

**Communications Workers of America**

**District 3**

**CWA – DirecTV/AT&T Southeast**

**Final Bargaining Report**

**2016**



**This report contains detailed information on the wages and benefits won at the  
CWA – DirecTV/AT&T Southeast bargaining table.**

**Additional Details can be found on the CWA District 3 Webpage:**

**<http://district3.cwa-union.org>**

**A ballot is printed with this report. Check with your Local about voting  
procedures.**



## CWA DISTRICT 3 / DIRECTV LLC TRANSITION AGREEMENT

### For Installation Technicians, Administrative Support Assistants, Field Coordinators, Office Coordinators & Warehouse Assistants

#### Titles

<b>CURRENT DTV TITLE</b>	<b>NEW NETWORK ADDENDUM FOR U-VERSE FIELD OPERATIONS TITLE</b>	<b>WAGE SCALE</b>
Installation Technician	Wire Technician	6
Administrative Support Assistant	Administrative Support Assistant	46
Office Coordinator	Office Coordinator	47
Field Coordinator	Office Coordinator	47
Warehouse Assistant	Warehouse Assistant	48

#### Wages

- Employees will be placed into the wage schedule that corresponds to their new title.
- Employees shall transition to the step that is closest to but not less than their current weekly wage rate. Employees in progression (not at top pay) will move up on the wage schedule in 6 month intervals beginning Nov. 12.
- Employees whose current pay is above top pay will be pay protected until their base pay is at or below the maximum weekly rate of the appropriate wage schedule.
- Effective 9/3/2017 – 2.25% wage increase exponentialized
- Effective 9/2/2018 – 2.50% wage increase exponentialized
- \$250 one-time lump sum ratification bonus

#### Seniority

- Employees NCS/TOE date will be established based on their current DTV service

#### Pension

- Effective June 1, 2017 all employees will be included in the BCB2 pension plan.

The following information in regards to the age credit factor is on pages 20 – 21 of the SPD: Except as provided in a special rule below, your Age Credit Factor is determined based upon your age at the end of the month in which the Basic Benefit Credit is applied and will be determined in accordance with the following:

<b>Age*</b>	<b>Age Credit Factor</b>
<i>Less than 30</i>	<i>1.77%</i>
<i>30-36</i>	<i>2.27%</i>
<i>37-43</i>	<i>2.78%</i>
<i>44-49</i>	<i>3.28%</i>
<i>50 and older</i>	<i>4.04%</i>
<i>*As of the end of the prior month or date of termination (for the month of termination only). If you were born on Feb. 29, you will be treated as if you were born on Feb. 28.</i>	

*EXAMPLE: Assume you are 40 years of age, your Pension Compensation for a particular month is \$4,000 and your Age Credit Factor is 2.78 percent. Your Basic Benefit Credit will equal \$111.20 (\$4,000 times two and seventy-eight hundredths percent (2.78%)) and is credited to your account at the end of the month.*

#### **401k**

- Effective June 1, 2017 all employees will be eligible to participate in the AT&T Retirement Savings Plan (ARSP). This 401k plan offers an 80% Company match for the first 6% contributed.

#### **Paid Time Off**

- All unused DTV paid time off accrued as of December 31, 2016 will be paid out to employees
- Effective January 1, 2017, employees will have six (6) paid holidays per year.
- All employees with at least six (6) months seniority will have eight (8) paid Personal Days Off each calendar year. Two (2) of these days can be used as guaranteed days off.
- All employees will have vacation time as follows:
  - 1 week after six months of service
  - 2 weeks after one year of service
  - 3 weeks after seven years of service
  - 4 weeks after fifteen years of service
  - 5 weeks after twenty-five years of service
- Vacation and Personal Days Off selection by seniority

- Personal Days Off and one vacation week may be carried over to the next year and taken by April 30<sup>th</sup>

**Health Care**

Employees will move to the bargained health care plans effective June 1, 2017.

Deductibles and out-of-pocket dollars accumulated prior to the June 1, 2017 move to the bargained plans will apply toward the deductibles and out-of-pockets for the bargained plans, as long as the employee does not change from a self-funded plan to HMO or vice versa.

- Option 1 and Option 2 Choice Provided
- Individual Coverage will be eligible for Company subsidy after the employee attains 90 days NCS
- Family Coverage will continue to be eligible for Company subsidy after the employee attains 6 months NCS

- Option 1 Monthly Premiums for Employees hired on or before December 4, 2015

	2017	2018	2019
Individual:	\$95	\$105	\$119
Family:	\$236	\$260	\$295

- Option 2 Monthly Premiums for Employees hired on or before December 4, 2015

	2017	2018	2019
Individual:	\$36	\$50	\$69
Family:	\$89	\$124	\$171

- Option 1 Monthly Premiums for Employees hired after December 4, 2015

	2017	2018	2019
Individual:	\$138	\$144	\$151
Family:	\$342	\$357	\$374

- Option 2 Monthly Premiums for Employees hired after December 4, 2015

	2017	2018	2019
Individual:	\$80	\$90	\$101
Family:	\$200	\$222	\$250

- Option 1 Annual Deductible:

	In-Network		
	2017	2018	2019
Individual:	\$600	\$650	\$700
Family:	\$1,200	\$1,300	\$1,400

Out-of-Network

	2017	2018	2019
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Individual: \$2,100 \$2,275 \$2,450  
 Family: \$4,200 \$4,550 \$4,900

- Option 2 Annual Deductible, 2017-2019:

In-Network: \$1,300 Individual / \$2,600 Family  
 Out-of-Network: \$3,900 Individual / \$7,800 Family

If coverage tier is Family, no individual can receive benefits until the Family Annual Deductible is met. This deductible can be met by one or a combination of covered family members.

Outpatient prescription drug allowable charges of eligible expenses paid by the participant apply toward the applicable deductible amounts.

- Option 1 Out-of-Pocket Maximums:

	In-Network		
	2017	2018	2019
Individual:	\$3,000	\$3,250	\$3,500
Family:	\$6,000	\$6,500	\$7,000

	Out-of-Network		
	2017	2018	2019
Individual:	\$9,000	\$9,750	\$10,500
Family:	\$18,000	\$19,500	\$21,000

- Option 2 Out-of-Pocket Maximums, 2017-2019:

In-Network: \$6,450 Individual / \$12,900 Family  
 Out-of-Network: \$19,350 Individual / \$38,700 Family

If coverage tier is Family, the Family OOP Maximum must be met before the program pays 100% of allowable charges for eligible expenses. The program will pay 100% of the allowable charges for eligible expenses for In-Network/PPO for an individual once the individual meets the Individual OOP, even if the Family OOP has not been met.

Deductibles and outpatient prescription drug allowable charges of eligible expenses paid by the participant apply toward the OOP maximum amounts.

### Prescription Coverage

Option 1:

- Deductible: None
- Out-of-Pocket Maximum, 2017-2019: \$1,200 Individual/\$2,400 Family

- Retail – In-Network Copays (up to 30 day supply, limited to 2 fills for maintenance subject to Advanced Control Specialty Formulary provisions)

	2017	2018	2019
Generic	\$10	\$10	\$10
Preferred	\$35	\$35	\$35
Non-Preferred	\$60	\$60	\$70

- Retail – Non-Network Copays(up to 30 day supply)  
Participant pays the greater of the applicable Network copay or balance remaining after the program pays 75% of the network retail cost.

- Mail Order Copays (up to 90 day supply subject to Advanced Control Specialty Formulary provisions)

	2017	2018	2019
Generic	\$20	\$20	\$20
Preferred	\$70	\$70	\$70
Non-Preferred	\$120	\$120	\$140

- For more flexibility, 90 day prescriptions will continue to be available for pick-up at CVS pharmacies at mail order prices.

#### Option 2:

- Deductible: Integrated with Medical/Surgical, Mental Health/Substance Abuse, CarePlus
- Out-of-Pocket Maximum: Integrated with Medical/Surgical, Mental Health/Substance Abuse, CarePlus
- Retail – In-Network Copays (up to 30 day supply, limited to 2 fills for maintenance subject to Advanced Control Specialty Formulary provisions)

	2017	2018	2019
Generic	\$9	\$9	\$9
Preferred	\$35	\$35	\$35
Non-Preferred	\$70	\$70	\$70

- Retail – Non-Network Copays (up to 30 day supply)  
Participant pays the greater of the applicable Network copay or balance remaining after the program pays 75% of the network retail cost.

- Mail Order Copays (up to 90 day supply subject to Advanced Control Specialty Formulary provisions)

	2017	2018	2019
Generic	\$18	\$18	\$18
Preferred	\$70	\$70	\$70
Non-Preferred	\$140	\$140	\$140

- For more flexibility, 90 day prescriptions will continue to be available for pick-up at CVS pharmacies at mail order prices.
- The following provisions will continue to apply to Option1 & Option 2:

- Mandatory mail order for maintenance Rx – applies after 2<sup>nd</sup> fill at retail
- Specialty pharmacy program
- Personal Choice – 100% participant paid
- Mandatory Generic
- Compound medication limitation
- The following provisions will also apply to Option 1 & Option 2:
  - Advanced Control Specialty Formulary
  - New Standard Prescription Drug Formulary
  - Generic Step Therapy

**Dental**

- Effective June 1, 2017, Monthly premiums for 2017-2019:  
 Individual: \$7  
 Individual + 1: \$14  
 Family: \$23

**Vision**

- Effective June 1, 2017, Monthly premiums for 2017-2019:  
 Individual: \$2  
 Individual + 1: \$5  
 Family: \$8

**Short-Term Disability**

- Employees hired on or before December 4, 2015 will remain in the AT&T Southeast Disability Benefits Program.
- Employees hired after December 4, 2015 will be covered by the AT&T Disability Income Program. Short-term disability benefits and the other sources of income received are designed to replace 60 percent or 100 percent of Pay, based on service as shown below:

<u>NCS/TOE</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 or more years	26 weeks	0 weeks

**Wellness Program**

- Employees will be eligible for the AT&T Your Health Matters Program. The program includes:
  - Personal coaching
  - Expanded disease management programs including: Asthma, Congestive Heart Failure, Coronary Artery Disease, Diabetes and Chronic Obstructive Pulmonary Disease
  - Robust web-based tools

## **Work Rules**

- All Addendum work rules effective by December 25, 2016
- All employees will be exempt from test qualifications for their new title
- Employees moving into the Wire Technician title will be grandfathered if they are unable to pass pole climbing training
- All employees current DTV time-in-title will be credited toward their new title
- Employees moving into the Wire Technician title will be allowed to continue participation in the DTV Home Garaging program until August 1, 2017. On August 1, 2017 DTV employees will transition to the AT&T UFO Home Garaging Program.
- Selection of work schedules by seniority
- Guaranteed opportunity to work 40 hours in a week
- Guaranteed one weekend off per month
- Limit of 14 hours of mandatory overtime in a week
- Time worked on Sundays and holidays included in 40 hour overtime build
- Personal days off and absences for Union business included in 40 hour overtime build
- Time worked on Sunday paid at the overtime rate
- Selection of employees for overnight trips by seniority
- Three (3) paid bereavement days for death in the immediate family
- Process to request movement within the Company
- Grievance and arbitration process
- Educational assistance

**Additional Details can be found on the CWA District 3 Webpage:**

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## WAGE SCALE 6

Wire Technician

### Weekly Wage Rates

#### Zone A / Wage Area I

11/12/16	463.50	507.00	554.50	606.50	663.50	726.00	794.00	868.50	950.00
09/03/17	463.50	508.50	557.50	611.50	671.00	736.00	807.50	885.50	971.50
09/02/18	463.50	510.00	561.00	617.50	679.50	747.50	822.50	905.00	996.00

#### Zone B / Wage Area II

11/12/16	419.00	463.50	513.00	568.00	628.50	695.50	770.00	852.00	943.00
09/03/17	419.00	465.00	516.00	572.50	635.50	705.50	782.50	868.50	964.00
09/02/18	419.00	466.50	519.00	578.00	643.50	716.00	797.50	887.50	988.00

#### Zone C

11/12/16	384.50	429.00	478.50	533.50	595.00	663.50	740.00	825.50	920.50
09/03/17	384.50	430.00	481.00	538.00	601.50	672.50	752.50	841.50	941.00
09/02/18	384.50	431.50	484.00	543.00	609.00	683.00	766.50	860.00	964.50

**WAGE SCALE 46**

Administrative Support Assistant

Weekly Wage Rates

**Zone A / Wage Area I**

11/12/16	449.50	461.50	474.00	487.00	500.00	513.50	527.50	541.50	556.00	571.00	586.50
09/03/17	449.50	462.50	476.00	490.00	504.50	519.00	534.50	550.00	566.00	582.50	599.50
09/02/18	449.50	464.00	478.50	494.00	509.50	525.50	542.50	559.50	577.50	595.50	614.50

**Zone B / Wage Area II**

11/12/16	432.50	444.50	456.50	469.00	482.00	495.50	509.00	523.00	537.50	552.50	567.50
09/03/17	432.50	445.50	458.50	472.50	486.50	501.00	516.00	531.50	547.00	563.50	580.50
09/02/18	432.50	446.50	461.00	476.00	491.50	507.00	523.50	540.50	558.00	576.00	595.00

**Zone C**

11/12/16	420.00	431.50	443.00	455.00	467.00	479.50	492.50	506.00	519.50	533.50	548.00
09/03/17	420.00	432.50	445.00	458.00	471.50	485.00	499.50	514.00	529.00	544.50	560.50
09/02/18	420.00	433.50	447.00	461.50	476.00	491.00	507.00	523.00	539.50	556.50	574.50

**WAGE SCALE 47**

Office  
Coordinator

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Weekly Wage Rates

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**Zone A / Wage Area I**

11/12/16	500.00	516.50	533.50	551.50	569.50	588.50	608.00	628.00	649.00	670.50	692.50
09/03/17	500.00	517.50	536.00	555.00	574.50	595.00	616.00	638.00	660.50	684.00	708.00
09/02/18	500.00	519.00	538.50	559.00	580.50	602.50	625.50	649.00	673.50	699.00	726.00

**Zone B / Wage Area II**

11/12/16	461.50	479.00	497.50	517.00	536.50	557.50	578.50	601.00	624.00	648.00	673.00
09/03/17	461.50	480.50	500.00	520.50	541.50	563.50	586.50	610.50	635.50	661.00	688.00
09/02/18	461.50	481.50	502.50	524.00	547.00	570.50	595.50	621.00	648.00	676.00	705.50

**Zone C**

11/12/16	420.00	439.00	459.00	479.50	501.50	524.00	548.00	572.50	598.50	625.50	654.00
09/03/17	420.00	440.00	461.00	483.00	506.00	530.00	555.00	581.50	609.50	638.50	668.50
09/02/18	420.00	441.00	463.00	486.50	511.00	536.50	563.50	592.00	621.50	652.50	685.50

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**WAGE SCALE 48**

Warehouse Assistant

**Weekly Wage Rates**

**Zone A / Wage Area I**

11/12/16	490.50	507.50	525.50	544.00	563.00	583.00	603.50	624.50	646.50	669.00	692.50
09/03/17	490.50	509.00	528.00	547.50	568.00	589.50	611.50	634.00	658.00	682.50	708.00
09/02/18	490.50	510.00	530.50	551.50	573.50	596.50	620.50	645.50	671.00	698.00	726.00

**Zone B / Wage Area II**

11/12/16	442.50	461.50	481.00	502.00	523.50	545.50	569.00	593.50	619.00	645.50	673.00
09/03/17	442.50	462.50	483.50	505.00	528.00	552.00	576.50	603.00	630.00	658.50	688.00
09/02/18	442.50	463.50	485.50	509.00	533.00	558.50	585.50	613.50	642.50	673.00	705.50

**Zone C**

11/12/16	420.00	439.00	459.00	479.50	501.50	524.00	548.00	572.50	598.50	625.50	654.00
09/03/17	420.00	440.00	461.00	483.00	506.00	530.00	555.00	581.50	609.50	638.50	668.50
09/02/18	420.00	441.00	463.00	486.50	511.00	536.50	563.50	592.00	621.50	652.50	685.50