory overtime, the employee will not be assigned to work mandatory overtime in excess of eight (8) hours per calendar week, subject to the exceptions outlined below:

In case of emergency – such as an event of national, state or local importance, fire, explosion, pandemic, or other catastrophe, severe weather conditions, major network or equipment failure, or an act of God.

- f.e. A work schedule for an employee may be changed if the employee so requests and the Company approves such request.

- g.f. When a New Hire Class is ready to be integrated into the Call Center (after all training is completed), the Company will initiate a mini-shift bid to integrate the New Hires into the existing schedule.

- (1) Management will identify open slots that need to be filled.

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CWA must undertake all precautions to secure from inadvertent or improper disclosure.

2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

- (2) Prior to placing new hires into these open slots, management will make them available for any other employee in the center to bid on the open slots.
- (3) Management will assign employees who have bid on open slots based on seniority order.
- (4) New Hires will then be slotted into remaining available slots based on seniority until the next full shift bid.
- (5) Any slots that become available as a result of the mini-shift bid will be filled with New Hires. All other employees will remain on their existing schedules until the next full shift bid.

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2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP01 to UP41

Contract Reference: Article 17, Section 6.a. and b.

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/8/2023				2/8/2023
Time:	9:32am				9:32am

ARTICLE 17
COMPANY UNION RELATIONSHIP

Section 6. Subject to the limitations in Sections 4. and 5. of this Article and in this Section 6., when an officer or designated representative of the Union requires time off from assigned Company duties to attend solely to Union matters, either before or after exhausting the time allowed without pay provided in Section 5. above, he or she will be granted a leave of absence without pay either upon the initiative of the Company or upon the request of the Vice President of the Union to the Vice President of Labor Relations (or their designee) of the Company, provided that:

- a. No such leave of absence shall be for an initial period of less than thirty-one (31) calendar days or more than one (1) year, nor shall the total cumulative period of all such leaves of absence for any one (1) employee exceed **eight (8)** ~~four (4)~~ years; and
- b. No more than **ten (10)** ~~five (5)~~ Union officers or designated representatives may be granted such leaves of absence at any one time at the request of the Union.

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CWA must undertake all precautions to secure from inadvertent or improper disclosure.

2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP01 to UP30

Contract Reference: Article 19, Section 1.e (new)

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/6/2023				2/6/2023
Time:	10:53am				5:47pm

ARTICLE 19
BASIS OF COMPENSATION

- d. For the purposes of slotting under Article 19, Section 1.c., the Retail Sales Consultant position (RSC) "at risk" as provided for in LOA 9 will be converted to a weekly amount (prorated for part-time employees) and applied to the RSC employee's current weekly rate of pay prior to slotting.

The "at risk" described above will also be used ("at risk" weekly amount applied to the top step of the RSC Scale) under Article 14, Section 4. for determining if the movement to/from the RSC title is a downgrade, lateral or promotion for all other titles in the bargaining unit.

- e. For the purposes of slotting under Article 19, Section 1.c., the Integrated Solutions Representative position (ISR) "at risk" as provided for in LOA XX will be converted to a weekly amount (prorated for part-time employees) and applied to the ISR employee's current weekly rate of pay prior to slotting.

The "at risk" described above will also be used ("at risk" weekly amount applied to the top step of the ISR Scale) under Article 14, Section 4. for determining if the movement to/from the ISR title is a downgrade, lateral or promotion for all other titles in the bargaining unit.

- f. Anytime an employee moves to another job and subsequently retreats (employee or company initiated) to the former job within six months; for wage purposes, the employee will be treated as though he or she never left the former job.

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This Material may only be used for the purpose provided: AT&T Mobility / CWA 2023 Negotiations
CWA must undertake all precautions to secure from inadvertent or improper disclosure.

2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP01 to Union's Proposals UP2, UP4, UP5, UP6, UP7, UP9, UP10

Contract Reference: Article 19 All Sections

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	11/31/2022				11/31/2023
Time:	9:16 am				9:17 am

ARTICLE 19
BASIS OF COMPENSATION

Section 1. Rates of Pay

- a. The rates of pay and progression wage scales for full time employees shall be that shown in Appendix A.
- b. Starting Rates: Each employee who enters the service of the Company shall begin employment at the Start Rate for the appropriate job title, except that appropriate allowance over such starting rate may be made by the Company for an employee who has had previous experience or training considered to be of value. When employees who have no prior training or experience are hired at a start rate that is higher than incumbents in the same title and work location, the wage rate of incumbents in that title and work location will be raised to the same rate of pay as the new hire.
- c. When a (voluntary) change of title occurs, the employee will be placed on the closest rate (not lower provided they are not over the top rate for the job they are moving to) of the new schedule that the employee was administered on the former schedule. The time interval to the next step increase on the new wage schedule will be six months. No credit shall be allowed towards the next step increase.

When a (voluntary) change of title occurs, and is considered a promotion, fifteen (\$15.00) dollars will be applied to the employee's current weekly pay rate. The employee will then be slotted into the closest step in the new schedule that is equal to, but not less than, that new amount. The time interval to the next step increase on the new wage schedule will be six (6) months from the date of the change in title. In the event an employee is over the top of the new wage scale, that employee will be placed at the top of the new schedule.

When an (involuntary) change occurs to a lower rated job, the employee will be pay protected for one year if they are over the top rate for the job. At the conclusion of the year, they will be placed on the top rate. If the employee is not above the top rate of the job, they will be put in progression, if applicable.

When an employee's title changes on the same date that a step increase is due, the step increase will be applied before the move to the new Wage Schedule.

AT&T Confidential Proprietary

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CWA must undertake all precautions to secure from inadvertent or improper disclosure.

2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

- d. For the purposes of slotting under Article 19, Section 1.c., the Retail Sales Consultant position (RSC) "at risk" as provided for in LOA 9 will be converted to a weekly amount (prorated for part-time employees) and applied to the RSC employee's current weekly rate of pay prior to slotting.

The "at risk" described above will also be used ("at risk" weekly amount applied to the top step of the RSC Scale) under Article 14, Section 4. For determining if the movement to/from the RSC title is a downgrade, lateral or promotion for all other titles in the bargaining unit.

- e. Anytime an employee moves to another job and subsequently retreats (employee or company initiated) to the former job within six months, for wage purposes, the employee will be treated as though he or she never left the former job.

Section 2. Nothing in this Agreement shall affect or limit the right of the Company to develop and implement such incentive programs as it chooses; or to pay such individual bonuses or commissions in such amounts or percentages as it may desire, either in connection with specific incentive programs or otherwise. If and to the extent that any such incentive programs, individual bonuses, or commissions may be awarded, such award shall not constitute a binding precedent or practice with respect to any future incentive programs, individual bonuses, or commissions.

The Company agrees to provide affected employees with a written statement of their commission plans, including any changes which might be made thereto from time to time, in advance of the effective date of such plan or changes. Such statement shall reflect the method of computation of such commissions.

The Company agrees to notify the Union prior to notifying affected employees of changes made in incentive programs, bonuses, or commissions under the provisions of this Section. It is further the Company's intent to provide, whenever practicable, at least one (1) week's advance notice to the CWA.

Section 3. **Excluding any employee working an alternative schedule (e.g., where the employee is scheduled to work ten (10) hour shifts four (4) days per week), employees (except those exempt under the FLSA) shall receive one and one-half (1½) times their regular rate of pay for all time worked in excess of eight (8) eleven (11) consecutive hours within a workday or forty (40) hours within the workweek. Exchange-time or employee requested in-week schedule changes (e.g., life happens) will be excluded from the daily one and one-half (1½) times rate of pay calculation.** For the sole purpose of computing the number of hours worked in excess of **eight (8) eleven (11) consecutive hours within a workday or forty (40) hours within a workweek, Holidays, Company Paid Union and Excused Days with Pay (EWP) shall be considered time worked. Nothing herein shall act to limit a one and one-half (1½) times regular rate of pay for all time worked in excess of forty (40) hours within the workweek.**

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CWA must undertake all precautions to secure from inadvertent or improper disclosure.

2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Section 4. Employees who are assigned on-call duty will be paid **forty-two (\$42)** ~~thirty-eight (\$38)~~ dollars for each day of such assignment. This payment shall be in addition to any applicable compensation from such duty.

Section 5. Network employees who are called to work outside scheduled work hours will be paid a Call Out payment, equal to **two (2)** ~~one (1)~~ hours of their basic wage rate, for any work performed, single incident or accumulated incidents, when the aggregate total of work is **two (2)** ~~one (1)~~ hours or less. Additional work performed beyond this **two (2)** ~~one (1)~~ hour period that occurs before the employee's next scheduled work hours will be paid as work time.

Section 6. Employees who are called by a supervisor or designate to report to work, or to perform work from home, shall be paid at the applicable rate of pay for actual time worked. If such call requires an employee to make a round trip between their place of residence and their place of work in addition to their normal commute to and from work, the employee shall be compensated at their applicable rate of pay for reasonable time required to make such additional round trip.

Section 7. Employees performing work on Sunday shall be paid a premium of ten (10) percent of their basic wage rate.

Section 8. A night differential shall be paid to employees for each scheduled hour, or fraction thereof, worked after 8 p.m. and before 6 a.m. in the amount of ten (10) percent of the employee's basic hourly rate.

Section 9. A relief differential consisting of ten (10) percent of the employee's basic hourly wage rate will be paid to any employee who is assigned to relieve or assist a manager, for each hour, or fraction thereof, the employee performs this work or receives associated training. These assignments may involve planning, distributing, directing, coordinating, training responsibilities, and performing managerial opening and /or closing (Key Holder) responsibilities. In no event shall such assigned employee have any involvement in discipline or performance evaluation of other employees and observations performed by such assigned employees will not be used by management for discipline purposes, and unless directed by management, they should not access records related to discipline or performance issues of any employee. An employee involved in such training and/or assignment shall continue to be subject to all applicable provisions of this Agreement.

Section 10. A qualified employee who is temporarily assigned and performs the duties of a job title with a higher top wage rate will be paid a temporary upgrade differential consisting of five (5) percent of the employee's basic hourly wage rate for each hour such duties are performed if such assignment exceeds two (2) weeks.

Section 11. A differential consisting of **six (\$6.00)** ~~five (\$5.00)~~ dollars per day, not to exceed **thirty (\$30.00)** ~~twenty-five (\$25.00)~~ dollars per week, shall be paid to Call Center employees for each full day worked when assigned by management to speak in a foreign language.

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CWA must undertake all precautions to secure from inadvertent or improper disclosure.

2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

A differential consisting of three (\$3.00) dollars per day, not to exceed fifteen (\$15.00) dollars per week, shall be paid to part-time Call Center employees when assigned by management to speak in a foreign language for each tour worked that is at least four hours but less than eight hours.

Section 12. Employees, who are properly certified, shall be paid, in addition to their basic rates, a 10% differential for each hour or fraction thereof, worked while operating certain tow motor equipment identified by Management and when assigned by Management

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CWA must undertake all precautions to secure from inadvertent or improper disclosure.

2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP02 to UP16.01

Contract Reference: Article 21, Section 5

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/2/23				2/4/2023
Time:	4:40				9:46

ARTICLE 21
ABSENCES

Section 5. **Recognition of Death. Funerals/Memorial Services.** An employee shall be paid up to three (3) days at his/her basic wage rate for the necessary scheduled time absent due to the **death** funeral/memorial service of a member of the immediate family. The leave may not begin until the day of death and not extend more than **seven (7) (2) days** beyond the day of the **death** funeral/memorial service. **In the event a memorial service is scheduled beyond the above seven (7) day period, the employee must notify management prior to the seven (7) day period ending and may request to postpone all or a portion of the above reference paid time. Such request must be made to management at least seven (7) calendar days prior to the memorial service and may not extend more than six (6) months beyond the date of the death.** For purposes of this Section, immediate family shall mean spouse, legally recognized partner, children, sister, brother, mother, father, former legal guardian, stepparents, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandmother, grandfather, grandson, granddaughter, stepson, stepdaughter, and parent of an employee's dependent child. Payment for such absent time shall consist of basic pay which would otherwise have been received had the regular shift been worked. Pay for part-time employees will be prorated based on the ratio of their equivalent workweek compared to that of a full-time employee.

In the event of the death of an employee's wife, husband, daughter, son, mother, father, or legally recognized partner an employee shall, upon the employee's request, be excused from scheduled time up to an additional five (5) days. Paid individual days may be substituted for these excused days at the employee's option. Employees may request one (1) additional day off, without pay, for any other member of the immediate family described above.

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This Material may only be used for the purpose provided: AT&T Mobility / CWA 2023 Negotiations
CWA must undertake all precautions to secure from inadvertent or improper disclosure.

2023 AT&T Mobility/CWA Negotiations Black Labor Agreement Bargaining Proposal

Company Proposal: CCP02 to UP3 and UP1.01

Contract Reference: ART 23 SEC 1 Holidays

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date: 1/27/23					10:00
Time: 10:00					1/27/2023

ARTICLE 23 HOLIDAYS

Section 1. Each full-time employee shall receive eight (8) hours of pay at the employee's basic straight-time rate of pay, unless otherwise provided for in this Agreement, provided that such employee, if excused from work on a Holiday, shall have worked all hours scheduled on the last scheduled workday before and on the first scheduled workday after the Holiday or the day celebrated as such, unless excused by Management (not applicable to the use of Floating Holiday(s) or Designated Holiday unless the Designated Holiday is scheduled by the Company). Employees who are normally scheduled to work more than nineteen (19) but less than forty (40) hours per week will receive pro-rated holiday 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. Employees who are absent without pay for thirty (30) or more calendar days shall not be eligible for holiday pay. The Holidays shall be:

New Year's Day	Thanksgiving Day
Martin Luther King Jr. Day	Day After Thanksgiving
Memorial Day	Christmas Day
Independence Day	Two Floating Holidays*
Labor Day	One Designated Holiday**

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2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP01 to UP23

Contract Reference: Article 23, New Section 6

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/2/2023				2/2/2023
Time:	10:16 am				10:22 am

ARTICLE 23
HOLIDAYS

Section 6. Retail Holiday Schedule Exception. At least two (2) weeks prior to each applicable holiday week the Company will notify the Union of weeks that contain a Holiday in which Retail employees are anticipated to work only four (4) days during the Holiday week. In addition to this schedule, any retail bargained employee scheduled to work one (1) of the aforementioned Holiday weeks (as notified) will be given the option to select an additional day of work if desired. This only applies to employees, who work on the applicable Holiday and selecting an additional day of work is optional.

DRAFT - NOT A PROPOSAL
FOR DISCUSSION PURPOSES ONLY

AT&T Confidential Proprietary

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2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP01 to UP26

Contract Reference: Article 24, Sec 1

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/2/2023				2/2/2023
Time:	10:25am				4:33pm

ARTICLE 24
EXCUSED DAYS WITH PAY

Section 1 **Upon hire**, each regular employee will be eligible to receive **two (2)** ~~one (1)~~ Excused Days With Pay. **Following the first** ~~After each successive three (3) months of completed service with the Company, each regular employee will be eligible to receive an additional Excused Day with Pay and shall receive a final Excused Day With Pay after six (6) months of completed service with the Company.~~ In total, no employee will earn ~~but not more than four (4) Excused Days With Pay in a calendar year.~~

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FOR DISCUSSION PURPOSES ONLY

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2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CP06 Article 27

Contract Reference: ARTICLE 27

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/8/2023				2/8/2023
Time:	9:30am				9:30

ARTICLE 27
DURATION OF AGREEMENT

This Agreement shall become effective as of February 11 10, 2023, 2018 and shall remain in effect up to and including, February 12 11, 2027, 2022 the "Expiration Date", and thereafter from year to year unless one party or the other gives notice of the desire to terminate this Agreement or modify its terms, in writing, at least sixty (60) days prior to the Expiration Date of this Agreement. If notice to modify is given, the parties shall meet and negotiate at mutually agreeable times and places. This Agreement shall continue in full force and effect during such negotiations, except that, after the above stated Expiration Date, or any yearly extension thereof, this Agreement may be terminated by either party if written notice of the intention to so terminate is given, whereupon the Agreement shall terminate immediately after the giving of such notice.

IN WITNESS WHEREOF, the parties have caused duplicate copies hereof to be executed by their duly authorized officers and representatives this 11th day of February 2023 2018.

Communications Workers of America

AT&T Mobility Services LLC
~~AT&T Customer Services, Inc.~~

Kelvin Banks
Administrative Director, District 3

Dean Cordova
Lead Labor Relations Manager

AT&T Confidential Proprietary

This Material may only be used for the purpose provided: AT&T Mobility / CWA 2023 Negotiations
CWA must undertake all precautions to secure from inadvertent or improper disclosure.

2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP02 to UP32

Contract Reference: LOA 4 Monthly Sales Quota

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/6/2023				2/6/2023
Time:	5:58pm				6:12pm

LOA 4 - Monthly Sales Quotas

February 11, 2023

Mr. Kelvin Banks
Administrative Director
Communications Workers of America
4100 Perimeter Park S
Atlanta, GA 30341

Dear Mr. Banks:

Subject to ratification of the **2023** 2018 Labor Agreement between AT&T Mobility Services LLC, AT&T Customer Services, Inc., and the Communications Workers of America, monthly sales quotas for Retail Sales Consultants **and Virtual Sales Experts** will be adjusted in eight-hour increments (8 aggregate hours in a calendar month) for Vacation, EWP, Company mandated training, and Union absence time. Monthly sales quotas for discipline purposes will be adjusted in 8-hour increments (8 aggregate hours in a calendar month) for Vacation, EWP, Company mandated training, and Union absence time.

Accelerator payments will be based on the targeted number at 100% for the month using the following examples:

- If the monthly net quota is 40 units and the month has four weeks in it, each 8-hr day is equal to 2 units. If an employee takes a total of 8 hours off for vacation or mandated training they will be given credit for 2 sales in the system. If their net sales (after chargebacks are applied) for the remaining days of the month are 38, they would be at 100% of their assigned goal ($38 + 2 = 40$. $40/40 = 100\%$).
- In the same example above, if the employee's net sales were 40 units then they would be at 105% to goal ($40 + 2 = 42$. $42/40 = 105\%$).
- In the same example above, if the employee had 46 net sales in the remaining days of the month, they would be at 120% to assigned goal ($46 + 2 = 48$. $48/40 = 120\%$).

According to the Company's normal business operations and operating practices the Company implemented the following changes to the sales relief calculation on October 1, 2022.

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2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Sales Relief percentage range is determined based on the total number of eligible hours of absence an employee has during a monthly Commission cycle.

- **Range 0 – 160 minimum hours (8-hour increments)**
- **Range Relief Percentage 0.00%-100% (8 aggregate hours in a calendar month)**

Example based on eligible absence "Vacation" in 8-hour increments for eligible absence within a monthly Commission cycle.

Minimum Hours	Relief Percentage
8	5%

Total At-risk x % eligible hours of absence = Sales Relief Payment \$1,150 Position At-risk x .05 = \$57.50 Sales Relief Payment
Actual Net Sales Monthly Commission is \$900 + \$57.50 = \$957.50 Commission Advanced

In the same example above, if the employee takes 40 hours eligible absence in a calendar month, Sales Relief Percentage is 25%; \$1,150 Position At-risk x .25 = \$287.50 Sales Relief Payment. Actual Net Sales Monthly Commission is \$900 + \$287.50 = \$1,187.50 commission Advanced.

Employees who are normally scheduled to work more than nineteen (19) but less than forty (40) hours per week will receive pro-rated component goals/at-risk based on their Actual Hours worked plus qualifying hours absent for the calendar month (applies across all commissionable components). If the qualifying hours absent are equal to 25% or greater of their monthly hours scheduled the PT RSC also qualifies for Quota Relief Unit Credit and Quota Relief payments towards their Wireless Opportunity Unit component and Gross Add Qualifier.

Retail Sales Consultants will be allowed to match AT&T Mobility consumer internet prices for identical equipment, accessories, and services when requested by the customer and approved by management. Management will reasonably consider the requests when they are made by the representative.

Charge backs that are more than 91 days old will not count against quota attainment for discipline purposes.

Sincerely,

Dean Cordova
Lead Labor Relations Manager
AT&T

AT&T Confidential Proprietary

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2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP01 to UP3638

Contract Reference: LOA xx Integrated Solutions Representative and Integrated Sales Support Representative

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/6/2023				2/6/2023
Time:	10:57				5:51pm

LOA xx Integrated Solutions Representative and
Integrated Sales Support Representative

February 11, 2023

Kelvin Banks
Administrative Director
Communications Worker of America
4100 Perimeter Park S
Atlanta, GA 30341

Dear Mr. Banks:

To clarify issues related to Integrated Solutions Representative (ISR) and Integrated Sales Support Representative (ISSR) within the In-Home Expert (IHX) organization, the Company and Union agree to the following:

A. Wages

1. Employees in the ISR title will be placed on twelve-month wage progression steps on the ISR table.
2. Employees in the ISSR title will be placed on six-month wage progression steps on the ISSR table.

B. Benefits

If the employee is participating in an AT&T self-insured medical option under the AT&T Medical Program (e.g. High Deductible Broad, High Deductible Select, or Low Deductible Select) prior to the transition, deductibles and out-of-pocket maximums are transferrable to an option under the Mobility Medical Program. Impacted employees do not need to take any action. The Company will work with Blue Cross and Blue Shield of Illinois to facilitate a one-time transfer of deductibles and out-of-pocket maximums for services received prior to the transfer for each IHX employee who is moved into the bargaining unit by December 31, 2023.

C. Performance Plan

The current IHX Attendance and Performance plan will remain in effect through February 11, 2026, unless mutually agreed to by the Company and Union in writing or as required by applicable law.

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2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

D. The parties agree that the following provisions of the Collective Bargaining Agreement are exceptions to the exempt title of Integrated Solutions Representative.

1. Article 12 – Hours of work

- Section 1 and Section 2.a. thru 2.d. and 2.f. applies to employees in the ISR title.
- Section 2.e. and 2.g., Section 3, Section 4 and Section 5 do not apply to employees in the ISR title.

2. Article 19 – Basis of Compensation

- Sections 1 and 2 apply to employees in the ISR title.
- All other sections of this article do not apply to the employees in the ISR title.

3. Article 20 – Travel

- Sections 3.a. and 3.b. do not apply to employees in the ISR title.

4. Article 21 – Absences

- Sections 1-5 would apply to employees in the ISR title.
- Section 6 does not apply to employees in the ISR title, as an ISR is paid on a salaried basis.

5. Article 23 – Holidays

- Section 1 applies to employees in the ISR title, with the exception of paragraph 1, as an ISR is paid on a salaried basis.
- The holidays list would apply.
- Sections 2 and 5 apply to employees in the ISR title.
- All other sections of this article do not apply to employees in the ISR title.
- Exempt ISR employees who are directed to work on an Authorized Holiday will be given another day off to be taken at a later date.

6. Article 25 – Exchange Time

- Does not apply to employees in the ISR title.

E. All of the provisions of the Collective Bargaining Agreement apply to the non-exempt Integrated Sales Support Representative.

Sincerely,

Dean Cordova
Lead Labor Relations Manager
AT&T Labor Relations

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2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP01 to UP33

Contract Reference: LOA XX ISR Commission "At Risk"

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/6/2023				2/6/2023
Time:	10:54am				5:48

LOA XX- ISR "At Risk" Commissions

February 11, 2023

Mr. Kelvin Banks
Administrative Director
Communications Workers of America
4100 Perimeter Park S
Atlanta, GA 30341

Dear Mr. Banks:

The Company agrees during the period of this Letter of Agreement:

- Upon 100% achievement of performance targets, full time Integrated Solutions Representatives (ISRs) will be targeted to earn a minimum pre-chargeback "at-risk" commission of \$15,000 per year.
- All components of the Compensation Plan are determined and remain at the sole discretion of the Company including but not limited to compensation components (e.g. what activities and measures are subject to compensation, volumes required, establishment of performance targets and target minimums), qualifiers (e.g. minimum standards that must be met in order to be eligible for commissions, division of dollars associated with each compensated element, seasonally impact on target setting, and new hire expectations).
- The Company reserves in its sole discretion the right to trial, test, and introduce new compensation practices, elements, components, programs, and plans subject to the minimum pre-chargeback "at-risk" commission set forth above. ISRs on new hire guarantee are exempt. This letter does not replace, relieve, or diminish any right to impose or set quota requirement(s) as the Company deems appropriate.

Sincerely,

Dean Cordova
Lead Labor Relations Manager
AT&T Labor Relations

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Page 1 of 1

2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP01 to UP29

Contract Reference: LOA xx ISR Monthly Sales Quota

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/6/2023				2/6/2023
Time:	10:55am				5:46pm

February 11, 2023

LOA xx ISR Monthly Sales Quota

Mr. Kelvin Banks
Administrative Director
Communications Workers of America
4100 Perimeter Park S
Atlanta, GA 30341

Dear Mr. Banks:

Subject to ratification of the 2023 Labor Agreement between AT&T Mobility Services LLC and the Communications Workers of America, monthly sales quotas for Integrated Solutions Representatives (ISR) will be adjusted in eight-hour increments (8 aggregate hours in a calendar month) for Vacation, EWP, Company mandated training, and Union absence time. Monthly sales quotas for discipline purposes will be adjusted in 8-hour increments (8 aggregate hours in a calendar month) for Vacation, Company mandated training, and Union absence time.

Accelerator payments will be based on the targets number at 100% for the month using the following examples:

- If the monthly net quota is 40 units and the month has four weeks in it, each 8-hr day is equal to 2 units. If an employee takes a total of 8 hours off for vacation or mandated training, they will be given credit for 2 sales in the system. If their net sales (after chargebacks are applied) for the remaining days of the month are 38, they would be at 100% of their assigned goal ($38 + 2 = 40$. $40/40=100\%$)
- In the same example above, if the employee's net sales were 40 units then they would be at 105% to goal ($40 + 2 = 42$. $42/40=105\%$)
- In the example above, if the employee had 46 net sales in the remaining days of the month, they would be at 120% to assigned goal. ($46 + 2 = 48$ $48/40= 120\%$)

According to the Company's normal business operations and operating practices the Company implemented the following changes to the sales relief calculation.

Sales Relief percentage range is determined based on the total number of eligible hours of absence an employee has during a monthly Commission cycle.

- Range 0 – 160 minimum hours (8-hour increments)

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2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

- Range Relief Percentage 0.00%-100% (8 aggregate hours in a calendar month)

Example based on eligible absence "Vacation" in 8-hour increments for eligible absence within a monthly Commission cycle.

Minimum Hours	Relief Percentage
8	5%

Total At-risk x % eligible hours of absence = Sales Relief Payment \$1,666 Position At-risk x .05 = \$83.33 Sales Relief Payment
Actual Net Sales Monthly Commission is \$900 + \$83.33 = \$983.33 Commission Advanced

In the same example above, if the employee takes 40 hours eligible absence in a calendar month, Sales Relief Percentage is 25%; $\$1,666 \text{ Position At-risk} \times .25 = \416.67 Sales Relief Payment. Actual Net Sales Monthly Commission is $\$900 + \$416.67 = \$1,316.67$ Commission Advanced.

Chargebacks that are more than 91 days old will not count against quota attainment for discipline purposes.

Sincerely,

Dean Cordova
Lead Labor Relations Manager
AT&T Labor Relations

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2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP01 to UP36 – Compensation Committees

Contract Reference: Outside Letter

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/7/2023				2/8/2023
Time:	5:21pm				9:06am

Outside Letter

February 11, 2023

Mr. Kelvin Banks
Administrative Director
Communications Workers of America
4100 Perimeter Park S
Atlanta, GA 30341

Dear Mr. Banks:

The Company and Union agree that District 3 will have the option to participate in the Compensation Committees as outlined in LOA 4 of the **2022 2017** Regional Labor Agreement between CWA Districts 1, 2, 3, 4, 7 and 9 and AT&T Mobility Services LLC and AT&T Customer Services, Inc. District 3 will have one representative on the **Retail Committee and one representative on the In Home Solutions Committee**. The Union's participation on the Committees will end upon the expiration of the **2023 2018** Regional Labor Agreement.

Sincerely,

Dean Cordova
Lead Labor Relations Manager
AT&T

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CWA must undertake all precautions to secure from inadvertent or improper disclosure.

2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP01 to UP35 37

Contract Reference: Outside Letter - IHX Organizing Efforts

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/6/2023				2/6/2023
Time:	10:58am				5:49 pm

February 11, 2023

Outside Letter

Kelvin Banks
Administrative Director
Communications Worker of America
4100 Perimeter Park S
Atlanta, GA 30341

Dear Mr. Banks:

In an effort to resolve ongoing disagreements between the parties regarding the CWA's organizational efforts relating to workers within the In-Home Expert organization (the Integrated Solutions Consultant (ISC) and Integrated Sales Support Specialist (ISSS)), the Company, on a non-precedent setting basis, is agreeable to allowing authorization cards dated within 90 days after the first signed card to be used by AAA to determine if the Union attained majority status (50% plus one) for voluntary recognition. In addition, on a non-precedent setting basis, the Company agrees to furnish the Union with one additional employee list per twelve-month period during the time period applicable to the CWA's ability to organize workers in the aforementioned job titles. This non-precedent setting agreement does not otherwise alter the terms, conditions or scope of the Memorandum of Agreement regarding Voluntary Recognition that is temporarily applicable to this organizational effort and will only be in effect during the time period applicable to the CWA's ability to organize workers in the aforementioned Integrated Solutions Consultant (ISC) and Integrated Sales Support Specialist (ISSS) job titles, as well as any IHX non-management job titles created in the existing lines of business associated with ISC and ISSS titles (i.e., sales/service agents that go to customer homes to sell services).

Sincerely,

Dean Cordova
Lead Labor Relations Manager
AT&T Labor Relations

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Page 1 of 1

2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP01 to UP25

Contract Reference: Work from Home Subcommittee – Outside Letter

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/2/2023				2/2/2023
Time:	10:24am				4:32pm

Mr. Kelvin Banks
Administrative Director
Communications Workers of America
4100 Perimeter Park S
Atlanta, GA 30341

Dear Mr. Banks:

During 2023 negotiations, the parties discussed the Union's desire to establish and develop relationships between Work from Home call center management and CWA representatives. Within 90 days following the ratification of this agreement the parties agree to convene a virtual subcommittee of the AT&T Mobility/CWA District 3 Working Relations Committee to discuss parameters of a joint meeting. The parties agree that both the Union and Company will have two (2) representatives on this subcommittee.

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FOR DISCUSSION PURPOSES ONLY

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**2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal**

Company Proposal: CP03 – Outside Letter

Contract Reference: MOA Regarding Electronic Dues Authorization

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/6/2023				2/7/2023
Time:	6:17pm				10:01am

MEMORANDUM OF UNDERSTANDING REGARDING ELECTRONIC DUES AUTHORIZATION

The parties acknowledge and agree that the terms "written authorization" or "in writing signed by such employee" or similar language referring specifically to signed payroll due deduction authorization forms, as provided in the relevant provisions of the Collective Bargaining Agreement, includes dues deduction authorizations created and maintained by use of electronic records and electronic signatures so long as such signatures are consistent with any and all applicable law(s). The Union, therefore, may use electronic records to verify authorization for voluntary deduction of Union dues and fees from wages or payments for remittance to the Union, and authorization for voluntary deductions from wages or payments for remittance to COPE and PAF Funds, subject to the requirements of any applicable law. Such electronic signatures will be presented to the Company by the Union in the form of Exhibit A, and in accordance with the Union's processes for collecting such cards which will be provided to the Company upon request. The Company shall accept confirmations from the Union that the Union possesses electronic records of such electronic dues deduction authorizations and give full force and effect to such authorizations as "written authorization" or "in writing signed by such employee" or similar interactions for purposes of the dues deduction authorization provisions found within the Collective Bargaining Agreement during the term of this MOU unless the Company comes into possession of evidence that creates reasonable cause to doubt the authenticity or validity of the asserted signature. In addition, the Union agrees to indemnify and hold the Company harmless from all claims, damages, costs, fees and charges of any kind which may arise out of or result from the honoring by the Company of electronically signed dues or fees deduction authorizations in accordance with the provisions of this Agreement and the transmitting of such deducted dues or fees to the Union. The Company's acceptance of such electronic signatures shall be non-precedent setting.

This provision shall apply for the life of the Collective Bargaining Agreement currently in effect between the parties.

CONCUR:

Mike Keith
Vice President
Mobility Labor Relations

Richard Honeycutt
Vice-President
Communications Workers of America

Date _____

Date _____

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CWA must undertake all precautions to secure from inadvertent or improper disclosure.

2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

EXHIBIT A

This document provides a comprehensive description of the proposed text and fields contained within the AT&T Mobility E-card.

* Asterisk indicates a required field.

First page: "This is a simple form with three different sections. You will receive a receipt in your email of your entry and will have the opportunity to make changes by email if something was entered in mistake. If you prefer to sign paper copies of any of these forms, please contact [insert contact]."

Second page - CWA Membership Form:

Header: "I hereby request and accept membership in the Communications Workers of America (CWA) and when accepted by the Local, agree to be bound by the Constitution of the Union and Amendments thereto and Rules and Regulations now in effect or subsequently enacted by the Union and/or the Local to which I am assigned."

Fields:

First Name*

Last Name*

Work Location Address*

Work Location State*

Employee ID

Local Number

Home Address*

Home City*

Home State*

Home Zip*

Personal E-mail Address*

Personal Cell Phone

CWA Text/Call Opt-In

Membership question - radio buttons with two options:*

- "Yes, I accept membership in the Communications Workers of America!"

"No, I decline membership. I understand I don't get to vote for local union officers or on contracts."

Electronic Signature*, with preface of "This typed electronic signature is equivalent to, and in place of, a hand-written signature. CWA and I agree that this card may be electronically signed and that the electronic signature appearing here is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility."

Automatically collected fields:

Signature Date

Timestamp

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2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

IP Address

Third page - Dues (or Equivalent Fee) Deduction Form:

Header: "I hereby authorize AT&T Mobility to deduct from the compensation (including disability benefits or vacation payments) due me an amount equal to the initiation fee certified in writing to the Company by the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent, and each month an amount equal to regular monthly Union dues, certified in writing to the Company by the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent. Each amount so deducted shall be remitted to the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent. If for any reason the Company fails to make a deduction, I authorize the Company to make such deduction in a subsequent payroll period.

This authorization is voluntarily made and is neither conditioned on my present or future membership in the Union, nor is it to be considered as a quid pro quo for membership. This authorization shall continue in effect until canceled by written notice signed by me and individually sent to the Company and to the Union. This cancellation of authorization must be postmarked during the fourteen (14) day period prior to each anniversary date of the current or any subsequent Collective Bargaining Agreement, or during the fourteen (14) day period prior to the termination of the current or any subsequent Collective Bargaining Agreement."

Fields:

All fields are carried over from previous page (if filled in), except the Dues Deduction Authorization question and the Electronic Signature.

First Name*

Last Name*

Work Location Address*

Work Location State*

Employee ID

Local Number

Home Address*

Home City*

Home State*

Home Zip*

Personal E-mail Address*

Personal Cell Phone

CWA Text/Call Opt-In

Dues Deduction Authorization question - radio buttons with two options:*

- "Yes, I choose to opt in for payroll dues deduction. I affirm that I am an employee employed by AT&T Mobility. I authorize AT&T Mobility to deduct from my salary an amount equal to regular monthly deals. This authorization shall remain in effect unless I cancel in writing."
- "No, I choose to opt out of payroll dues deduction."

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2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Electronic Signature*, with preface of "This typed electronic signature is equivalent to, and in place of, a hand-written signature. CWA and I agree that this card may be electronically signed and that the electronic signature appearing here is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility."

Automatically collected fields:

Signature Date

Timestamp

IP Address

Fourth page - Political Contributions Committee Payroll Deduction Form:

Fields:

Field carried over from previous page (if filled in) include First and Last Name, Local Number, Home Address, Home City, Home State, Home Zip, Personal Email Address, Personal Cell Phone, and CWA Text/Call Opt-in.

First Name

Last Name

Occupation

Local Number

Home Address

Home City

Home State

Home Zip

Personal Email Address

Personal Cell Phone

CWA Text/Call Opt-in

Amount to Deduct Per Pay Period - radio buttons with the following options:

- \$5
- \$15
- \$20
- \$25
- Other - write in

Select one - radio buttons with the following options:

- New Enrollment
- Change of Amount
- Cancellation

Political Contributions Authorization question - radio buttons with two options:*

- "Yes, I hereby authorize my employer to deduct from my wages the listed sum each pay period and to remit such amount to the Communications Workers of America-Committee on Political Education Political Contributions Committee. (CWA-COPE PCC)."
- "No, I choose to opt out."

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Legal language prior to Electronic Signature: "THIS AUTHORIZATION IS VOLUNTARILY MADE BASED ON MY SPECIFIC UNDERSTANDING THAT:

The signing of this authorization card and the making of contributions to CWA COPE PCC are not conditions of membership in the union nor of employment with the Company and that I may refuse to do so without fear of reprisal.

I am making a contribution to a joint fund-raising effort sponsored by CWA-COPE PCC and the AFL-CIO Committee on Political Education Political Contributions Committee ("AFL-CIO COPE PCC") and that CWA-COPE PCC and AFL-CIO COPE PCC will use my contributions for political purposes, including but not limited to, the making of contributions to or expenditures on behalf of candidates for federal, state, and local offices and addressing political issues of public importance.

Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and the name of employer of individuals whose contributions exceed \$200 in a calendar year.

Contributions or gifts to CWA-COPE PCC and AFL-CIO COPE PCC are not deductible as charitable contributions for federal income tax purposes."

Electronic Signature*, with preface of "This typed electronic signature is equivalent to, and in place of, a hand-written signature. CWA and T agree that this card may be electronically signed and that the electronic signature appearing here is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility."

Automatically collected fields

Signature Date

Timestamp

IP Address

Fifth and final page - Receipt page. Form logic will only show certain parts if the worker has opted in for membership, dues deduction, and/or political contributions. Email receipt delivers identical information:

If opted in for membership: Welcome to CWA!

This message is to confirm that we have received an electronic submission of authorization from you requesting and accepting membership in the Communications Workers of America (CWA). We have sent a confirmation message to the email address you provided: [Personal email]

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Building a strong union at AT&T Mobility requires that we all pitch in to help out. We're excited for you to get involved! To find out how, contact [insert contact].

The information you submitted is below. If you need to correct any of the information you submitted, please contact us at [insert contact].

Name: [value]
Work Location Address: [value]
Work Location State: [value]
Employee ID: [value]
Local: [value]
Address: [value]
City: [value]
State: [value]
Zip: [value]
Personal Email: [value]
Personal Cell Phone: [value]
I want union-related updates from CWA via cell (text & voice): [value]

Electronic Signature: [value]
Signature Date: [value]

CWA Membership: [value]

If opted in for dues deduction authorization: We have received an electronic submission of authorization from you authorizing dues deduction. We have sent a confirmation message to the email address you provided: [value]

The information you submitted is below. If you need to correct any of the information you submitted, please contact us at [insert contact].

Name: [value]
Work Location Address: [value]
Work Location State: [value]
Local No.: [value]
Home Address: [value]
City: [value]
State: [value]
Zip: [value]
Personal Email: [value]
Personal Cell Phone: [value]
I want union-related updates from CWA via cell (text & voice): [value]

Dues Deduction Authorization: [value]

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Electronic Signature: [value]
Signature Date: [value]

If opted in for political contributions: We have received an electronic response regarding contributions to the CWA-COPE-PCC. We have sent a confirmation message to the email address you provided: [value]

If you would like to make any change any amount you contribute to the CWA-COPE-PCC, please email: cwacope@cwa-union.org.

Name: [value]
Occupation: [value]
Address: [value]
City: [value]
State: [value]
Zip: [value]
Personal Email: [value]
Personal Cell Phone: [value]
I want union-related updates from CWA via cell (text & voice): [value]

Amount to Deduct Per Pay Period: [value]
Type: [value]

Political Contributions Authorization: [value]

Electronic Signature: [value]
Signature Date: [value]

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FOR DISCUSSION PURPOSES ONLY

**2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal**

Company Proposal: CCP02 to UP35.01 – Retail Store Operations

Contract Reference: Retail Store Operations

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	2/8/2023				2/8/2023
Time:	9:13am				9:28 am

Outside MOA

**MEMORANDUM OF AGREEMENT
REGARDING BLACK MOBILITY RETAIL STORE OPERATIONS**

Subject to the ratification of the 2023 Regional Labor Agreement ("2023 Black CBA") between AT&T Mobility Services LLC (referred to herein as the "Company") and the Communications Workers of America and Districts 3 (CWA), the Company and CWA agree to the following during the term of the 2023 Black CBA:

1. Definitions

- A. As used herein Company Owned Retail (COR) store means a Company owned and operated retail store location (i.e. brick and mortar retail store operation) staffed by Retail Sales Consultants employed by the Company and covered by the 2023 Black CBA.
- B. Authorized Retail (AR) store means a retail store owned and operated by one of AT&T's authorized retail partners within the geographic parameters of the Black CBA.
- C. Total Stores means the total number of COR stores plus the AR stores aggregated together operating within the geographic parameters of the Black CBA.

2. Store Operation Percentages

The Company agrees to ensure that COR stores operating within the geographic parameters of the Black CBA are no less than 20% of the Total Stores operating in each calendar year during the term of the 2023 Black Regional Labor Agreement.

3. Total Store Report

- A. In order to ensure compliance with Paragraph 2, the Company shall provide a quarterly Total Store Report to CWA District 3 Vice President Richard Honeycutt that sets forth:
 - a. Number of Total Stores operating within the geographic parameters of the Black CBA;
 - b. Number of COR stores operating within the geographic parameters of the Black CBA; and

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**2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal**

- C. Number of AR stores operating within the geographic parameters of the Black CBA.
- B. If requested by CWA, the Company and CWA, commencing January 2024 and continuing at six-month intervals thereafter, will discuss the Company's compliance with the agreed upon percentage ("Reconciliation Discussion"). The Reconciliation Discussion will include two designated CWA representatives appointed by CWA District 3 Vice President Richard Honeycutt and two designated Company representatives.
- C. If the Company has fallen short of the commitments in Paragraph 2 the Company shall take prompt, commercially reasonable steps to bring the Total Store percentage up to the minimum guarantee within 180 days of the date the shortfall is reported by CWA to the Company.
- D. During any period of identified shortfall, the Company shall not close any COR Retail locations and shall not declare an involuntary surplus in all or any of the Black COR stores unless there are adverse economic or business conditions as determined by the Company (e.g. failure to reach terms on a lease renewal).
- E. The Company and CWA agree the information referenced in Paragraph 2 is highly confidential ("Confidential Information"). Any data provided to CWA pursuant to this Paragraph 3 shall not be used for any purpose other than the Reconciliation Discussion(s) and any proceedings to enforce this MOA except with the express written agreement of the Company. Failure to abide by the confidentiality terms of this MOA could result in the immediate cancellation of the MOA and of any further meetings at the Company's election.
- a. Notwithstanding this remedy, it is the mutual intent of the parties to engage in a meaningful dialogue to assist and allow CWA to meet its obligations to bargaining unit members.

4. Scope of Agreement

This agreement relates only to the Black Total Stores and does not in any manner supersede any other agreements between the parties. Except where expressly stated herein, this MOA is not intended to restrict the Company's existing management rights as established via any practice or as set forth in the 2023 Black Regional Labor Agreement and its Memoranda/Letters of Agreement.

FOR THE UNION:

Kelvin Banks
Administrative Director
District 1
Communications Workers of America

FOR THE COMPANY:

Dean Cordova
Lead Labor Relations Manager
Labor Relations
AT&T Mobility LLC

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2023 AT&T Mobility/CWA Negotiations
Black Labor Agreement Bargaining Proposal

Company Proposal: CCP01 to UP12

Contract Reference: Benefits

Action:	Passed	Countered	Rejected	Withdrawn	TA
Date:	1/27/23				1/31/2023
Time:	10:01				9:02 am

The Company proposes to make bargaining unit employees eligible for the AT&T Commuter Benefit Policy.

The Company has the unilateral right to change, modify, amend and discontinue the AT&T Commuter Benefits Policy.

Commuter Benefits Policy Attached

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FOR DISCUSSION PURPOSES ONLY