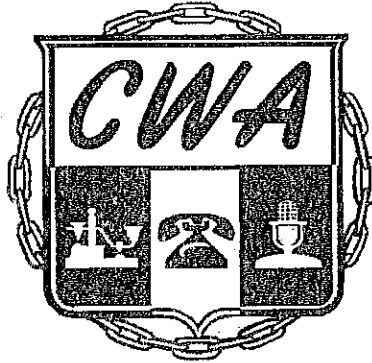


2019 CWA/BST Contract Explanation



Friday, September 6, 2019

Contents

Section 1 – Common Interest Table

Section 2 – BST Table

Section 3 – Utility Operations Table

2019 CWA/BST Contract Explanation

Friday, September 6, 2019

Section 1 – Common Interest Table

Proposal Number	Title	Page #
CP.01.00	National Transfer Plan MOA	3
CP.02.00	Excise Tax MOA	11
CP.03.01	Union Dues Deduction MOA	14
CP.04.00	CVS Caremark Letter	24
CP.05.00	Company Wellness Letter	26
CP.06.00	Nanodegree Program Letter	29
CP.07.00	Renewal of Existing MOAs & Letters	31
	Pay by the Minute Time Reporting Letter	33
	Temporary Modified Duty Letter	34
	Vacation Entitlement Date Letter	35
	Incorrect Title Letter	36
	Pension Band for SIPP Letter	37
	Military Leave of Absence Letter	38
	Excused Time for Union Duties – FMLA Eligibility Letter	40
	COPE Payroll Deductions MOA	41
	Successorship Agreement MOA	43
	Neutrality & Card Check Recognition MOA	44
	Seniority Tie Breaker Letter	52
CP.08.00	Eliminate Presidential Council MOA	54
CP.09.00	Aligning for Success MOA	56
CP.10.00	Appointed Positions MOU: Partnership & Process Improvement	61
CP.11.00	Appointed Positions MOU: Benefits (Managed Care Specialist & Claims Facilitator)	65
CC.01.06	2019 Benefits MOA & Exhibits	69
	2019 Benefits Agreement	70
	Exhibit 1 – BST, Billing and Utility Operations Benefits Outline Summary	82
	Exhibit 2 – Post-Retirement Health VEBA Trust	95
	Tobacco Use Contribution – Engagement Definition Letter	96
	HSA Letter (Option 2 - High Deductible Health Plan Eligibility)	97
CC.02.03	Economic Offer	98
	Attachment 1 – Wages	99
	Attachment 2 – Success Sharing Plan	101
CC.12.00	Paid Parental Leave Letter	105
CC.21.00	Joint Contract Training Letter	107
	HSA Letter (Establishment of Company Sponsored HSA)	110

COMPREHENSIVE COMPANY PACKAGE

The Company Proposes:

1. Stand on CP.01.00 – National Transfer Plan passed on 7/19/2019
2. Stand on CP.02.00 – Excise Tax MOA passed on 7/19/2019
3. **New Pass – CP.03.01 – Union Dues MOA**
4. Stand on CP.04.00 – CVS Letter passed on 7/19/2019
5. Stand on CP.05.00 – Company Wellness Letter passed on 7/19/2019
6. Stand on CP.06.00 – Nanodegree Program passed on 8/16/2019
7. **New Pass – CP.07.00 – MOAs and Letters**
8. **New Pass – CP.08.00 – Eliminate Presidential Council**
9. **New Pass – CP.09.00 – Aligning for Success**
10. **New Pass – CP.10.00 – Appointed Positions (PARTNERSHIP & Process Improvement)**
11. **New Pass – CP.11.00 – Benefits Appointed Position**
12. **New Pass – CC.01.06 – Benefits**
13. **New Pass – CC.02.03 – Wages**
14. Stand on CC.12.00 – Paid Parental Leave passed on 8/16/2019
15. **New Pass – CC.21.00 – Joint Contract Training**

Union Withdraws:

1. UP.01.05 – Healthcare
2. UP.02.02 – Wages
3. UP.06.00 – Improved Terms & Conditions for Military Leave Employees
4. UP.09.00 – Improve Annual Bonus Program
5. UP.10.00 – Improve Service Bridging Rules
6. UP.11.00 – No involuntary layoffs for life of the contract
7. UP.12.00 – Paid Parental Leave
8. UP.13.00 – Improve Discounts for Employees and Retirees
9. UP.14.01 – Absences connected to approved STD Claim
10. UP.15.00 – Carry over vacation after STD case
11. UP.16.00 – Eligibility for Company provided medical after layoff at Company's expense
12. UP.18.00 – Parking Reimbursement
13. UP.19.00 – Uniform Program
14. UP.20.00 – Paid Time off for Wellness/Preventive Appointments
15. UP.21.00 – Joint Contract Training

Proposal ID: Comprehensive Company Package
AT&T Proprietary (Restricted)

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Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.01.00	Company Proposal	CI	BST/BBI

Step	Date Proposed	Time Proposed
Proposal	7/19/2019	3:54 PM
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
MOA	

Summary	National Transfer Plan
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2019 BARGAINING PROPOSAL

See attached MOA.

Proposal ID: CP.01.00
AT&T Proprietary (Restricted)

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MEMORANDUM OF AGREEMENT
NATIONAL TRANSFER PLAN

In response to the CWA's concern for its members' employment security and its expressed interest in removing impediments to movement between various AT&T Companies identified in the attachments to this Memorandum, as long as they remain wholly-owned subsidiaries of AT&T, the Company agrees to extend the Intersubsidary Movement (IMF) process and the CWA Surplus Exchange (CSE) process with the following modifications:

IMF:

1. Eligible employees will receive priority placement before external hires after regional contract processes for any bargaining unit job for which they qualify. The qualification criteria utilized will be the same qualification criteria utilized for the regional contractual processes.
2. In situations where there are equally qualified employees eligible and interested in the same position at the receiving Company, eligible employees will be offered the position in order of seniority. If needed, the tie breaker for employees with the same seniority will be the last four digits of their social security number with the higher number being the more senior.
3. When a bargained-for employee moves among bargaining units of the Company covered by this Memorandum of Agreement treatment of vacation time, the Designated Holiday (DH), Floating Holidays (FHs), and Excused Work Days (EWDs) or their equivalent (covered time) will be treated as follows:
 - A covered employee will be eligible for covered time for the current vacation year at the new entity based on the existing labor agreements at that entity. Any covered time already taken at the former entity will be deducted from equivalent covered time for which the employee is eligible at the new entity; the remaining covered time will be scheduled at the new entity subject to needs of the business.
 - Covered time carried over from the prior vacation year must be disposed of, i.e., paid in lieu of or taken at the former entity.
 - In no case will an employee's movement from one entity to another result in the double payment for covered time.
4. Employees who have held the Premises/Wire Technician job title, or any job title in an agreement or appendix to an agreement that provides for the terms and conditions of employment for Premises/Wire Technicians ("Premises/Wire Technician Agreements"), are eligible for IMF, but shall be treated as provided in

this paragraph. Any employee who has ever held a position in a Premises/Wire Technician Agreement will be treated by any receiving company that is party to this IMF agreement and that also is party to a Premises/Wire Technician Agreement as if they were received from their own Premises/Wire Technician Agreement for all purposes. If the receiving company does not have a Premises/Wire Technician Agreement, then employees transferring to that company shall receive the benefits applicable to other bargained-for employees with similar service in the receiving company, except for pension and post-retirement medical and dental benefits; instead, 1) such employees shall participate in the Bargained Cash Balance Program 2 and 2) if such employee meets the eligibility requirements for post-retirement benefits upon termination, the former employee will pay contributions equal to 50% of the total cost of coverage for post-retirement medical and dental coverage if the former employee is not Medicare eligible and will not be eligible for medical or dental post-retirement coverage if Medicare eligible.

5. Employees selected to fill openings in accordance with terms outlined above, will have their Term of Employment (TOE, which was previously known as Net Credited Service or NCS) or Seniority at the departing company recognized by the receiving Company's pension plan or program, subject to the receiving Company's service bridging rules. However where pensions are applicable, the TOE or Seniority will be recognized by the receiving company's pension program only for vesting, participation and eligibility service purposes, but not pension credit or accrual purposes. Further, the service performed at the receiving company will be counted in the departing company's pension plan or program, but only for vesting, participation and eligibility purposes (not for pension credit purposes). In no event will a period of service count as pension credit or accrual service in more than one AT&T pension plan or program (in other words, no double counting of service for pension credit or accrual purposes).
6. Unless expressly provided to the contrary by the Benefits Agreement in the Core Collective Bargaining Agreement, employees transferring to companies under this Agreement will receive active benefits and any post-retirement benefits under the benefit plans or programs and subject to the terms of the contractual Benefits provisions of the receiving company.

CSE:

1. Surplus employees who express interest in available positions in participating companies will receive priority placement before external hires after regional contract processes for any bargaining unit job for which he/she qualifies. The qualification criteria utilized will be the same qualification criteria utilized for the regional contractual processes.

2. Employees who are declared surplus and subsequently involuntarily laid off who express interest in available positions in participating companies will receive priority placement before external hires after regional contract processes for any bargaining unit job for which he/she qualifies for a period of twelve (12) months following their involuntary lay off. The qualification criteria utilized will be the same qualification criteria utilized for the regional contractual processes.
3. In situations where there are equally qualified employees eligible and interested in the same position at the receiving Company, eligible employees will be offered the position in order of seniority. If needed, the tie breaker for employees with the same seniority will be the last four digits of their social security number with the higher number being the more senior.
4. Any CWA-represented regular employee covered by a CWA Labor Agreement held by a participating company whose work is moving from that company to another participating company may be offered the opportunity to follow their work. Such offer will be subject to the need for additional employees at the receiving Company and all applicable qualifications and selection criteria at the receiving Company. Employees who select this option in lieu of any severance payment and who are placed at and report to, the receiving Company, will receive payment for Relocation Allowance per the applicable terms and conditions of the collective bargaining agreement at their former Company. This Relocation Allowance will be paid when 1) the employee relocates his/her home residence as a result of following the work; and 2) the employee's new place of reporting is fifty (50) miles or greater road miles by the most direct route farther from their residence than was the old report location.
5. Any CWA-represented regular employee covered by a CWA Labor Agreement held by a participating company who becomes surplus and is offered a job, through the CSE process, in another participating company, will receive payment for Relocation Allowance per the applicable terms and conditions of the collective bargaining agreement at their former Company. Employees who accept a job offer in lieu of any severance payment and who are placed at and report to, the new location will receive payment for this Relocation Allowance when 1) the employee relocates his/her home residence; and 2) the employee's new place of reporting is fifty (50) miles or greater road miles by the most direct route farther from their residence than was the old report location.
6. When a bargained-for employee moves to another bargaining unit of the Company covered by this Memorandum of Agreement treatment of vacation time, the Designated Holiday (DH), Floating Holidays (FHs), and Excused Work Days (EWDs) or their equivalent (covered time) will be treated as follows:

- A covered employee will be eligible for covered time for the current vacation year at the new entity based on the existing labor agreements at that entity. Any covered time already taken at the former entity will be deducted from equivalent covered time for which the employee is eligible at the new entity; the remaining covered time will be scheduled at the new entity subject to needs of the business.
 - Covered time carried over from the prior vacation year must be disposed of, i.e., paid in lieu of or taken at the former entity.
 - In no case will an employee's movement from one entity to another result in the double payment for covered time.
7. Employees who have held the Premises/Wire Technician job title, or any job title in an agreement or appendix to an agreement that provides for the terms and conditions of employment for Premises/Wire Technicians ("Premises/Wire Technician Agreements"), are eligible for CSE, but shall be treated as provided in this paragraph. Any employee who has ever held a position in a Premises/Wire Technician Agreement will be treated by any receiving company that is party to this CSE agreement and that also is party to a Premises/Wire Technician Agreement as if they were received from their own Premises/Wire Technician Agreement for all purposes. If the receiving company does not have a Premises/Wire Technician Agreement, then employees transferring to that company shall receive the benefits applicable to other bargained-for employees with similar service in the receiving company, except for pension and post-retirement medical and dental benefits; instead, 1) such employees shall participate in the Bargained Cash Balance Program 2 and 2) if such employee meets the eligibility requirements for post-retirement benefits upon termination, the former employee will pay contributions equal to 50% of the total cost of coverage for post-retirement medical and dental coverage if the former employee is not Medicare eligible and will not be eligible for medical or dental post-retirement coverage if Medicare eligible.
8. Employees selected to fill openings in accordance with terms outlined above, will have their Term of Employment (TOE, which was previously known as Net Credited Service or NCS) or Seniority at the departing company recognized by the receiving Company's pension plan or program, subject to the receiving Company's service bridging rules. However, the TOE or Seniority will be recognized by the receiving company's pension program only for vesting, participation and eligibility service purposes, but not pension credit or accrual purposes. Further, the service performed at the receiving company will be counted in the departing company's pension plan or program, but only for vesting, participation and eligibility purposes (not for pension credit purposes). In no event will a period of service count as pension credit or accrual service in more than one AT&T pension plan or program

(in other words, no double counting of service for pension credit or accrual purposes).

9. Unless expressly provided to the contrary by the Benefits Agreement in the Core Collective Bargaining Agreement, employees transferring to companies under this Agreement will receive active benefits and any post-retirement benefits under the benefit plans or programs and subject to the terms of the contractual Benefits provisions of the receiving company.

Order of Consideration:

Job offers made under IMF or CSE will follow the order of consideration below after regional contract processes for any bargaining unit job for which he/she qualifies.

- (1) Surplus employees currently on the payroll and surplus employees involuntarily laid off within the last twelve (12) months
- (2) Current employees using the IMF process

For both IMF and CSE, 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 between said companies as a result of this Agreement. Further, the Union will not, on the basis of this Agreement or change in operations or practices made by 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 Memorandum, unless and until such time as this commitment is terminated by the mutual written agreement of the parties.

This Agreement shall be subject to the grievance and arbitration procedures of the affected employee's collective bargaining agreement.

FOR THE UNION:

FOR THE COMPANY:

Richard Honeycutt
Vice President
CWA District 3

~~Michael Keith~~ **Diane Bradley**
Vice President
Labor Relations

**ATTACHMENT A
CURRENT PARTICIPATING COMPANIES
COVERED BY INTERSUBSIDIARY MOVEMENT**

~~Ameritech Services, Inc.~~
AT&T Billing Southeast, LLC
AT&T Corp.
AT&T Customer Services, Inc.
AT&T Mobility Services, LLC
~~AT&T Mobility, LLC~~
AT&T Mobility Puerto Rico Inc.
AT&T of the Virgin Island, Inc.
AT&T Services, Inc.
~~BellSouth Communication Systems, LLC~~
BellSouth Telecommunications, LLC
DIRECTV 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
Teleport Communications America, LLC
Wisconsin Bell Inc.

**ATTACHMENT B
CURRENT PARTICIPATING COMPANIES
COVERED BY CWA SURPLUS EXCHANGE**

~~Ameritech Services, Inc.~~
AT&T Billing Southeast, LLC
AT&T Corp.
AT&T Customer Services, Inc.
AT&T Mobility Services, LLC
~~AT&T Mobility, LLC~~
AT&T Mobility Puerto Rico Inc.
AT&T of the Virgin Island, Inc.
AT&T Services, Inc.
~~BellSouth Communication Systems, LLC~~
BellSouth Telecommunications, LLC
DIRECTV 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
Teleport Communications America, LLC
Wisconsin Bell Inc.

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.02.00	Company Proposal	CI	ALL

Step	Date Proposed	Time Proposed
Proposal	7/19/2019	3:58 PM
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
MOA	

Summary	Excise Tax MOA

2019 BARGAINING PROPOSAL

See attached MOA.

Proposal ID: CP.02.00

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MEMORANDUM OF AGREEMENT

EXCISE TAX

This Memorandum of Agreement ("Memorandum") covers the agreement reached between BellSouth Telecommunications, LLC ("BST"), Bell South Telecommunications, LLC for Utility Operations (Utility Operations"), and AT&T Billing Southeast, LLC ("Billing") hereinafter referred to collectively as "Company" and the Communications Workers of America/Communications Workers of America District 3, AFL-CIO ("Union") during negotiations for the ~~2015~~ **2019** Collective Bargaining Agreements ("CBAs") between the Company and the Union ("Parties"), commonly referenced as the "~~2015~~ **2019** Southeast Contracts", concerning how they have agreed to account for risk of application of the excise tax on high-cost employer-sponsored health coverage ("Excise Tax") pursuant to the Patient Protection and Affordable Care Act ("PPACA"). To account for such risk, the Parties hereby agree as follows *for any year the Excise Tax is in effect*.

1. In the event the Company determines, using the "look forward" approach, that at any time during *a plan year in which the Excise Tax is in effect* ~~2018~~, the aggregate cost of the applicable employer-sponsored coverage provided under AT&T medical plans or programs for employees and eligible retired employees covered by the CBA ("employees") will exceed the threshold(s) that would trigger the Excise Tax, then the Parties will reopen negotiations solely with respect to such applicable employer-sponsored coverage to discuss contributions, plan designs, program changes, or other factors to avoid imposition of the Excise Tax. The Company must inform the Union as soon as practicable, *but* no later than March 1 *of the prior plan year*, ~~2017~~ of such determination and negotiations will begin on or about March 16 *of the prior plan year*, ~~2017~~. Both Parties agree to work together in good faith to address the issues and avoid the Excise Tax at any time during the ~~2018~~ *forthcoming impacted* plan year while maintaining the most recent estimate of employee costs with respect to the applicable employer-sponsored coverage for the ~~2018~~ *forthcoming impacted plan year's* plan design as reflected by Exhibit 1 to the "~~2015~~ **2019** Benefit's Agreement". The Parties will determine how the reallocation, if any, from the modifications to contributions, plan designs, program changes, or other factors will be applied for maintaining those employee costs. The avoidance of any Excise Tax payments that would have otherwise been applied will not be considered in the calculations.

2. At the same time as the Company notifies the Union of its determination in Section 1 above, the Company shall provide the Union information necessary for consideration of such modifications and for the development of proposals. This information will include, but not be limited to, the most recently available data for ~~2016~~ *the plan year two years prior to the impacted plan year, including* plan and/or program costs, utilization and enrollment. Each party shall share with the other the methodology underlying the respective party's calculation of plan and program costs for the applicable employer sponsored coverage for employees and the estimate of Excise Tax impact under various assumptions and approaches allowed by regulations. Such calculation will combine costs associated with ~~Option 1 and Option 2~~ *all applicable AT&T medical plan option(s)* in determining the cost of coverage if allowed by final IRS regulations. Such calculation will not include the cost of dental and vision coverage if those costs are excluded or can be excluded under final Internal Revenue Service (IRS) regulations.

3. If after discussions the Parties are unable to agree on modifications to contributions, plan designs, program changes, and other factors by April 15 *of the year prior to the impacted plan year*, ~~2017~~, provided any and all information-sharing issues are resolved, including by accelerated* arbitration if necessary, the Parties will submit their respective proposals to a mutually agreed upon third party

actuarial consultant for a final and binding decision. Such third party actuarial consultant shall have knowledge and understanding of medical plans and plan designs and shall be from one of the following companies: Willis Towers Watson, Aon Hewitt, Mercer, Cheiron, or Milliman (*or if necessary, another qualified company mutually agreed upon between the parties*). The third party actuarial consultant's authority shall be to review each proposal and to select the proposal which most equitably achieves the goals of the negotiations, i.e. to avoid application of the Excise Tax at any time during the *impacted 2018* plan year while maintaining the most recent estimate of employee costs with respect to the applicable employer sponsored coverage for the *2018 impacted plan year* plan design as reflected by Exhibit 1 to Article 19. The third party actuarial consultant shall provide its decision no later than May 15, ~~2017~~ *of the plan year prior to the impacted plan year* for implementation and inclusion in the *impacted* subsequent-year's program design changes. The third party decision shall not exceed its authority set forth above. The Parties will split the cost of the third party's fees 50%/50%. The third party actuarial consultant's decision is subject to the same limited review as any other arbitration award under Section 301 of the Labor Management Relations Act.

4. Any changes agreed upon by the parties or determined by the third party actuarial consultant shall only become effective January 1 *of the impacted plan year, 2018* if the excise tax becomes effective for the plan in ~~2018~~ *would otherwise apply and be payable for that year.*

5. The parties shall meet at least one time each year, commencing in September *of the year that is two years before the year in which the Excise Tax law would first be in effect, 2016* to review and discuss the estimated plan costs using the most recent cost data. Discussion shall include *then* current plan costs, past projections of costs and any corrections that may better assist in efforts to derive or estimate projections.

6. The provisions of this MOA shall not apply to any plan year *where the Excise Tax is not in effect other than 2018. If the Excise Tax is repealed, this letter shall not apply (is null and void).*

Either party's failure to abide by the terms of this Memorandum of Agreement shall be subject to the grievance and an accelerated* arbitration except for the manner of performing the Excise Tax calculations and the reallocation, if any, specified in Paragraphs 1 and 2, and Paragraph 3 and its outcome.

AGREED:

FOR THE UNION:

FOR THE COMPANY:

*Accelerated arbitration may not change or jeopardize the timeline provided in this MOA. Both parties agree to work in good faith to ensure a timely decision may be issued to allow for the timely completion of the third party actuarial process in paragraph 3.

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.03.01	Company Proposal	CI	ALL

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
MOA	CP.03.00

Summary	Renews the Union Dues Deduction MOA and provides a letter of understanding regarding the Payroll Deduction Authorization cards.
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2019 BARGAINING PROPOSAL

See attached MOA.

Proposal ID: CP.03.01

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MEMORANDUM OF UNDERSTANDING UNION DUES DEDUCTIONS

This Memorandum is made and entered into this ____ day of _____, with respect to the following collective bargaining agreements: BellSouth Telecommunications, LLC; AT&T Billing Southeast, LLC; and Utility Operations (the AT&T Companies which employ individuals in these bargaining units are, for ease of reference, herein collectively referred to as the "Company"). This memorandum sets forth the terms and conditions under which the Company will withhold and remit union dues on behalf of Company employees who are represented by the Communications Workers of America (herein referred to as the "Union").

Whereas, the Company and the Union have agreed that the terms of this agreement have been in effect since ~~August 9, 2015~~ **August 4, 2019** and will apply retroactively to that date, and

Whereas, the Company and the Union have agreed in the Payroll Dues Deduction articles of their Working Agreements, that the Company make payroll deductions of Union dues or an amount equal to Union dues upon the written direction and consent of eligible employees of the Company, and

Whereas, the Company and the Union desire to set forth in this Memorandum the procedures to be followed in the operation of this payroll deduction plan,

Now, therefore, the Company and the Union agree as follows:

1. It is the intent of the Company to comply with the terms and conditions contained in payroll deduction authorizations signed by participating employees, including time periods specified in such authorizations for participating employees to cancel authorizations for such payroll deductions. The parties acknowledge the existence of several types of deduction authorization cards issued by the Union prior to the date of this Memorandum that remain in effect and whose provisions will be honored by the Company.
2. It is understood and agreed that only two (2) types of cards, lettered "C-KP" and "G" and attached hereto, will be provided by the Union and will be accepted by the Company on and after the effective date of this Memorandum. The card lettered "C-KP" has been and will continue to be used only in states where mandatory dues payments are lawful, and where contract terms necessary to effect such deductions have been included in the Working Agreement in effect at the time that the deductions are to be made.
3. The Company agrees to make authorized deductions from only the first two check dates in each month. For an authorized deduction to be effective, for the

first or second pay day in the month, the card must have been received by the AT&T Personnel Records Center by the last work day before the end of the given payroll period (usually the Friday before a payroll period closes on Saturday). Authorization cards should be forwarded to the AT&T Personnel Records Center as they are accepted by the Union.

4. The Union agrees, before transmitting such payroll deduction authorization cards to the AT&T Personnel Records Center handling the payroll, to review them and verify they have been properly completed by the employee and the employee is within the bargaining unit represented by the Union. Insofar as it is able to do so, the Union agrees not to transmit to the Company any card that has not been so verified.
5. Deductions will not be made for less than the full amount authorized by the employee.
6. When there are insufficient funds to cover all payroll deductions authorized by the employee, then Union dues deductions and deductions for allotments to the Savings and Security Plan, respectively, shall have priority over all authorized deductions except those required by law and those authorized deductions for insurance.
7. The Company agrees, where necessary, to provide for make-up of missed deductions where failure to deduct is the result of insufficient pay for reasons other than unauthorized absence. As such, the Company agrees to reimburse, at the direction of the Union and on a case-by-case basis, make-up deductions taken in excess of two pay periods.
8. Deductions made during a month in which an employee's status changes so that such deductions are no longer applicable will be remitted for the partial month in which they were collected prior to the change.
9. The Union agrees that the Company may refund to employees deductions which are improperly made and deduct the amount of such refunds from a subsequent remittance to the Union.
10. The Union shall indemnify and ~~save~~ **hold** the Company harmless against any and all claims, demands, suits, litigation expenses (including attorneys' fees) or other forms of liability which may arise out of or by reason of action taken or not taken by the Company for the purpose of complying with any of the provisions of this Memorandum, or in reliance on any authorization or assignment furnished under the Memorandum.

11. Remittance of union dues deductions made in any month will be made by the Company to CWA National in Washington D.C. This remittance includes union dues deducted in the month for the following:

- CWA Legacy AT&T East Labor Contracts
- CWA Legacy AT&T Midwest Labor Contracts
- CWA AT&T Mobility Labor Contracts
- CWA AT&T Southeast Labor Contracts
- CWA AT&T Southwest Labor Contracts
- CWA Legacy AT&T (pre-SBC merger) Labor Contracts

Note: The CWA AT&T West Labor Contracts have union dues remitted later in the month to CWA National in Washington, D.C.

The Company creates four separate union dues interface files. Three are created on the last calendar day of each month for dues deducted in the current month for all CWA AT&T Labor contracts except CWA AT&T West Labor. This fourth file is created after the first check date in the month. All four files are electronically sent (FTP) to CWA National upon creation. Four separate monthly remittance reports are created from the four interface files and the Company typically processes the remittances within two working days of the remittance reports becoming available. The interface files report the union local based on where employees are at the end of each month.

The four monthly interface files contain the following data elements as reported to CWA National.

1. SSN
2. LAST NAME
3. FIRST NAME
4. MIDDLE INITIAL
5. HOME STREET1
6. HOME STREET2
7. HOME CITY
8. HOME STATE
9. HOME ZIPCODE
10. UNION LOCAL
11. WORK LOCATION
12. DUES AUTHORIZED
13. DUES DEDUCTED (non-tpa)
14. DUES DEDUCTED (AWARDS)
15. WEEKLY BASE WAGE
16. NCS DATE
17. BIRTH DATE

18. JOB CLASSIFICATION
19. STATUS CODE
20. STATUS CODE CHANGE DATE
21. SEX CODE
22. BUILDING CODE
23. DEPARTMENT(UNION CODE)
24. BASIC HOURS OF WORK
25. JOB NUMBER
26. JOB DESCRIPTION
27. WORK STREET
28. WORK ROOM
29. WORK CITY
30. WORK STATE
31. WORK ZIPCODE
32. HALF-PAY DISABILITY CODE
33. FILLER
34. NON-MEMBER INDICATOR
35. COMPANY CODE
36. AWARD AMOUNT
37. INITIATION FEE
38. COST CENTER

The Company reports the following status codes on the monthly interface files.

- 01 – New Hire
- 04 – Rehire (History in current payroll system)
- 05 – Rehire (No history in current payroll system)
- 07 – Separate/Rehire (used for a separation and subsequent rehire with no break in service)
- 31 – Placement
- 37 – Mgt Sub Mvmt W/I eLink
- 40 – Mgt Sub Mvmt to eLk-No Hist
- 43 – Mgt Sub Mvmt to eLk w/Hist
- 46 – Mgt Sub Mvmt out of eLink
- 49 – Nmgt Sub Mvmt W/I eLink
- 52 – Nmgt Sub Mvmt to eLk-NoHist
- 55 – Nmgt Sub Mvmt to eLk w/Hist
- 58 – Nmgt Sub Mvmt out of eLink
- 61 – Begin Leave of Absence
- 64 – Extend Leave of Absence
- 67 – Return From Leave of Absence
- 79 – Separation from Service
- 82 – Work completed

- 85 – Dismissed
 - 88 – Deceased
12. The Company will notify the Union each month of the name, department, and work location of all represented employees who separated from service during the preceding month.
 13. The Company will recognize methods of determining the amount to be deducted as certified to the Company by the Secretary-Treasurer of the Communications Workers of America. The regular monthly deductions may vary from Local to Local but shall be uniform within a Local. All such monthly deductions will be equated to the first and second payday in the month for the purpose of making deductions.
 14. The Union will furnish the Company a list of dues rates or percentages by Locals showing the jurisdiction of each Local and will keep the Company currently advised of any change in such dues rates or percentage or jurisdiction. Changes by a Local will be certified to the Company by the Secretary-Treasurer of the Communications Workers of America and handled as follows:
 - a. Under the percent basis for determining deductions, the Union will certify to the Company a percentage for each Local, to the nearest hundredth of a percent, which is to be applied to the basic pay.
 - b. Where percentage or hours pay authorizations are used the rate of pay to which the percentage will be applied will be the employee's rate in effect for the payroll period being processed.
 15. Changes in dues rates or percentages authorized by a Local will be certified to the Company by the Secretary-Treasurer of the Union. Such certifications will be submitted ninety (90) days or more prior to the month in which such changes are to occur.
 16. Employees who are promoted to acting management positions shall continue to have deductions made at the same dollar amount that was in effect immediately preceding the appointment to the acting management position.
 17. The Company will notify the Union forthwith of the Social Security Number, First and Last Name, work location, Job Title and date of cancellation of all authorizations canceled at the request of the employee.
 18. Authorizations for deductions will be automatically canceled when an employee leaves the service of the Company or goes on a leave of absence. However, if an employee has on file a written order authorizing a dues payroll deduction, he will

not be required to sign a new order when he returns from a leave of absence to have such deduction resumed.

19. Type "G" authorization cards may be revoked only during the ten-day periods referred to in the Working Agreement. Authorization cards, which by their terms are revocable at will, are not subject to the ten-day period referred to in the Working Agreement. The Union will ensure that the appropriate Payroll Office copy of the multi-copy authorization card is sent to the Company's Payroll Office.
20. Authorizations of employee dues deductions will automatically be transferred in case of Inter-Company and Intra-Company movement by the employee. Dues collected at the transferor and transferee locations will be remitted by those locations.
21. This Memorandum of Understanding shall expire contemporaneously with the termination date provided in the Duration of Agreement article of the Company Working Agreements that are subject to this Memorandum.

IN WITNESS WHEREOF, the foregoing Memorandum has been executed in the day and year first above written.

Communications Workers of America

BellSouth Telecommunications, LLC
AT&T Billing Southeast, LLC
Utility Operations

Richard Honeycutt
Vice President
District 3

~~Michael Keith~~ **Diane Bradley**
Vice President
Southeast Labor Relations

Date: _____

Date: _____

Exhibit 1

"G" Form
PAYROLL DEDUCTION AUTHORIZATION

(Print) Last Name Given Name Middle Name or Initial

Department Social Security Number Local Number

Work Location (City or Town) State Zip Code

Beginning in _____, _____, I hereby authorize _____ to deduct each month from my salary or wages, sickness or accident disability payments, other benefit payments, or vacation payments, an amount equal to the regular monthly Union dues as certified to the Company by the Secretary-Treasurer of the Communications Workers of America. This authorization is voluntarily made and is neither conditioned on my continuing as a member of the Union, nor given as the consideration for membership. Each amount so deducted shall be remitted by the Company to the Secretary-Treasurer of the Communications Workers of America or his duly authorized 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 shall continue in effect until canceled by written notice from the Secretary-Treasurer of the Communications Workers of America, or until canceled by an individual notice signed by me, and sent individually by certified mail to the Company with a copy to the Union, postmarked during the ten (10) day period prior to the termination date of the current or any subsequent Agreement between the Company and the Union, or during the same ten (10) calendar days in each year prior to the termination date of the then existing Agreement.

Date

Signature of Employee

"C-KP" Form
PAYROLL DEDUCTION AUTHORIZATION

(Print)	Last Name	Given Name	Middle Name or Initial
Department	Social Security Number	Local Number	
Work Location (City or Town)	State	Zip Code	

On the effective date entered on this card as indicated below, and continuing until canceled by written notice from me or from the Secretary-Treasurer of the Communications Workers of America, I hereby authorize the Company to deduct each month from my salary or wages, sickness or accident disability payments, other benefits payments, or vacation payments, the amount of my regular monthly dues or an amount equal to the monthly dues applicable to members as certified to the Company by the Secretary-Treasurer of the Union. Each amount so deducted shall be remitted by the Company to the Secretary-Treasurer of the Union or his duly authorized agent. If for any reason the Company fails to make such deduction, I authorize the Company to make such deduction in a subsequent payroll period.

Date	Signature of Employee
------	-----------------------



Diane Bradley
Vice President
Southeast Labor Relations

725 W. Peachtree St., NE
Room 5D-21
Atlanta, GA 30308

T: 678-917-3184
C: 201-650-6243
E: db1371@att.com

August 3, 2019

Mr. Richard Honeycutt
CWA Vice President
Communication Workers of America
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Honeycutt,

This will confirm our understanding that while the Parties reached a tentative agreement on the Union Dues Deductions Memorandum of Understanding, the Parties have further agreed that each CWA Local will ensure that Sensitive Personal information is protected.

Before forwarding the Payroll Deduction Authorization Cards to the Company, the CWA will either block out all but the last four digits of the Social Security Number OR block out the entire Social Security Number and replace it with the ATTUID of the employee.

Should there be a failure to follow the above agreed upon practice, the Parties will work together to ensure compliance to protect the Sensitive Personal Information of our employees and your members.

Sincerely,

Diane Bradley
Vice President
Labor Relations

Acknowledged:

Richard Honeycutt

Date

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.04.00	Company Proposal	CI	ALL

Step	Date Proposed	Time Proposed
Proposal	7/19/2019	4:11 PM
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
2019 CVS Letter	

Summary	
	Allows 90 day prescriptions for maintenance drugs to be purchased at CVS pharmacies at the lower mail order rates. This is the same letter from the 2015 Agreement with a date and signature change only.

2019 BARGAINING PROPOSAL

1. CVS Caremark Letter

Proposal ID: CP.04.00
AT&T Proprietary (Restricted)

"For planning and discussion purposes only by the Labor Relations Collective Bargaining Team."
Only for use by authorized individuals or any above-designated team member within the AT&T companies and not for general distribution. This is a planning document only and is not to be construed as a statement of company policy.



Diane Bradley
Vice President
Southeast Labor Relations

725 W. Peachtree St., NE
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C: 201-650-6243
E: db1371@att.com

August 3, 2019

Mr. Richard Honeycutt
Vice President
Communications Workers of America
3516 Covington Highway
Decatur, Ga. 30032

RE: CVS Caremark

Dear Mr. Honeycutt,

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 employees. 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,

Diane Bradley
Vice President
Southeast Labor Relations

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.05.00	Company Proposal	CI	ALL

Step	Date Proposed	Time Proposed
Proposal	7/19/2019	4:12 PM
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
2019 Company Wellness Letter	

Summary	This letter provides continued coverage to employees in the AT&T Your Health Matters and Your Money Matters.
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2019 BARGAINING PROPOSAL

1. Company Wellness Letter

Proposal ID: CP.05.00
AT&T Proprietary (Restricted)

"For planning and discussion purposes only by the Labor Relations Collective Bargaining Team."
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Diane Bradley
Vice President
Southeast Labor Relations

725 W. Peachtree St., NE
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E: db1371@att.com

August 4, 2019

Mr. Richard Honeycutt
Vice President, District 3
Communications Workers of America
3516 Covington Highway
Decatur, GA 60515

RE: Company Wellness

Dear Mr. Honeycutt:

Bargained AT&T Southeast Employees shall continue to be eligible to participate in the AT&T Your Health Matters and Your Money Matters Programs as provided below.

The Your Health Matters and Your Money Matters Programs include Wellbeing Resources, Programs and Tools as they change from time to time, as well as access to an online portal with a variety of tools and resources. Below are examples of the benefits and services that are available to eligible bargained Employees under Your Health Matters and Your Money Matters:

Wellness Programs

- Medical Decision Support,
- Coaching topics, including but not limited to the following: weight management, exercise, stress management, tobacco cessation, healthy eating, appointment adherence, depression prevention, medication adherence and self-management.

Disease Management

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

Healthcare Price and Quality Transparency Tool

- Quality ratings and estimated costs for healthcare providers, physicians and specialists
- Reviews for nearby doctors, facilities and services
- Expert second opinion

Health Assessment and Portal

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 Your Health Matters and Your Money Matters programs as determined by the Company.

The Company retains the unilateral right to change, modify, amend or discontinue the Your Health Matters and Your Money Matters Programs and/or their component parts.

This letter will remain in effect through the term of the 2019 Collective Bargaining Agreement.

Sincerely,

Diane Bradley
Vice President
Southeast Labor Relations

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.06.00	Company Proposal	CI	All

Step	Date Proposed	Time Proposed
Proposal	8/16/2019	4:31 PM
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Letter	

Summary	Nanodegree Programs
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2019 BARGAINING PROPOSAL

See attached Letter.

Proposal ID: CP.06.00
AT&T Proprietary (Restricted)

"For planning and discussion purposes only by the Labor Relations Collective Bargaining Team." Only for use by authorized individuals or any above-designated team member within the AT&T companies and not for general distribution. This is a planning document only and is not to be construed as a statement of company policy.



Diane Bradley
Vice President
Southeast Labor Relations

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E: db1371@att.com

August 4, 2019

Richard Honeycutt, Vice President
Communications Workers of America - District 3
3516 Covington Highway
Decatur, Georgia 30032

Re: Nanodegree Programs

Dear Richard,

Effective January 1, 2020, bargained employees in the 2019 Collective Bargaining Agreements represented by CWA District 3 (Bellsouth Telecommunications, LLC, AT&T Billing Southeast and Bellsouth Telecommunications, LLC for Utility Operations) will be eligible for tuition reimbursement for approved Nanodegree Programs via participation in the AT&T Non-Management Tuition Aid Plan. The Company retains, and CWA recognizes, the Company's unilateral right to amend, change, end or cancel the Nanodegree programs offered under the Tuition Aid Plan or any part thereof at its sole discretion and without bargaining.

This Letter of Understanding will remain in effect through the term of the 2019 AT&T Southeast and CWA Collective Bargaining Agreement between the Parties.

Sincerely,

Diane Bradley – VP, Labor Relations

Acknowledged:

Richard Honeycutt – VP, CWA – District 3

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.07.00	Company Proposal	CI	ALL

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
MOAs and Letters	

Summary	This proposal includes a list of MOAs and Letters to be renewed.
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Proposal ID: CP.07.00
AT&T Proprietary (Restricted)

"For planning and discussion purposes only by the Labor Relations Collective Bargaining Team." Only for use by authorized individuals or any above-designated team member within the AT&T companies and not for general distribution. This is a planning document only and is not to be construed as a statement of company policy.

MOAs / Letters to be Renewed:

Year	Date	Summary	Company	Location
2015	8/9/15	Pay by the Minute Time Reporting System	All	See attached
2015	8/9/15	Temporary Modified Duty Letter	BST, BBI	See attached
2015	8/9/15	Vacation Entitlement Date	All	See attached
2015	8/9/15	Incorrect Title Letter	All	See attached
2015	8/9/15	Pension Band for SIPP	BST, BBI	See attached
2015	8/9/15	Military Leave	All	See attached
2015	8/9/15	Excused Time for Union Duties counts towards FMLA	All	See attached
2015	12/10/15	Payroll deductions for COPE	All	See attached
2015	12/14/15	Successorship Agreement	All	See attached
2015	12/14/15	Neutrality & Card Check Recognition	All	See attached
2019	8/4/2019	Seniority Tie Breaker Letter (Randomizer)	All	See attached



John Trageser
Executive Director
Labor Relations

675 West Peachtree St, NW
Suite 42N10
Atlanta, GA 30375

T: 404 927-3462
F: 404 927-3470
j19467@att.com

August 9, 2015

Mr. Michael J. Fahrenheit, Sr.
CWA State Representative
Communications Workers of America
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Fahrenheit:

As you will recall back in March 2011, the Company notified District 3 of the plan to implement the reporting and paying of time in one minute increments. We originally planned to have the one minute time reporting capability in place effective April 2012, and we stated that as we got closer to the implementation date, we would advise you of the exact timetable. We are still working on the programming to move forward with this project. The Company shall have the right to pay in one-minute increments and to select and implement the timekeeping systems to be used for this positive time reporting system.

To reiterate, however, this payment in one minute increments does not change any contractual provisions that specify how premium and overtime pay is calculated. Currently the eLink Payroll system records time in 15-minute increments. In pay by the minute, for example, if an employee works 4 minutes of overtime, the employee will be paid for 4 minutes.

If you have any questions or need additional information, please let me know.

Sincerely,

John P. Trageser
Executive Director
Labor Relations



John Trageser
Executive Director
Labor Relations

675 West Peachtree St, NW
Suite 42N10
Atlanta, GA 30375

T: 404 927-3462
F: 404 927-3470
j19467@att.com

August 9, 2015

Mr. Michael J. Fahrenholt, Sr.
CWA Staff Representative
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Fahrenholt:

During 2015 bargaining, the Company and Union discussed the subject of whether employees returning to work with temporary modified duties from an approved absence under the short-term disability program would be released to go home with pay in those cases where a modified duty work assignment was not available. As discussed, the Company agreed to the following:

When an employee returns from an approved absence under the Short Term Disability Plan with modified duties, but no such work assignment can be provided, the Company will continue the practice of paying such employees, provided the employee does not otherwise receive any benefits under the short-term disability program for the same period.

Sincerely,

John P. Trageser
Executive Director
Labor Relations



John Trageser
Executive Director
Labor Relations

675 West Peachtree ST, NW
Suite 42N10
Atlanta, GA 30375

T: 404 927-3452
F: 404 927-3470
jt9467@att.com

August 9, 2015

Mr. Michael J. Fahrenholt, Sr.
CWA Staff Representative
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Fahrenholt:

This letter seeks CWA concurrence to continue the December 31 vacation entitlement date for represented employees of BellSouth. The entitlement date for vacation for represented employees will continue to be December 31 of the year prior to the year in which the vacation is to be taken.

The Company requested this change to take advantage of a permissible tax accrual rule, known as the "2-1/2 month rule", with regard to certain compensation items. The Company agrees that no other eligibility provisions or entitlements will be impacted.

If you concur with the provisions stated above, please sign below.

Sincerely,

John P. Trageser
Executive Director
Labor Relations

Concurred:
Michael J. Fahrenholt, Sr.



John Trageser
Executive Director
Labor Relations

675 West Peachtree St, NW
Suite 42N10
Atlanta, GA 30375

T: 404 927-3462
F: 404 927-3470
jt19467@att.com

August 9, 2015

Mr. Michael J. Fahrenholt, Sr.
CWA Staff Representative
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Fahrenholt:

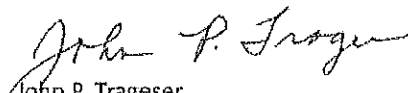
As discussed during bargaining of the 2012 Working Agreement, the Company intends to continue exercising oversight in the filling of job vacancies to assure that the job title is correctly assigned.

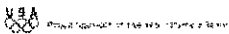
Specifically, in filling vacancies for clerical jobs requiring typing and dictation skills, our selection bureaus will carefully review the requirements of the job to assure that the correct title is being utilized in the replacement. The same type review will be made to assure incumbents who might be subject to bumping are using the stenographic skills as specified.

Furthermore, when we identify situations where an existing employee has the incorrect title commensurate with his or her job duties, the Company will take appropriate measures to correct the situation. In those instances where a change in title will not result in a change in the employee's wage scale, we will make the title change outside of the selection process and without the employee being subject to a selection test.

We will be working with our transfer bureaus throughout the region to assure the proper use of job titles.

Sincerely,


John P. Trageser
Executive Director
Labor Relations





John Trageser
Executive Director
Labor Relations

675 West Peachtree ST, NW
Suite 42N10
Atlanta, GA 30375

T: 404 927-3462
F: 404 927-3470
jt9467@att.com

August 9, 2015

Mr. Michael J. Fahrenholt, Sr.
CWA Staff Representative
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Fahrenholt:

Below is a summary of our discussion regarding the correct pension band to be used in determining the payment amount under the Supplemental Income Protection Program (SIPP) for employees who were demoted due to a surplus condition within five (5) years of demotion.

- Pension eligible employee's SIPP payment amount will be determined using the pension band of the job grade prior to demotion.
- Non-pension eligible employee's SIPP payment amount will be determined using the pension band associated with the individual's current job grade at the time of separation under SIPP.

The provisions, as outlined above, apply to individuals under the BST and AT&T Billing Working Agreements.

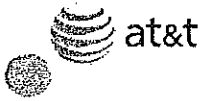
If you concur with the SIPP provisions stated above, please sign below.

Sincerely,

John P. Trageser
Executive Director
Labor Relations

Concurred:
Michael J. Fahrenholt, Sr.

Date: 12/10/15



Johri Trageser
Executive Director
Labor Relations

675 West Peachtree St, NW
Suite 42810
Atlanta, GA 30375

T: 404 927-3462
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jtrageser@att.com

August 9, 2015

Mr. Michael J. Fahrenholt, Sr.
CWA Staff Representative
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Fahrenholt:

I am writing to you concerning the Company's changes to the Military Leave of Absence Program that will be granted to employees who have been called to active duty by Presidential Executive Order.

These military leave provisions apply to all employees who are:

- (1) Drafted or inducted, or who are subject to induction and enlist for the minimum period into the Armed Forces, or
- (2) Members of a Component (including the Reserve and National Guard) and the unit or the employee as an individual is involuntarily ordered or called into active duty.

Pay Differential

The Company will provide a pay differential for a total of thirty (30) months or the period of active duty, whichever is shorter. The differential will be determined by the difference in the employees' weekly base pay as determined by their time in grade at the start of the leave and their military pay as defined in the military leave. If their military pay is higher, then a differential will not be paid.

Healthcare

The Company will provide active employee healthcare benefits for a total of thirty (30) months or the period of active duty, whichever is shorter. Represented employees will continue to pay any required premium for coverage.

Information will be provided in the military leave package advising employees of this commitment by the Company. They will be informed that their military coverage will be primary for them (the employee) while on active duty, and that the Company's medical plan will remain primary for their dependents.

Eligibility

Active eligibility will remain intact at the AT&T Benefits Service Center. The employee should report any family status changes (birth of child, marriage, divorce, etc.) to the AT&T Benefits Service Center.

Effective Date


These provisions will apply to all military leaves that begin on or after September 11, 2001. For employees on military leave as of August 9, 2015, the thirty (30) months will begin on August 9, 2015.

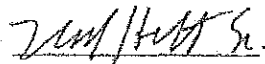
Termination Date

These provisions will terminate with the 2015 Working Agreement.

If you concur with the military leave provisions stated above, please sign below.

Sincerely,


John P. Trageser

Concurred: 
Michael J. Fahrenheit, Sr.

Date: 12/10/15



John Trageser
Executive Director
Labor Relations

675 West Peachtree St, NW
Suite 4210
Atlanta, GA 30375

T: 404 927-3462
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jt9467@aol.com

August 9, 2015

Mr. Michael J. Fahrenholt, Sr.
CWA State Representative
Communications Workers of America
District 3
3516 Covington Highway
Decatur, GA 30032


Dear Mr. Fahrenholt:

For eligible participating companies' employees, the Company agrees for the life of this agreement, that when computing hours of service to determine eligibility under the Family Medical Leave Act (FMLA), BellSouth will include Union Activity time not paid by the Company in determining if an employee meets FMLA's minimum hours of service requirement.

The above provision applies to the following collective bargaining agreements:

- BellSouth Telecommunications, LLC
- AT&T Billing Southeast, LLC and
- Utility Operations

Sincerely,


John P. Trageser
Executive Director
Labor Relations

MEMORANDUM OF UNDERSTANDING
PAYROLL DEDUCTION OF CWA-COPE

This Memorandum is made and entered into with respect to the following collective bargaining agreements: BellSouth Telecommunications, LLC; AT&T Billing Southeast, LLC; and Utility Operations (the AT&T Companies which employ individuals in these bargaining units are, for ease of reference, herein collectively referred to as the "Company"). This memorandum sets forth the terms and conditions whereby eligible employees who are represented by the Communications Workers of America (herein referred to as the "Union") may make voluntary contributions through payroll deduction to CWA-COPE, a separately segregated Political Action Committee (PAC) sponsored by the Union.

Whereas, the Company and the Union have agreed that the terms of this agreement are effective upon ratification of the 2015 Labor Agreements between the parties and for the life of the 2015 Labor Agreements.

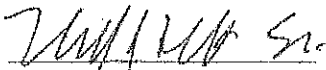
The terms of the agreement are:

1. Eligibility to participate in contributions to CWA-COPE is restricted to those employees of the Company who are certified by the Union as eligible under applicable federal and state laws. Participation by eligible employees shall be on a voluntary basis and employees shall be so informed by the person soliciting their participation on behalf of the Union.
2. Deductions from employees' pay shall be made each pay period and will begin or change in the first pay period ending in the month following receipt of a signed payroll deduction authorization (PRD) card. Authorization cards are to be forwarded to the AT&T Personnel Records Center by the 20th calendar day of a month in order for them to be effective in the month following receipt. Deductions shall be in the minimum amount of 25 cents per pay period. The employees' pay drafts will carry an indication of the PAC deduction.
3. The Company will remit contributions to the Treasurer, CWA-COPE Political Contributions Committee monthly, following the deduction from the employees' pay. In addition, the Company will transmit monthly a list of contributors through payroll deductions showing the contributors' names and amounts contributed.

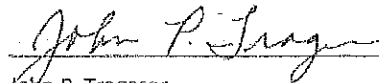
4. Any employee's payroll deduction shall cease only upon the occurrence of any of the following:
 - a. Termination of a participating employee's employment with the Company.
 - b. Retirement of a participating employee.
 - c. Transfer of a participating employee out of the bargaining unit.
 - d. Receipt in the AT&T Personnel Records Center of written notice to cancel contributions to CWA-COPE signed by the employee.
5. This agreement is subject to applicable federal, state and local laws and regulations and shall not be effective where prohibited by any such laws or regulations.
6. The parties agree the Company assumes no responsibility under this agreement other than the collection of contributions pursuant to employee authorization of payroll deductions and forwarding of such amounts collected to CWA-PAC. The Union agrees to indemnify the Company and hold it harmless from all claims, damages, costs and expenses of any kind which may arise in connection with the program covered by this agreement.

Communications Workers of America

BellSouth Telecommunications, LLC
AT&T Billing Southeast, LLC
Utility Operations



Michael J. Fahrenholt, Sr.
CWA State Representative
District 3



John P. Trageser
Executive Director
Labor Relations

Date: 12/10/2015

Date: 12/10/15

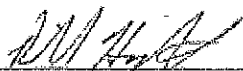
MEMORANDUM OF AGREEMENT

SUCCESSORSHIP

The AT&T Companies which employ individuals in the BellSouth Telecommunications, LLC; AT&T Billing Southeast, LLC; and Utility Operations bargaining units (for ease of reference, herein collectively referred to as the "Company") agree that in any agreement to sell a portion of its assets in a transaction involving the transfer of employees subject to this Collective Bargaining Agreement, as a condition of the closing of such sale, that the Buyer shall agree to assume the terms of the existing Collective Bargaining Agreement(s), provided that the Buyer shall have the right to re-open the unexpired Collective Bargaining Agreement at any time after eighteen (18) months but no longer than twenty-four (24) months following the Closing of the sale, the re-opening of which the Communications Workers of America ("Union") hereby agrees to accept or, the Buyer and Union may bargain at the expiration of the Collective Bargaining Agreement(s), whichever is earlier. In no event will the terms of this [Successorship] Memorandum of Agreement limit any of the Company's existing rights under this Agreement(s). The Company further agrees it will notify the Union at least 30 days prior to the close of such proposed transaction and, during such 30 day period, will meet with the Union upon request to engage in effects bargaining and to discuss the business reasons for the Company's decision.

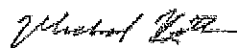
This Memorandum of Agreement will remain in effect through the term of the 2015 Collective Bargaining Agreement between the Parties.

For the Union:



Richard Honeycutt
Vice President
CWA District 3

For the Company:



Michael Keith
Vice President
Labor Relations

Date: 12/14/15

Date: 12/14/15

**MEMORANDUM OF AGREEMENT
REGARDING NEUTRALITY AND CARD CHECK RECOGNITION**

AT&T Inc. ("the Company") and Communications Workers of America ("the Union"), enter into this Memorandum of Agreement Regarding Neutrality and Card Check Recognition as of the last date of the parties' signatures on this Agreement.

1. **Duration.** This Agreement is effective as of the date stated above, and shall remain in effect for the life of the 2015 Core Collective Bargaining Agreement, unless extended, modified or terminated by mutual written agreement of the parties or their successors. The parties expressly understand, however, that in the event this Agreement is terminated, all of the terms hereof nevertheless shall survive said termination and remain in effect with respect to any reorganization or restructuring of any bargaining unit as a result of which management creates any new subsidiary, division, or operating entity as to which no Union representation then exists.

2. **Applicability.**

(a). All card check procedures and any Union recognition provided for by this Agreement shall be applicable to all non-management employees of the Company effective with execution of this Agreement.

(b). As used herein, "the Company" means AT&T Inc. and all other present and future companies, divisions, subsidiaries or operating units thereof, except AT&T of Puerto Rico, Inc., AT&T of the Virgin Islands, Inc., AT&T Global Com. Services Inc., AT&T Government Solutions, Inc., and AT&T Support Services Company, Inc..

(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. If the Union disagrees with any such determination, the parties agree to submit the issues of unit definition to arbitration as set forth in paragraph 3. below, using the aforesaid statutory requirements and decisions as the governing principles. At the request of the Union, the Company will discuss with the Union neutrality as to Union representation of employees who are not defined above as "non-management."

(d). In addition to the foregoing, the parties further agree that any proposed bargaining unit shall exclude all professional, managerial, and confidential employees, guards and supervisors as defined in the National Labor Relations Act.

(e). The Company agrees that, for future divisions, subsidiaries or operating units that are not wholly owned, it will, at the request of the Union, discuss with the other owners the extension of this agreement to such divisions, subsidiaries, or operating units.

3. Card Check Recognition Procedure.

(a). When requested by the Union, the Company agrees to furnish the Union lists of employees in the bargaining unit in each applicable company entity. This list of employees will include the work location, job title, and home address.

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

(c). (1). The Union and the Company shall meet within a reasonable period, but not to exceed ninety (90) days, after the effective date hereof for the purpose of defining appropriate bargaining units for all presently existing potential bargaining units. During this process, the Company will share job titles, job functions, work locations, and management structure with the Union representatives in order to facilitate agreements on the appropriate bargaining units. In the event that the parties are unable to agree, after negotiating in good faith for a reasonable time, upon the description of an appropriate unit for bargaining, the issue of the description of such unit shall be submitted to arbitration administered by, and in accordance with, the rules of the American Arbitration Association (AAA). The Arbitrator 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. 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 subparagraph shall be Richard Bloch. If he cannot serve, the parties shall select an Arbitrator from a list or lists of prospective Arbitrators provided by the AAA.

(2). If either the Company or the Union believes that the bargaining unit as agreed or determined in (c). (1). above, is no longer appropriate due to organizational changes, then the parties shall meet and confer in good faith for the purpose of re-defining the appropriate unit. In the event that the parties are unable to agree, after negotiating in good faith for a reasonable time, upon the re-definition of an appropriate unit, the issue of the description of such unit shall be submitted to arbitration as provided in (c). (1).

(d). The Company agrees that the Union shall be recognized as the exclusive bargaining agent for any agreed-upon or otherwise determined bargaining unit(s) not later than ten (10) days after receipt by the Company of written notice from the AAA that the Union has presented valid authorization cards signed by a majority of the employees in such unit(s).

(e). For the purposes of determining the number of employees that constitute a majority of the bargaining unit, the employee population will be composed of only those employees employed in the bargaining unit on the earliest date which appears on the cards presented to the AAA. The cards so presented must be dated within sixty (60) days of each other, but no earlier than the date of execution of this Agreement, and each card so presented must contain at least the language set forth in Attachment 1 hereto. The Company shall provide the AAA all employees, job titles and other information required for the AAA to verify the existence of more than 50% of employee authorizations as provided for in this Agreement.

(f). In the event the Union fails to deliver to the AAA valid authorization cards signed by a majority of employees in any aforesaid bargaining unit upon completion of its card signing effort, the Union agrees not to begin any further card signing effort in such unit for a period of one year from the date on which access was first granted as provided in (b). above.

(g). As soon as practicable after the aforesaid recognition and upon written request by the Union, the Company, or the appropriate subsidiary, division or operating unit thereof shall commence bargaining in good faith with the Union with respect to wages, hours, and other terms and conditions of employment for the employees employed within the agreed upon or otherwise determined appropriate bargaining unit.

4. 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 representations 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 authorizations from employees as provided for in paragraph 3. (b)., 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, AT&T, Inc., or any of their officers, agents, directors or employees.

(c). This agreement supersedes and terminates any and all other agreements, Memorandum 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 any Company entity.

5. 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.

6. Recognition for New Entities and New Work.

(a). The Company agrees that it will give the Union reasonable advance notice, once a firm management decision has been made, of its intent to effect any reorganization or restructuring, or to engage in any new line(s) of business, as a result of which management expects to create any new subsidiary, division, or operating entity as to which no Union representation then exists. After execution of this Agreement, should the Company acquire new companies or engage in a new line of business or enter a new market in which there is no active labor agreement or bargaining agreement in place, the parties agree that this Agreement shall apply to that acquired company or new line of business or enterprise in a new market after that company has been operating for a period of one hundred twenty (120) days.

(b). If management determines that more than fifty percent (50%) of the employees employed within an appropriate unit for bargaining by a new entity 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 and bargain with the Union as the duly constituted bargaining representative of such bargaining unit employees, and the Union agrees to acknowledge such new entity as a Successor Employer for all applicable purposes under the labor laws of the United States and any relevant state.

(c). If management determines that fifty percent (50%) or less of the non-management work to be performed by any such new entity will consist of work previously performed by members of a pre-existing Union bargaining unit, then the Company agrees that, within a reasonable time after the said determination has been made, or concurrently with the giving of the notice referenced in paragraph 6. (a), above, whichever is later, the Company will so inform the Union in writing. To the extent permitted by law, the Company shall presume, in making any determination as set forth in this paragraph 6., that each employee of the new entity who was a member of a pre-existing Union bargaining unit wishes to remain

represented by the Union. These employees shall be counted as having signed valid authorization cards should a card signing effort be undertaken in the new entity within one year after the new entity begins operations employing such employees.

(d). Except as specified in paragraph 9., below, the Union shall retain any legal rights it may have to challenge any management decision or determination described in this paragraph 6.

7. 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 to 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.

8. Job Offers to Employees in Existing Bargaining Units. In connection with any reorganization, restructuring, or other event that gives rise to application of the terms of this Agreement, and which involves either:

- (a) the transfer of non-management work from any Union bargaining unit to any other entity of the Company or of any subsidiary of AT&T Inc., or
- (b) the elimination of bargaining unit work while new jobs are created in any other entity of the Company or any subsidiary of AT&T Inc.,

the Union agrees that, once the recognition has occurred, an offer of a job in another entity to an employee in an existing bargaining unit shall have the same effect as if the same job or one of similar status and pay were offered by the employer under the collective bargaining agreement(s) for that bargaining unit. This shall include, without limitation, application of any contractual reassignment pay protection provisions and the satisfaction of any bargained-for employee right to a job offer. Except as specified in paragraph 10., below, nothing in this paragraph 8 shall be construed as a waiver by the Union of any legal rights it may have to challenge or contest the reorganization, restructuring, or other event described in 8.a. and/or 8.b. above.

9. **Dispute Resolution.** Except as to disputes referenced in paragraph 3. (c) 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 3.(c). 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, they will meet and confer as set forth above.

10. Waiver of Certain Other Claims.

(a). The Union promises and agrees that, in connection with any arbitration provided for in this Agreement, and in connection with any legal or administrative suit, proceeding or charge arising subsequent to the effective date of this Agreement between the Union and any AT&T company, 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 AT&T Inc. and/or any of its current or future subsidiaries, and/or their divisions, units, agents or affiliates, 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 execution date of this Agreement, in the administration and/or control of labor relations by AT&T or any of its entities, companies, divisions, or subsidiaries; 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 preexisting collective bargaining agreement(s), to negotiate changes in the terms and conditions applicable to such transfers.

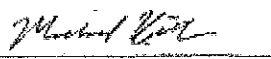
(b). The provisions of this paragraph 10 shall survive the expiration of the remainder of this Agreement, and shall have full force and effect until specifically voided by mutual written agreement of the parties.

11. **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.

Communications Workers
of America

AT&T

By 
Richard Honeycutt

By 
Michael Keith

Date: 12/14/15

Date: 12/14/15

ATTACHMENT 1 TO MEMORANDUM OF AGREEMENT REGARDING CARD
CHECK RECOGNITION

Communications Workers of America, AFL-CIO

I hereby join with my fellow workers in organizing a Union to better our conditions of life and secure economic justice. I have voluntarily accepted membership in the Communications Workers of America (CWA), AFL-CIO, and declare that this union shall be my representative in collective bargaining over wages, hours and all other conditions of employment.

I understand that if CWA presents cards for recognition signed by more than 50% of the _____ employees eligible to be in the bargaining unit, (Company name) will recognize CWA as the bargaining representative of this unit without a representation election being conducted by the National Labor Relations Board and (Company name) would bargain with CWA concerning the terms of my employment and my working conditions.

I have also agreed to the membership provisions on the other side of this card.



John Trageser
Assistant Vice President
Labor Relations

725 W. Peachtree St.
Room 5D20
Atlanta, Ga. 30308

T: 678 917-1212
F: 404 370-8259
jt9467@att.com

August 4, 2019

Mr. Nicholas Hawkins
Assistant to the Vice President
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Hawkins:

During bargaining the Company and the Union agreed to continue the random number software program used to address seniority tie breakers when a surplus is declared. The following process was agreed to:

When a surplus is declared, the Company will provide District 3 a list with numbers randomly generated for all employees. The same list will be used in every state as needed. Staffing will generate a random list by the 1st of the month following the surplus declaration. These random numbers will be used for the surplus quarter in the force adjustment process to break ties in same seniority dates.

Staffing will use these random numbers for every step of the surplus process. The random number will determine the order the surplus will be processed, who is surplus, who will be offered SIPP, and who goes on the bump list (employees who have the same seniority date cannot bump each other). The lowest number will be considered the most senior employee.

Staffing will also use the numbers, as generated above, for all other staffing related issues when a tie breaker is required unless a separate process is otherwise specified in the Working Agreement.

A Union Representative, as designated by District 3, will be invited to attend when Staffing generates the random numbers. The process will not be delayed if a Union Representative is not in attendance.

Sincerely,

John P. Trageser
~~Executive Director~~ *Assistant Vice President*
Labor Relations

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.08.00	Company Proposal	CI	ALL

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
MOA - The Presidential Council	From BST Table: CP.05.00

Summary	The Company proposes to eliminate the Presidential Council MOA dated December 14, 2015.
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Proposal ID: CP.08.00
AT&T Proprietary (Restricted)

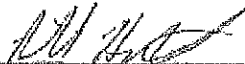
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This is a planning document only and is not to be construed as a statement of company policy.

**MEMORANDUM OF AGREEMENT
PRESIDENTIAL COUNCIL**

The CWA and the company enjoy a strong historic relationship as partners on many issues. In recognition of the parties' desire to continue to foster meaningful dialogue on matters of mutual interest, the Company and CWA agree to establish a Presidential Council to discuss such matters.

The Council commits to meet semiannually to continue this relationship. The parties agree to utilize this Council to engage in substantive discussions and exchange information concerning the ongoing state of the company and the union, the economy, federal and state political issues, and other concerns of both parties. Those attending this Council will include leaders of the Company and CWA. It is the Company's intent to have the appropriate senior business unit leaders in attendance if their schedules so permit.

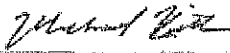
For the Union:



Richard Honeycutt
Vice President
District 3

Date: 12/14/15

For the Company:



Michael Keith
Vice President
Labor Relations

Date: 12/14/15

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.09.00	Company Proposal	CI	ALL

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Aligning for Success MOA	From BST Table: CP.25.01

Summary	Renews Aligning For Success MOA.
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Proposal ID: CP.09.00
AT&T Proprietary (Restricted)

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Aligning for Success

BellSouth Telecommunications (BST) and the Communications Workers of America (CWA) have enjoyed a long history of working together to ensure the success of both parties.

Over a decade ago, BST and the CWA laid the foundation for a new kind of alliance. We recognized that real job and financial security could come only through providing “best” service and business success. BST and the CWA recognize that technology cannot create a service culture for the digital age, only people can. Service quality is directly linked to the knowledge, skills and dedication of employees. Rather than letting workplace concerns fester and grow, we must have tools to identify problems and solutions continuously and proactively. To give the CWA a voice in decision-making requires the means to be heard. We must not only talk about creating a partnership, we must codify our commitment. To that end, we will strive to align the CWA and BST at all levels of the business—from the grassroots to the top leadership.

We call this commitment “Aligning for Success”—a BST-wide process through which the CWA and BST can pursue service, growth, and people issues together. The process is designed to create an environment of trust and respect in which BST and the CWA can come together on an ongoing basis to find mutually agreed upon solutions. CWA members will have input in decision-making and problem solving at all levels of BST. As partners, both the CWA and BST will be accountable for fully integrating the program into daily operations.

We believe Aligning for Success will continue to improve the quality of employees’ work and family lives, and enable us to better meet customer expectations today and in the future.

Structure and Operation of the Aligning for Success Commitment

Aligning for Success establishes common principles and processes that will guide our interactions with each other and our customers. At the grassroots level, the Local Governance Partnerships (LGPs) carry out plans to achieve

financial, service, productivity, training and performance targets for their organizations. They also take action on workplace stress issues or concerns.

LGPs report up to the various Business Unit Operations Boards that have regional oversight and support their LGPs.

A. Local Governance Partnerships (“LGPs”)

1. LGPs will be at the local and/or regional levels unless there is otherwise a mutual agreement not to have them at a particular level.
2. LGPs should be roughly composed of an equal number of BST and CWA representatives determined by BST and the CWA. Although the size of an LGP may vary, total membership normally should not exceed 8 individuals.
3. LGPs will meet on a quarterly basis, or as jointly determined by the parties. Reasonable expenses incurred by active employees will be reimbursed by BST when it is necessary for an in person meeting. Furthermore, active employees serving on the LGP will suffer no loss of regular pay for time spent attending LGP meetings.
4. LGPs will pursue activities and initiatives which could include:
 - Addressing service, growth and people issues
 - Discussing and devising plans and approaches to meet the financial, service, productivity, sales and other performance targets
 - Addressing and resolving staffing, training, stress, absenteeism and other workplace issues
 - Reviewing grievance trends and devising actions that could be taken to eliminate the workplace issues underlying those trends
 - Jointly developing best practice process improvement plans with respect to action items assigned by the LGP’s Business Unit Board
 - Assessing the progress of pending initiatives and the effectiveness of those that have been completed, making adjustments as needed in order to develop further improvements

5. It is not the intent of the LGP to modify or interpret the Labor Agreement. Any proposed changes to the Labor Agreement are to be referred to Continuous Bargaining.

B. Business Unit Operations Boards

1. Business Unit Operations Boards in Consumer, Network, and Small Business will oversee and assist their subordinate LGPs in their pursuit of continuously improving service standards and the work environment unless there is otherwise ~~a~~ mutual agreement not to utilize a Business Unit Board.

2. Each Business Unit Operations Board may include:

- Up to six BST designees
- Up to six CWA designees

Each Board will be co-chaired by a BST and a CWA representative.

3. The Business Unit Operations Boards may hold regular quarterly meetings, unless mutually agreeable to do otherwise. Reasonable expenses incurred by active employees will be reimbursed by BST when it is necessary for an in person meeting. Furthermore, active employees serving on the Board will suffer no loss of regular pay for time spent attending Board meetings.

4. Each Business Unit Operations Board may:

- Develop initiatives, investigations, and other activities that it will charge all, or designated LGPs, within its jurisdiction to pursue.
- Receive feedback and input from the LGPs relative to their operation and activities.
- Take appropriate action to address issues that are impeding the effectiveness of an LGP.
- Study innovations, process improvements, and other successes that are reported by the LGPs to determine whether they might be implemented on a broader scale.
- Evaluate issues, barriers and other problems that are identified by the LGPs and determine whether they can or should be resolved at the bargaining level.

5. It is not the intent of the Business Unit Operations Boards to modify or interpret the Labor Agreement. Any proposed changes to the Labor Agreement are to be referred to Continuous Bargaining.
6. With the concurrence of the co-chairs, a Business Unit Operations Board may establish task forces to investigate, analyze, and make recommendations to the Board concerning any of the matters described in Paragraph 4 above.

These guidelines supersede any previous agreements or understandings between the parties and will expire concurrent with ~~2015~~ 2019 Working Agreement.

~~Michael J. Fahrenholt~~ *Nick Hawkins*
~~CWA State Representative~~
Assistant to the Vice President
CWA District 3

~~John P. Trageser~~
~~Executive Director~~
Assistant Vice President
Labor Relations

Date: _____

Date: _____

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.10.00,	Company Proposal	CI	ALL

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
MOU	From BST Table: CP.26.00, UC.26.00, CP.26.01, CP.26.02

Summary	This proposal renews the Appointed Positions MOU for Partnership and Process Improvement with modifications.
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Proposal ID: CP.10.00
AT&T Proprietary (Restricted)

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**MEMORANDUM OF UNDERSTANDING
COMMUNICATIONS WORKERS OF AMERICA
APPOINTED POSITIONS – PARTNERSHIP AND PROCESS IMPROVEMENT**

This Memorandum of Understanding between the Communications Workers of America and BellSouth Telecommunications, LLC outlines the understanding reached in connection with the CWA appointed positions. These guidelines cover the bargained for full-time CWA Appointees for Employment Security PARTNERSHIP (Regional Partner) *and the CWA Appointee for Process Improvement (Process Improvement Representative)*. Effective upon the signing of this memorandum, the following selection and administrative guidelines will apply.

Selection

The Vice President, CWA District 3 will select the individuals to serve in the CWA appointed positions. The reporting location of ~~this~~ *these* assignments will be agreed upon by the parties at the bargaining level.

Selection Criteria

Employees considered for this position should possess strong oral and written communications skills, strong interpersonal and facilitation skills, be willing to travel in some assignments, and evidence a strong commitment to joint Company/CWA initiatives.

During the course of this assignment, the Appointees shall not engage in other Union activities such as the processing of grievances and other CWA Staff work. The Company will not pay any wages or expenses in connection with other Union related functions.

Term of Assignment

Normally, ~~this~~ *these* positions ~~is a~~ *are* rotational assignments with a three year term. After the first three years, CWA has the option to rotate an Appointee out of the position and select a replacement. However, the length of any assignment may be extended or abbreviated by mutual agreement.

Tour Length

The normal tour length of this position will be 7.5 hours.

Pay

1 regional Partner @ Wage Scale 36 + 5% of appropriate step rate *and 1 Process Improvement Rep @ Wage Scale 36 + 15% of appropriate step rate.*

The Appointee's wage length of service on his/her permanent title will be used to place the Appointee on the appropriate step of Wage Scale 36.

Zone classification shall be based on the place of reporting for the temporary assignment. Periodic bargained for wage increases are applicable, and are also based on Wage Scale 36. Promotional increase provisions of the Working Agreement do not apply.

Overtime

Normally, it is not expected that overtime will be necessary; however, when overtime is required, *it must be approved in advance by the appointee's manager and* Management Guidelines will apply. These provisions include adjusting hours so that an Appointee will not exceed his/her scheduled hours in a workweek or overtime pay if appropriate.

Travel Expense

Travel expenses in connection with approved activities by an active employee in the appointed position will be reimbursed using the same procedures used by management. *Prior to submitting any travel request, all potential travel and the business reasons for that travel must be discussed with and approved by the appointee's manager.* It is expected that a personal vehicle or a rental car will be utilized in traveling, whichever is more cost effective. Furthermore, Company/CWA teams are expected to travel together except in those instances where it is more cost effective to travel separately or where pre-approval has been obtained. The travel expense provisions of Article 9 will not be applicable to this position. *Travel expenses will be paid out of the Partnership budget.*

Transfer/Relocation Expense

With proper receipts, reasonable and necessary expense incurred by an active employee in the appointed position in connection with temporary relocation will be reimbursed by the Company up to \$7,500 at the beginning and end of the assignment for an Appointee who sells his/her home.

An Appointee who rents at his/her present location or who owns his/her home but plans to rent at the temporary location will be paid a lump sum of \$2,500 at the beginning and end of the assignment. However, if an Appointee retires from the assignment, relocation expenses at the end of the assignment will not be reimbursed. The relocation will be handled under the provisions of the Relocation Plan for Non-management Employees with the exception of the \$7,500 and \$2,500 expense limitations as provided above. Relocation is subject to prior approval by the Company.

Promotion and Transfer

Time in these assignments will apply to the time-in-title provisions of the Working Agreement for promotions or transfers.

Performance

The CWA Appointees ~~is~~ *are* subject to the same standards for productivity and accountability as the Company appointed counterparts. *Appointees are expected to review their activities with their manager on a regular basis.* The Company is responsible for addressing performance and behavioral issues of the team member.

Assignment Completion

At the end of the assignment, an Appointee vacating this position will be returned to his/her job title and work location occupied prior to his/her appointment.

Surplus

If surplus is declared in the Appointee's permanent title, he/she will be given the options as follows:

Option A: Return to his/her permanent title and be processed with the current surplus.

Option B: Remain in his/her current assignment until the appointment ends, then be returned to their permanent title and be processed under Article 7.

If eligible, termination pay, SIPP or ESIPP will be based on the permanent title.

Pension

Pension calculations for an Appointee who retires will be based on the provisions of the applicable pension plan in effect at the time of retirement. Appointment to this position will be considered as a promotion for the application of pension benefits.

These guidelines supersede any previous agreements or understandings between the parties and will expire concurrent with the ~~2015~~ **2019** BST Working Agreement. Matters pertaining to the application of this Memorandum of Understanding may be discussed between the Company and CWA at the bargaining level; however, such matters are not subject to the grievance and arbitration procedures.

For the Union

For the Company

Michael J. Fahrenholt, Sr. Nick Hawkins
CWA Staff Representative
Assistant to the Vice President
CWA District 3

John P. Trageser
Executive Director
Assistant Vice President
Labor Relations

Date: _____

Date: _____

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CP.11.00	Company Proposal	CI	ALL

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
MOU	From BST Table: CP.30.00, CP.30.01, CP.30.02

Summary	This proposal renews the Appointed Positions MOU for Benefits with modifications.
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Proposal ID: CP.11.00

AT&T Proprietary (Restricted)

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**MEMORANDUM OF UNDERSTANDING
COMMUNICATIONS WORKERS OF AMERICA
APPOINTED POSITIONS - BENEFITS**

This Memorandum of Understanding between the Communications Workers of America and BellSouth Telecommunications, LLC outlines the understanding reached in connection with the CWA appointed positions. These guidelines cover the bargained for full-time CWA Appointees for Benefits, *one Managed Care Specialist and one Claims Facilitator*. Effective upon the signing of this memorandum, the following selection and administrative guidelines will apply.

Selection

The Vice President, CWA District 3 will select the individuals to serve in the CWA appointed positions. The reporting location of this assignment will be agreed upon by the parties at the bargaining level.

Selection Criteria

Employees considered for this position should possess strong oral and written communications skills, strong interpersonal and facilitation skills, be willing to travel in some assignments, and evidence a strong commitment to joint Company/CWA initiatives.

During the course of this assignment, the Appointee shall not engage in other Union activities such as the processing of grievances and other CWA Staff work. The Company will not pay any wages or expenses in connection with other Union related functions.

Term of Assignment

Normally, ~~this~~ *these* positions ~~is a~~ *are* rotational assignment with a three year term. After the first three years, CWA has the option to rotate an Appointee out of the position and select a replacement. However, the length of any assignment may be extended or abbreviated by mutual agreement.

Tour Length

The normal tour length of this position will be 7.5 hours.

Pay

1 Managed Care Specialist @ Wage Scale 36 + 15% of appropriate step rate *and* 1 Claims Facilitator @ Wage Scale 36 + 5% of appropriate step rate.

The Appointee's wage length of service on his/her permanent title will be used to place the Appointee on the appropriate step of Wage Scale 36.

Zone classification shall be based on the place of reporting for the temporary assignment. Periodic bargained for wage increases are applicable and are also based on Wage Scale 36. Promotional increase provisions of the Working Agreement do not apply.

Overtime

Normally, it is not expected that overtime will be necessary; however, when overtime is required, *it must be approved in advance by the appointee's manager and Management Guidelines* will apply. These provisions include adjusting hours so that an Appointee will not exceed his/her scheduled hours in a workweek or overtime pay if appropriate.

Travel Expense

Travel expenses in connection with approved activities by an active employee in the appointed position will be reimbursed using the same procedures used by management. *Prior to submitting any travel request, all potential travel and the business reasons for that travel must be discussed with and approved by the appointee's manager.* It is expected that a personal vehicle or a rental car will be utilized in traveling, whichever is more cost effective. Furthermore, Company/CWA teams are expected to travel together except in those instances where it is more cost effective to travel separately or where pre-approval has been obtained. The travel expense provisions of Article 9 will not be applicable to this position.

Transfer/Relocation Expense

With proper receipts, reasonable and necessary expense incurred by an active employee in the appointed position in connection with temporary relocation will be reimbursed by the Company up to \$7,500 at the beginning and end of the assignment for an Appointee who sells his/her home.

An Appointee who rents at his/her present location or who owns his/her home but plans to rent at the temporary location will be paid a lump sum of \$2,500 at the beginning and end of the assignment. However, if an Appointee retires from the assignment, relocation expenses at the end of the assignment will not be reimbursed. The relocation will be handled under the provisions of the Relocation Plan for Non-management Employees with the exception of the \$7,500 and \$2,500 expense limitations as provided above. Relocation is subject to prior approval by the Company.

Promotion and Transfer

Time in these assignments will apply to the time-in-title provisions of the Working Agreement for promotions or transfers.

Performance

The CWA Appointees *are* subject to the same standards for productivity and accountability as the Company appointed counterparts. *Appointees are expected to review their activities with their manager on a regular basis.* The Company is responsible for addressing performance and behavioral issues of the team member.

Assignment Completion

At the end of the assignment, an Appointee vacating this position will be returned to his/her job title and work location occupied prior to his/her appointment.

Surplus

If surplus is declared in the Appointee's permanent title, he/she will be given the options as follows:

Option A: Return to his/her permanent title and be processed with the current surplus.

Option B: Remain in his/her current assignment until the appointment ends, then be returned to their permanent title and be processed under Article 7.

If eligible, termination pay, SIPP or ESIPP will be based on the permanent title.

Pension

Pension calculations for an Appointee who retires will be based on the provisions of the applicable pension plan in effect at the time of retirement. Appointment to this position will be considered as a promotion for the application of pension benefits.

These guidelines supersede any previous agreements or understandings between the parties and will expire concurrent with the 2015 ~~2019~~ BST Working Agreement. Matters pertaining to the application of this Memorandum of Understanding may be discussed between the Company and CWA at the bargaining level; however, such matters are not subject to the grievance and arbitration procedures.

For the Union

For the Company

~~Richard Honeycutt~~ *Nick Hawkins*
Assistant to the Vice President
CWA District 3

~~Michael Keith~~ *John Trageser*
Assistant Vice President
Labor Relations

Date: _____

Date: _____

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.01.06	Company Counter	CI	ALL

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
2019 Benefits MOA including 2 Exhibits.	UP.01.00, UP.01.01, UP.01.02, UP.01.03, UP.01.04, UP.01.05

Summary	Final Company Benefits Proposal
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2019 BARGAINING PROPOSAL

1. 2019 Benefits Agreement MOA
2. Exhibit 1, BST, Billing and Utility Operations Benefits Outline Summary
3. Exhibit 2, Post-Retirement Health VEBA Trust
4. Tobacco Use Contribution – Engagement Definition Letter
5. HSA Letter

Proposal ID: CP.01.06
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2019 BENEFITS AGREEMENT

This 2019 Benefits Agreement (“Agreement”) applies to the following collective bargaining agreements: BellSouth Telecommunications, LLC (“BST”), AT&T Billing Southeast, LLC (“Billing”), and BellSouth Telecommunications, LLC for Utility Operations (“Utility Operations”), which are collectively referred to herein as the “CBAs.” The means for fulfilling the terms of this Agreement may be the Company’s adoption of its own plan(s) and associated plan document(s) or participation in an equivalent plan(s) having a plan document(s) 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 (subject to the provisions of Article 19.04 of the BST and Billing agreements; Section 9.03 of the Network Addendum – U-verse Field Operations and Article 14(C) of the Utility Operations agreement). The parties agree to the plans, policies 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.

For purposes of this Agreement (including Exhibits 1 and 2) only:

- The title “Wire Technician” under the Network Addendum – U-verse Field Operations shall include employees in the “Premises Technician” title in the Southeast region until September 2, 2012.
- Southeast region bargained employees (excluding those titles under the Network Addendum – U-verse Field Operations) hired/rehired on or before August 8, 2009, and those laid-off employees with a Seniority date prior to August 9, 2009, and who are recalled after August 8, 2009 pursuant to Article 7.02A8 of the BST and Billing agreements or Article 6D of the Utility Operations agreement shall be referred to as “Current Employees”. In addition, regular management employees of BST or Billing hired/rehired on or before August 8, 2009 and who are one step outside the bargaining unit and are reassigned to the bargaining unit under Article 7.01J or Article 12.01G of the respective working agreement shall be referred to as “Current Employees”;

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- Employees hired/rehired or transferred into the 2009 CBAs (including transfers pursuant to the National Transfer Plan) after August 8, 2009 and on or before August 17, 2012, and those laid-off employees with a Seniority date after August 8, 2009 and on or before August 17, 2012 and who are recalled pursuant to Article 7.02A8 of the BST and Billing agreements or Article 6D of the Utility Operations agreement shall be referred to as “2009 New Hires”. In addition, “2009 New Hires” shall include: 1) employees hired/rehired or transferred into a Wire Technician job on or before August 17, 2012; 2) employees who were classified as Temporary or Term Employee as of August 8, 2009 and who were subsequently reclassified to Regular Employee status on or before August 17, 2012; and 3) regular management employees of BST or Billing hired/rehired after August 8, 2009 and/or on or before August 17, 2012 and who are one step outside the bargaining unit and are reassigned to the bargaining unit under Article 7.01J or Article 12.01G of the respective working agreement. In addition, “2009 New Hires” shall also include DIRECTV-LLC (“DTV”) employees whose Term of Employment (TOE) as of January 1, 2017 was on or before August 17, 2012;
- Southeast region bargained employees hired/rehired or transferred into the 2012 CBAs (including transfers pursuant to the National Transfer Plan) after August 17, 2012 and on or before December 4, 2015, those laid-off employees with a Seniority date after August 17, 2012 and on or before December 4, 2015 and who are recalled pursuant to Article 7.02A8 of the BST and Billing agreements or Article 6D of the Utility Operations agreement and Wire Technician employees who were hired/rehired or transferred into the Network Addendum – U-verse Field Operations after August 17, 2012 and on or before December 4, 2015 shall be referred to as “2012 New Hires”. In addition, regular management employees of BST or Billing hired/rehired after August 17, 2012 and on or before December 4, 2015 and who are one step outside the bargaining unit and are reassigned to the bargaining unit under Article 7.01J or Article 12.01G of the respective working agreement shall be referred to as “2012 New Hires.” In addition, “2012 New Hires” shall also include DTV employees whose TOE as of January 1, 2017 was after August 17, 2012 and on or before December 4, 2015;
- Southeast region bargained employees hired/rehired or transferred into the 2015 CBAs (including transfers pursuant to the National Transfer Plan) after December 4, 2015 and on or before the date the 2019 BST Collective Bargaining Agreement is ratified pursuant to the terms of such agreement (“Ratification Date”), those laid-off employees with a Seniority date after December 4, 2015 and on or before Ratification Date and who are recalled pursuant to Article 7.02A8 of the BST and Billing agreements or Article 6D of the Utility Operations agreement and Network

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Addendum – U-verse Field Operations employees who were hired/rehired or transferred into the Network Addendum – U-verse Field Operations after December 4, 2015 and on or before Ratification Date shall be referred to as “2015 New Hires”. In addition, regular management employees of BST or Billing hired/rehired after December 4, 2015 and on or before Ratification Date and who are one step outside the bargaining unit and are reassigned to the bargaining unit under Article 7.01J or Article 12.01G of the respective working agreement shall be referred to as “2015 New Hires.” In addition, “2015 New Hires” shall also include DTV employees whose TOE as of January 1, 2017 was after December 4, 2015 or any DTV employee that was hired or rehired on or after January 1, 2017 and on or before Ratification Date;

- Southeast region bargained employees hired/rehired or transferred into the 2019 CBAs (including transfers pursuant to the National Transfer Plan) after Ratification Date, those laid-off employees with a Seniority date after Ratification Date and who are recalled pursuant to Article 7.02A8 of the BST and Billing agreements or Article 6D of the Utility Operations agreement and Network Addendum – U-verse Field Operations employees who were hired/rehired or transferred into the Network Addendum – U-verse Field Operations after Ratification Date shall be referred to as “2019 New Hires”. In addition, regular management employees of BST or Billing hired/rehired after Ratification Date and who are one step outside the bargaining unit and are reassigned to the bargaining unit under Article 7.01J or Article 12.01G of the respective working agreement shall be referred to as “2019 New Hires”;
- Current Employees who are laid-off, who are recalled and whose service is immediately bridged will be treated as Current Employees. 2009 New Hires who are laid-off, who are recalled and whose service is immediately bridged will be treated as 2009 New Hires. 2012 New Hires who are laid-off, who are recalled and whose service is immediately bridged will be treated as 2012 New Hires. 2015 New Hires who are laid-off, who are recalled and whose service is immediately bridged will be treated as 2015 New Hires;
- Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires and 2019 New Hires shall be referred to collectively as “Employees”;
- Employees who terminate employment during the term of this Agreement and who meet the applicable requirements to be eligible for post-retirement benefits are referred to as “Eligible Retired Employees”.

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The Benefits Rules for Movement of Employees provides specific rules regarding benefits for Employees who move among job titles or move pursuant to the National Transfer Plan. The provisions of the Benefits Rules for Movement of Employees take precedence over other provisions of this Agreement with respect to Employees addressed in the Benefits Rules for Movement of Employees.

1. HEALTH AND WELFARE BENEFIT PLANS

A. Effective June 1, 2020 unless noted otherwise, Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires and 2019 New Hires shall be eligible to participate in the benefit plans, programs and policies identified in the chart below by an "X", with the plan terms, conditions and provisions which were in effect on August 3, 2019, as described in the applicable SPDs and SMMs, except as noted herein.

Plan/Program/Policy	Current Employees & 2009 New Hires	2012 New Hires	2015 New Hires & 2019 New Hires
AT&T Southeast Medical Program	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**	X	X	X
AT&T Consolidated Long-Term Care Insurance Plan (closed to new entrants 5/1/2012) *	X	X	
AT&T Flexible Spending Account Plan	X	X	X
AT&T Southeast Disability Benefits Program (Applies to: BST and Billing)	X	X	
AT&T Disability Income Program***	X (Utility Ops Only)	X (Utility Ops Only)	X
AT&T Southeast Leaves of Absence Policy	X	X	X
AT&T Commuter Benefit Policy	X	X	X
AT&T Adoption Reimbursement Policy	X	X	X
AT&T Voluntary Benefits Platform*	X	X	X

* The Company may unilaterally modify or discontinue the AT&T Voluntary Benefits Platform, AT&T CarePlus – A Supplemental Benefits Program and AT&T Consolidated Long-Term Care Insurance Plan from time-to-time without further discussions with the Union.

** This program includes Supplemental Life Insurance and Dependent Life Insurance provisions.

*** Management provisions as described in Exhibit 1.

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- B. Employees, including newly eligible Employees and Eligible Retired Employees (as provided for in Paragraph C) shall continue to participate in the same benefit plans, programs and policies on the same terms and conditions which were in effect on August 3, 2019, until the benefits identified in Paragraph 1.A. above become effective, subject to changes to benefits resulting from the operation of existing plan provisions and amendments necessary due to changes in the law.
- C. Employees who terminate employment with the Company during the term of this Agreement and are eligible for post-retirement medical coverage under the terms of the medical program the Employee was eligible for as an active Employee as of the date of termination (an "Eligible Retired Employee") will be eligible, during the term of this Agreement, for the provisions under the AT&T Southeast Eligible Former Bargained Employee Medical Program (as applicable to similarly situated Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires or 2019 New Hires), AT&T Eligible Former Employee CarePlus – A Supplemental Benefit Program, AT&T Eligible Former Employee Dental Program, AT&T Eligible Former Employee Group Life Insurance Program for Bargained Employees, AT&T Eligible Former Employee Vision Care Program, and AT&T Consolidated Long-Term Care Insurance Plan (current participants only) subject to changes to benefits resulting from the operation of existing plan provisions and amendments necessary to comply with changes in the law, and with the exceptions identified in Exhibit 1. Nothing in this Paragraph C 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 terminated employment during the term of this Agreement.
- D. Exhibit 1 provides a summary of certain plan, program, and/or policy terms, conditions and provisions, including any which are exceptions to terms, conditions and provisions described in the applicable SPDs and SMMs as well as any which differ among groups of employees eligible to participate in a particular plan, program or policy, such as the applicable deductible or copayment amount. If there are discrepancies between the specific information provided in Exhibit 1 and the plan documents, SPDs or SMMs, the information provided in Exhibit 1 will govern.
- E. It is understood that certain benefits described in Exhibit 1 are subject to change to comply with implementation of the 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

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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 the 2019 Collective Bargaining Agreements will remain in effect through expiration.

2. PENSION AND SAVINGS BENEFIT PLANS

A. Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires and 2019 New Hires shall be eligible to participate in the benefit plans, programs and policies identified in the chart below by an "X", with the plan terms, conditions and provisions which were in effect on August 3, 2019, as described in the applicable SPDs and SMMs, except as noted herein.

Plan/Program/Policy	Current Employees (BST and Billing)	Current Employees (Utility Operations)	2009 New Hires, 2012 New Hires, 2015 New Hires & 2019 New Hires
BellSouth Savings and Security Plan	X	X	
AT&T Retirement Savings Plan			X
Southeast Program of the AT&T Pension Benefit Plan	X		
Bargained Cash Balance Program #2 of the AT&T Pension Benefit Plan		X	X

B. Current Employees

Except as provided below, Current Employees in BST and Billing shall continue to participate in the following pension and savings benefit plans, programs, and policies and Current Employees in Utility Operations shall continue to participate in the same savings plan benefit on the same terms and conditions which were in effect on August 3, 2019.

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- BellSouth Savings and Security Plan (BSSP)
 - i. Effective January 1, 2020, Current Employees who participate in the BSSP will be eligible for the maximum Basic Contributions described below.

Weekly Compensation	Maximum Amount of Basic Contribution
0 - \$299	\$15
\$300 - \$399	\$20
\$400 - \$499	\$25
\$500 - \$599	\$30
\$600 - \$699	\$35
\$700 - \$799	\$40
\$800 - \$899	\$45
\$900 - \$999	\$50
\$1000 - \$1099	\$55
\$1100 - \$1199	\$60
\$1200 - \$1299	\$65
\$1300 & Over	\$67

- Southeast Program of the AT&T Pension Benefit Plan (the “Program”)

Current Employees in BST and Billing who continue to participate in the Program will be eligible for the following pension band increases:

 - i. 1.0% effective January 1, 2020
 - ii. 1.0% effective January 1, 2021
 - iii. 1.0% effective January 1, 2022
 - iv. 1.0% effective January 1, 2023
 - v. 1.0% effective January 1, 2024

C. Current Employees in Utility Operations, 2009 New Hires, 2012 New Hires, 2015 New Hires and 2019 New Hires

Except as provided below, Current Employees in Utility Operations shall participate in the following pension benefit plan, and 2009 New Hires, 2012 New Hires, 2015 New Hires and 2019 New Hires shall participate in the following pension and savings benefit plans, programs, and policies on the same terms and conditions that were in effect on August 3, 2019.

- AT&T Retirement Savings Plan
- Bargained Cash Balance Program #2 of the AT&T Pension Benefit Plan (the “BCB2 Program”)

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3. BENEFITS RULES FOR MOVEMENT OF EMPLOYEES

- A. General Provisions – Any Employee who moves after Ratification Date from a job title not covered by any of the 2019 CBAs to a job title covered by the 2019 CBAs, where the circumstances of the move are not specifically accounted for in one of the following paragraphs, will be treated as a 2019 New Hire under this Agreement. Any Employee who moves into any of the 2019 CBAs after August 3, 2019 and prior to the Ratification Date will be governed by the movement provisions of the 2015 CBAs.
- B. Definitions of Surplus Network Addendum – U-verse Field Operations Employees
- i. A “Surplus Network Addendum – U-verse Field Operations Employee” means an individual who was a Current Employee under this Agreement and who was transferred or transfers during the term of this Agreement to a job title in the Network Addendum – U-verse Field Operations pursuant to the force adjustment surplus process from a non-Network Addendum - U-verse Field Operations job under the 2019 CBAs.
- C. Definitions of Transferred Network Addendum – U-verse Field Operations Employees and Inter-Region Transferred Appendix Employees
- i. A “Transferred Network Addendum – U-verse Field Operations Employee” means an individual who:
- a) was a Current Employee under this Agreement and who was transferred or transfers during the term of this Agreement to a job title in the Network Addendum – U-verse Field Operations, but excluding transfers pursuant to the force adjustment surplus process, from a non-Network Addendum - U-verse Field Operations job under the 2019 CBAs,
- or
- b) was employed as of August 8, 2009 in the Other Southeast Agreement (defined as the BellSouth Telecommunications, LLC for National Directory and Customer Assistance agreement) who moved into a job title in the Network Addendum – U-verse Field Operations,
- or

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- c) was employed as of August 8, 2009 in one of the 2009 Core CWA Collective Bargaining Agreements, excluding employees in one of the following appendices under the 2009 Core CWA Collective Bargaining Agreements: East Region Appendix F, Midwest Region Appendix F, West Region Appendix E or Southwest Region Appendix J, who moved into a job title in the Network Addendum – U-verse Field Operations.
 - ii. An “Inter-Region Transferred Appendix Employee” means an individual who was employed as of August 8, 2009 in one of the following appendices under the 2009 Core CWA Collective Bargaining Agreements: East Region Appendix F, Midwest Region Appendix F, West Region Appendix E or Southwest Region Appendix J and then moved pursuant to the National Transfer Plan to a job title in the Network Addendum – U-verse Field Operations.
- D. Definitions of Transferred Converted Temp/Term Employees, Transferred 2009 New Hires, Transferred 2012 New Hires and Transferred 2015 New Hires
- i. A “Transferred Converted Temp/Term Employee” means an individual who:
 - a) was classified as a temp or term employee as of August 8, 2009 in one of the 2009 Core CWA Collective Bargaining Agreements in the East, West, Midwest, Southwest regions and Legacy T (“Core CWA CBAs”) and who was subsequently reclassified to “regular employee” status on or before August 17, 2012 and then moved pursuant to the National Transfer Plan to any job title that is covered by the 2019 CBAs,
 - or
 - b) was classified as a temp or term employee as of August 8, 2009 in the 2009 BST Collective Bargaining Agreement or the 2009 Billing Collective Bargaining Agreement and who was subsequently reclassified to “regular employee” status on or before August 17, 2012 and then moved to any job title that is covered by the 2019 CBAs.
 - ii. A “Transferred 2009 New Hire” means an individual who:
 - a) was hired or rehired after August 8, 2009 and on or before August 17, 2012 in a job title in one of the 2009 Core CWA CBAs who moved pursuant to the National Transfer Plan into any job title that is covered by the 2019 CBAs,
 - or

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b) was hired or rehired after August 8, 2009 and on or before August 17, 2012 in a job title in the Other Southeast Agreement who moved into any job title that is covered by the 2019 CBAs,

or

c) was a DIRECTV LLC (“DTV”) employee whose Term of Employment (“TOE”) as of January 1, 2017 or subsequent rehire date was on or before August 17, 2012 in a job title in one of the 2015/2016/2017 Core CWA CBAs who moved pursuant to the National Transfer Plan into any job title covered by the 2019 CBAs.

iii. A “Transferred 2012 New Hire” means an individual who:

a) was hired or rehired after August 17, 2012 and on or before December 4, 2015 in a job title in one of the 2012 or 2013 Core CWA CBAs who moved pursuant to the National Transfer Plan into any job title that is covered by the 2019 CBAs,

or

b) was hired or rehired after August 17, 2012 and on or before December 4, 2015 in a job title in the Other Southeast Agreement who moved into any job title that is covered by the 2019 CBAs,

or

c) was a DTV employee whose TOE as of January 1, 2017 or subsequent rehire date was after August 17, 2012 and on or before December 4, 2015 in a job title in one of the 2015/2016/2017 Core CWA CBAs who moved pursuant to the National Transfer Plan into any job title covered by the 2019 CBAs.

iv. A “Transferred 2015 New Hire” means an individual who:

a) was hired or rehired after December 4, 2015 and on or before Ratification Date in a job title in one of the 2015/2016/2017 Core CWA CBAs who moved pursuant to the National Transfer Plan into any job title that is covered by the 2019 CBAs,

or

b) was hired or rehired after December 4, 2015 and on or before Ratification Date in a job title in the Other Southeast Agreement who moved into any job title that is covered by the 2019 CBAs,

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or

- c) was a DTV employee whose TOE as of January 1, 2017 or subsequent rehire date was after December 4, 2015 and on or before January 1, 2017 in a job title in one of the 2015/2016/2017 Core CWA CBAs who moved pursuant to the National Transfer Plan into any job title covered by the 2019 CBAs.

E. Definitions of Transferred Current Employees

- i. A "Transferred Current Employee" means an individual who as of August 8, 2009:

- a) was a Current Employee under this Agreement and who was transferred or transfers during the term of this Agreement into any job title under the 2019 CBAs; except a job title in the Network Addendum – U-verse Field Operations,

or

- b) was employed in one of the 2009 Core CWA CBAs other than one of the following appendices under the 2009 Core CWA CBAs: East Region Appendix F, Midwest Region Appendix F, West Region Appendix E or Southwest Region Appendix J, who moved pursuant to the National Transfer Plan into any job title covered by the 2019 CBAs, except a job title in the Network Addendum – U-verse Field Operations,

or

- c) was employed in the Other Southeast Agreement who moved into any job title covered by the 2019 CBAs, except a job title in the Network Addendum – U-verse Field Operations.

- ii. A "Transferred Appendix to Core Employee" means an individual who as of August 8, 2009 was employed in one of the 2009 Core CWA CBAs in one of the following appendices: East Region Appendix F, Midwest Region Appendix F or Southwest Region Appendix J, or West Region Appendix E, who moved pursuant to the National Transfer Plan into any job title under the 2019 CBAs other than a job title in the Network Addendum – U-verse Field Operations.

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F. The following employee groups will be eligible to participate in the same plans, policies and provisions on the same terms and conditions as set forth below:

Employee Group	Benefit Treatment Of Initial Move	Benefit Treatment Of Subsequent Moves to Any Other Job Title Covered Under the 2019 CBA
i. Surplus Network Addendum U-verse Field Operations Employees	Current Employees	Current Employees
ii. Transferred Network Addendum U-verse Field Operations Employees	Current Employees 2009 New Hires (Pension /Savings)	Current Employees (if subsequent move is to a job title outside of the Network Addendum – U-verse Field Operations)
iii. Inter-Region Transferred Appendix Employees	2009 New Hires	2009 New Hires
iv. Transferred Converted Temp/Term Employees	2009 New Hires	2009 New Hires
v. Transferred 2009 New Hires	2009 New Hires	2009 New Hires
vi. Transferred 2012 New Hires	2012 New Hires	2012 New Hires
vii. Transferred 2015 New Hires	2015 New Hires	2015 New Hires
viii. Transferred Current Employees	Current Employees	Current Employees (if subsequent move is to a job title outside of the Network Addendum – U-verse Field Operations)
ix. Transferred Appendix to Core Employees	2009 New Hires	2009 New Hires

For the Union

For the Company

Richard Honeycutt
Vice President
CWA District 3

Diane Bradley
Vice President
Labor Relations

Date: _____

Date: _____

Attachments:

Exhibit 1 – BST, Billing and Utility Operations Benefits Outline Summary

Exhibit 2 – Post-Retirement Health VEBA Trust

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Provision		Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2019 New Hires
Active Employees		
Effective Date(s)	Health & Welfare: 6/1/2020, unless noted otherwise.	
Eligibility		
For Medical, Dental, Vision, Disability, CarePlus, and Life Insurance (unless otherwise specified)	<u>2012 New Hires, 2009 New Hires and Current Employees</u> Applicable programs: Medical – AT&T Southeast Medical Program Dental – AT&T Dental Program (Bargained Employees) Vision – AT&T Vision Program (Bargained Employees) Disability – BST, Billing: AT&T Southeast Disability Benefits Program Disability – Utility Operations: AT&T Disability Income Program (management provisions except as provided below) CarePlus – AT&T CarePlus – A Supplemental Benefit Program Life Insurance – AT&T Group Life Insurance Program for Active Employees*	
	<u>2019 New Hires and 2015 New Hires</u> Applicable programs: Medical – AT&T Southeast Medical Program Dental – AT&T Dental Program (Bargained Employees) Vision – AT&T Vision Program (Bargained Employees) Disability – BST, Billing & Utility Operations: AT&T Disability Income Program (management provisions except as provided below) CarePlus – AT&T CarePlus – A Supplemental Benefit Program Life Insurance – AT&T Group Life Insurance Program for Active Employees* *This program includes Supplemental Life Insurance and Dependent Life Insurance provisions	
Medical		
Program	<u>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> AT&T Southeast Medical Program No change from current program except as provided below, and including: • Choice of Option 1 or Option 2 as defined below Fully-insured coverage options such as HMOs continue to be available at the discretion of the Company.	
Dependent Eligibility	<u>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program.	
Eligibility for Coverage	<u>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program.	
Eligibility for Company Subsidy	<u>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program, except as provided below. 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. Family Coverage: Company subsidy for Employees enrolled in Company-sponsored medical coverage other than Individual coverage will continue 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)). 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.	

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Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2019 New Hires																		
Active (Full-Time) Monthly Contributions	2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees																		
	Monthly Contribution Amounts																		
	<table border="1"> <thead> <tr> <th>Option 1</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$128</td> <td>\$132</td> <td>\$137</td> <td>\$145</td> <td>\$153</td> </tr> <tr> <td>Family</td> <td>\$333</td> <td>\$356</td> <td>\$375</td> <td>\$397</td> <td>\$418</td> </tr> </tbody> </table>	Option 1	2020	2021	2022	2023	2024	Individual	\$128	\$132	\$137	\$145	\$153	Family	\$333	\$356	\$375	\$397	\$418
	Option 1	2020	2021	2022	2023	2024													
	Individual	\$128	\$132	\$137	\$145	\$153													
Family	\$333	\$356	\$375	\$397	\$418														
Monthly Contribution Amounts																			
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Option 2	2020	2021	2022	2023	2024														
Individual	\$78	\$84	\$90	\$97	\$104														
Family	\$214	\$230	\$245	\$264	\$283														
2019 New Hires	Monthly Contribution Amounts																		
	<table border="1"> <thead> <tr> <th>Option 1</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Individual</td> <td>\$152</td> <td>\$156</td> <td>\$163</td> <td>\$172</td> <td>\$181</td> </tr> <tr> <td>Family</td> <td>\$395</td> <td>\$422</td> <td>\$444</td> <td>\$469</td> <td>\$494</td> </tr> </tbody> </table>	Option 1	2020	2021	2022	2023	2024	Individual	\$152	\$156	\$163	\$172	\$181	Family	\$395	\$422	\$444	\$469	\$494
	Option 1	2020	2021	2022	2023	2024													
	Individual	\$152	\$156	\$163	\$172	\$181													
	Family	\$395	\$422	\$444	\$469	\$494													
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Option 2	2020	2021	2022	2023	2024														
Individual	\$101	\$108	\$115	\$123	\$131														
Family	\$276	\$295	\$314	\$337	\$359														
Active (Part-Time) Monthly Contributions	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees No change from current program.																		
Working Spouse Contribution	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees																		
	<p><u>Spouse/LRP Access to Medical Coverage Additional Medical Contribution:</u></p> <p>Participants whose spouse/LRP 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/LRP does not have access to medical coverage otherwise the additional contribution will be applied.</p> <p>Additional Monthly Medical Contribution:</p> <table style="margin-left: 40px;"> <thead> <tr> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>\$0</td> <td>\$100</td> <td>\$100</td> <td>\$110</td> <td>\$115</td> </tr> </tbody> </table>	2020	2021	2022	2023	2024	\$0	\$100	\$100	\$110	\$115								
2020	2021	2022	2023	2024															
\$0	\$100	\$100	\$110	\$115															
Tobacco Use Contribution	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees																		
	<p><u>Tobacco Use Additional Medical Contribution:</u></p> <p>Employees and/or spouses/LRPs 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/LRPs 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, participation and completion. A tobacco user is currently defined as someone who has used tobacco products more frequently than once a month. Tobacco products include cigarettes, cigars, pipes, e-cigarettes, vaporizers and smokeless tobacco. The definitions of engagement, tobacco user, tobacco products and the terms of the Company-sponsored Tobacco Cessation program may change from time to time, at the sole discretion of the Company.</p> <p>Additional Monthly Medical Contribution for each employee and/or spouse/LRP:</p> <table style="margin-left: 40px;"> <thead> <tr> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>\$50</td> <td>\$60</td> <td>\$65</td> <td>\$70</td> <td>\$75</td> </tr> </tbody> </table>	2020	2021	2022	2023	2024	\$50	\$60	\$65	\$70	\$75								
2020	2021	2022	2023	2024															
\$50	\$60	\$65	\$70	\$75															

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Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2019 New Hires										
Annual Deductibles	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees										
	Option 1:										
		2020		2021		2022		2023		2024	
		Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO
	Ind	\$ 750	\$2,175	\$ 750	\$2,250	\$ 800	\$2,400	\$ 850	\$2,550	\$ 900	\$2,700
	Family	\$1,450	\$4,350	\$1,500	\$4,500	\$1,600	\$4,800	\$1,700	\$5,100	\$1,800	\$5,400
	Annual Deductible Provisions: No change from current program.										
	Note: The Annual Deductibles continue to be included in the Out-Of-Pocket Maximums										
	Option 2:										
		2020		2021		2022		2023		2024	
	Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO	
Ind	\$1,450	\$4,350	\$1,500	\$4,500	\$1,550	\$4,650	\$1,600	\$4,800	\$1,650	\$4,950	
Family	\$2,900	\$8,700	\$3,000	\$9,000	\$3,100	\$9,300	\$3,200	\$9,600	\$3,300	\$9,900	
Annual Deductible Provisions: (Integrated with Med/Surg, Rx, MH/SA, CarePlus)											
<ul style="list-style-type: none"> • Applies to all covered health services, including mental health/substance abuse (MH/SA) and prescription drug (Rx) benefits under the program. • The Annual Deductibles are included in the Out-Of-Pocket Maximums. • If the coverage tier is Family, no individual can receive benefits until the Family Annual Deductible is met. The Family Annual Deductible can be met by one or a combination of covered family members. • The following costs paid by the participant also apply toward the applicable Network/PPO or Non-Network/Non-PPO Deductible amounts: <ul style="list-style-type: none"> --- All prescription drug allowable charges of eligible expenses. 											
Note: The Annual Deductibles are included in the Out-Of-Pocket Maximums											
General Copay/ Coinsurance	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees										
	Option 1:										
		2020-2024									
		Network & PPO			Non-Network & Non-PPO						
	Preventive	\$0 / 0% Ded waived			No Benefit						
	Sickness/ Illness	\$0 / 10% After Ded			\$0 / 50% After Ded						
	Option 2:										
		2020-2024									
		Network & PPO			Non-Network & Non-PPO						
	Preventive	\$0 / 0% Ded waived			No Benefit						
Sickness/ Illness	\$0 / 10% After Ded			\$0 / 50% After Ded							
Non-network/Non-PPO: 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.											

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Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2019 New Hires																
Office Visit Copay/ Coinsurance	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees Option 1: <table border="1"> <thead> <tr> <th colspan="2">2020-2024</th> </tr> <tr> <th>Network & PPO</th> <th>Non-Network & Non-PPO</th> </tr> </thead> <tbody> <tr> <td>Preventive \$0 / 0% Ded waived</td> <td>No Benefit</td> </tr> <tr> <td>Sickness/ Illness \$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table> Option 2: <table border="1"> <thead> <tr> <th colspan="2">2020-2024</th> </tr> <tr> <th>Network & PPO</th> <th>Non-Network & Non-PPO</th> </tr> </thead> <tbody> <tr> <td>Preventive \$0 / 0% Ded waived</td> <td>No Benefit</td> </tr> <tr> <td>Sickness/ Illness \$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>	2020-2024		Network & PPO	Non-Network & Non-PPO	Preventive \$0 / 0% Ded waived	No Benefit	Sickness/ Illness \$0 / 10% After Ded	\$0 / 50% After Ded	2020-2024		Network & PPO	Non-Network & Non-PPO	Preventive \$0 / 0% Ded waived	No Benefit	Sickness/ Illness \$0 / 10% After Ded	\$0 / 50% After Ded
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Urgent Care Facility/ Professional Services Copay/ Coinsurance	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees Option 1: <table border="1"> <thead> <tr> <th colspan="2">2020-2024</th> </tr> <tr> <th>Network & PPO</th> <th>Non-Network & Non-PPO</th> </tr> </thead> <tbody> <tr> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table> Option 2: <table border="1"> <thead> <tr> <th colspan="2">2020-2024</th> </tr> <tr> <th>Network & PPO</th> <th>Non-Network & Non-PPO</th> </tr> </thead> <tbody> <tr> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>	2020-2024		Network & PPO	Non-Network & Non-PPO	\$0 / 10% After Ded	\$0 / 50% After Ded	2020-2024		Network & PPO	Non-Network & Non-PPO	\$0 / 10% After Ded	\$0 / 50% After Ded				
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Emergency Room Facility/ Professional Services Copay/ Coinsurance (Emergencies)	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees Option 1: <table border="1"> <thead> <tr> <th colspan="2">2020-2024</th> </tr> <tr> <th>Network & PPO</th> <th>Non-Network & Non-PPO</th> </tr> </thead> <tbody> <tr> <td>\$0 / 10% After Ded</td> <td>\$0 / 10% After Ded</td> </tr> </tbody> </table> Option 2: <table border="1"> <thead> <tr> <th colspan="2">2020-2024</th> </tr> <tr> <th>Network & PPO</th> <th>Non-Network & Non-PPO</th> </tr> </thead> <tbody> <tr> <td>\$0 / 10% After Ded</td> <td>\$0 / 10% After Ded</td> </tr> </tbody> </table>	2020-2024		Network & PPO	Non-Network & Non-PPO	\$0 / 10% After Ded	\$0 / 10% After Ded	2020-2024		Network & PPO	Non-Network & Non-PPO	\$0 / 10% After Ded	\$0 / 10% After Ded				
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Hospital Inpatient/ Outpatient Facility/ Professional Services Copay/ Coinsurance	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees Option 1: <table border="1"> <thead> <tr> <th colspan="2">2020-2024</th> </tr> <tr> <th>Network & PPO</th> <th>Non-Network & Non-PPO</th> </tr> </thead> <tbody> <tr> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table> Option 2: <table border="1"> <thead> <tr> <th colspan="2">2020-2024</th> </tr> <tr> <th>Network & PPO</th> <th>Non-Network & Non-PPO</th> </tr> </thead> <tbody> <tr> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>	2020-2024		Network & PPO	Non-Network & Non-PPO	\$0 / 10% After Ded	\$0 / 50% After Ded	2020-2024		Network & PPO	Non-Network & Non-PPO	\$0 / 10% After Ded	\$0 / 50% After Ded				
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Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2019 New Hires																								
Tests (all tests including x-ray, radiology, lab test, etc.) Copay/Coinsurance	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees Option 1: <table border="1"> <thead> <tr> <th></th> <th colspan="2">2020-2024</th> </tr> <tr> <th></th> <th>Network & PPO</th> <th>Non-Network & Non-PPO</th> </tr> </thead> <tbody> <tr> <td>Preventive</td> <td>\$0 / 0% Ded waived</td> <td>No Benefit</td> </tr> <tr> <td>Sickness/Illness</td> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table> Option 2: <table border="1"> <thead> <tr> <th></th> <th colspan="2">2020-2024</th> </tr> <tr> <th></th> <th>Network & PPO</th> <th>Non-Network & Non-PPO</th> </tr> </thead> <tbody> <tr> <td>Preventive</td> <td>\$0 / 0% Ded waived</td> <td>No Benefit</td> </tr> <tr> <td>Sickness/Illness</td> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>		2020-2024			Network & PPO	Non-Network & Non-PPO	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded		2020-2024			Network & PPO	Non-Network & Non-PPO	Preventive	\$0 / 0% Ded waived	No Benefit	Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded
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Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded																							
Hearing Benefit	2019, New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees Benefits in addition to the initial cost of a hearing aid following ear surgery or an ear injury: <ul style="list-style-type: none"> • A hearing test/exam when medically necessary • Reimbursement of up to \$1,000 of expenses incurred to purchase a Medically Necessary hearing appliance(s) in any rolling 36-month period • Reimbursement for the cost of repair of the hearing aid appliance. The cost for the repair does not count towards the \$1,000 max. Option 1: <table border="1"> <thead> <tr> <th></th> <th colspan="2">2020-2024</th> </tr> <tr> <th></th> <th>Network & PPO</th> <th>Non-Network & Non-PPO</th> </tr> </thead> <tbody> <tr> <td></td> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table> Option 2: <table border="1"> <thead> <tr> <th></th> <th colspan="2">2020-2024</th> </tr> <tr> <th></th> <th>Network & PPO</th> <th>Non-Network & Non-PPO</th> </tr> </thead> <tbody> <tr> <td></td> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>		2020-2024			Network & PPO	Non-Network & Non-PPO		\$0 / 10% After Ded	\$0 / 50% After Ded		2020-2024			Network & PPO	Non-Network & Non-PPO		\$0 / 10% After Ded	\$0 / 50% After Ded						
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Mental Health/ Substance Abuse (MH/SA) Copay/Coinsurance	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees Option 1: <table border="1"> <thead> <tr> <th></th> <th colspan="2">2020-2024</th> </tr> <tr> <th></th> <th>Network & PPO</th> <th>Non-Network & Non-PPO</th> </tr> </thead> <tbody> <tr> <td></td> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table> Option 2: <table border="1"> <thead> <tr> <th></th> <th colspan="2">2020-2024</th> </tr> <tr> <th></th> <th>Network & PPO</th> <th>Non-Network & Non-PPO</th> </tr> </thead> <tbody> <tr> <td></td> <td>\$0 / 10% After Ded</td> <td>\$0 / 50% After Ded</td> </tr> </tbody> </table>		2020-2024			Network & PPO	Non-Network & Non-PPO		\$0 / 10% After Ded	\$0 / 50% After Ded		2020-2024			Network & PPO	Non-Network & Non-PPO		\$0 / 10% After Ded	\$0 / 50% After Ded						
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	\$0 / 10% After Ded	\$0 / 50% After Ded																							

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Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2019 New Hires										
Annual Out-of-Pocket Maximums (OOP)	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees										
	Option 1:										
	Out-of-Pocket Maximum Amounts (including Annual Deductible)										
		2020		2021		2022		2023		2024	
		Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO
	Ind	\$3,500	\$10,500	\$3,500	\$10,500	\$3,500	\$10,500	\$3,500	\$10,500	\$3,500	\$10,500
	Family	\$7,000	\$21,000	\$7,000	\$21,000	\$7,000	\$21,000	\$7,000	\$21,000	\$7,000	\$21,000
	(Integrated Med/Surg, MH/SA)										
	Out-of-Pocket Maximum provisions: No change from current program.										
	The following additional costs paid by the participant apply toward the applicable Network & PPO or Non-Network and Non-PPO Out-of-Pocket Maximum amounts: - Deductibles										
Prescription Drug Program (Rx)	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees										
	Option 1:										
	Deductible: None.										
	Out-of-Pocket Maximum:										
		2020	2021	2022	2023	2024					
	Individual	\$1,400	\$1,500	\$1,600	\$1,700	\$1,700					
	Family	\$2,800	\$3,000	\$3,200	\$3,400	\$3,400					
	Option 2:										
	Out-of-Pocket Maximum Amounts (including Annual Deductible)										
		2020		2021		2022		2023		2024	
	Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO	Network & PPO	Non-Network & Non-PPO	
Ind	\$6,450	\$19,350	\$6,550	\$19,650	\$6,650	\$19,950	\$6,650	\$19,950	\$6,750	\$20,250	
Family	\$12,900	\$38,700	\$13,100	\$39,300	\$13,300	\$39,900	\$13,300	\$39,900	\$13,500	\$40,500	
Out of Pocket Maximum Provisions: (Integrated with Med/Surg, Rx, MH/SA, CarePlus)											
Out-of-Pocket Maximum provisions: If the coverage tier is Family, the applicable 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/PPO Services for an individual family member once the individual meets the Network/PPO Individual Out-Of-Pocket Maximum, even if the Family Out-Of-Pocket Maximum has not been met.											
The following additional costs paid by the participant apply toward the applicable Network & PPO or Non-Network and Non-PPO Out-of-Pocket Maximum amounts: - Deductibles - Outpatient prescription drug allowable charges for eligible expenses.											

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Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2019 New Hires					
Prescription Drug Program (Rx) Continued	Retail – Network Copays: (Up to 30-day supply, limited to 2 fills for maintenance subject to Advanced Control Specialty Formulary provisions)					
		2020	2021	2022	2023	2024
	Generic	\$10	\$10	\$10	\$10	\$10
	Preferred	\$35	\$35	\$40	\$40	\$45
	Non-Preferred	\$70	\$70	\$80	\$80	\$90
	Retail – Non-Network Copays: Participant pays the greater of the applicable Network copay or balance remaining after the program pays 75% of network retail cost.					
	Mail Order Copays: (Up to 90-day supply subject to Advanced Control Specialty Formulary provisions)					
		2020	2021	2022	2023	2024
	Generic	\$20	\$20	\$20	\$20	\$20
	Preferred	\$70	\$70	\$80	\$80	\$90
Non-Preferred	\$140	\$140	\$160	\$160	\$180	
Option 2:						
Deductible: Integrated with Med/Surg, MH/SA, CarePlus.						
Out-of-Pocket Maximum: Integrated with Med/Surg, MH/SA, CarePlus						
Retail – Network Copays: (Up to 30-day supply, limited to 2 fills for maintenance subject to Advanced Control Specialty Formulary provisions)						
	2020	2021	2022	2023	2024	
Generic	\$10	\$10	\$10	\$10	\$10	
Preferred	\$35	\$35	\$40	\$40	\$45	
Non-Preferred	\$70	\$70	\$80	\$80	\$90	
Retail – Non-Network Copays: Participant pays the greater of the applicable Network copay or balance remaining after the program pays 75% of network retail cost.						
Mail Order Copays: (Up to 90-day supply subject to Advanced Control Specialty Formulary provisions)						
	2020	2021	2022	2023	2024	
Generic	\$20	\$20	\$20	\$20	\$20	
Preferred	\$70	\$70	\$80	\$80	\$90	
Non-Preferred	\$140	\$140	\$160	\$160	\$180	
The following provisions will apply to Option 1 and Option 2:						
<ul style="list-style-type: none"> • Mandatory mail order for maintenance Rx – Applies after second fill at retail • Specialty pharmacy program • Personal Choice – 100% participant-paid • Mandatory Generic • Compound medication limitation • Advanced Control Specialty Formulary • New Standard Prescription Drug Formulary • Generic Step Therapy 						
Employee Assistance Program (EAP)						
Program	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees					
	AT&T Employee Assistance Program					
	No change from current program.					
Visit Limit	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees					
	No change from current program.					

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Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2019 New Hires																														
Disability																															
Program	<p><u>2012 New Hires, 2009 New Hires and Current Employees</u></p> <p>BST/Billing: AT&T Southeast Disability Benefits Program No change from current program</p> <p>Utility Operations: AT&T Disability Income Program as described in the Summary Plan Description except as provided below.</p> <p><u>2019 New Hires and 2015 New Hires</u> AT&T Disability Income Program as described in the Summary Plan Description except as provided below.</p>																														
Short-Term Disability (STD)	<p><u>2012 New Hires, 2009 New Hires and Current Employees</u></p> <p>BST/Billing: AT&T Southeast Disability Benefits Program No change from current program</p> <p>Utility Operations: 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, based on your service as shown below:</p> <table border="1"> <thead> <tr> <th>Term of Employment</th> <th colspan="2">% of Pay</th> </tr> </thead> <tbody> <tr> <td>>6 months, < 2 years</td> <td>100% 0 weeks</td> <td>60% 26 weeks</td> </tr> <tr> <td>2 years < 5 years</td> <td>4 weeks</td> <td>22 weeks</td> </tr> <tr> <td>5 years < 15 years</td> <td>13 weeks</td> <td>13 weeks</td> </tr> <tr> <td>15 or more years</td> <td>26 weeks</td> <td>0 weeks</td> </tr> </tbody> </table> <p><u>2019 New Hires and 2015 New Hires</u></p> <p>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, based on your service as shown below:</p> <table border="1"> <thead> <tr> <th>Term of Employment</th> <th colspan="2">% of Pay</th> </tr> </thead> <tbody> <tr> <td>>6 months, < 2 years</td> <td>100% 0 weeks</td> <td>60% 26 weeks</td> </tr> <tr> <td>2 years < 5 years</td> <td>4 weeks</td> <td>22 weeks</td> </tr> <tr> <td>5 years < 15 years</td> <td>13 weeks</td> <td>13 weeks</td> </tr> <tr> <td>15 or more years</td> <td>26 weeks</td> <td>0 weeks</td> </tr> </tbody> </table>	Term of Employment	% of Pay		>6 months, < 2 years	100% 0 weeks	60% 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	Term of Employment	% of Pay		>6 months, < 2 years	100% 0 weeks	60% 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
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Long-Term Disability (LTD)	<p><u>2012 New Hires, 2009 New Hires and Current Employees</u></p> <p>BST/Billing: No change from current program</p> <p>Utility Operations: 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.</p> <p><u>2019 New Hires and 2015 New Hires</u></p> <p>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.</p>																														
Leaves of Absence (LOAs)																															
Policy	<p><u>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u></p> <p>AT&T Southeast Leave of Absence Policy</p>																														
Types of LOAs	<p><u>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u></p> <p>No change from current policy.</p> <p>Utility Operations agreement: LOA exceptions continue to apply for 2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees.</p>																														

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Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2019 New Hires																														
Dental																															
Program	<p>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</p> <p>AT&T Dental Program* (Bargained Employees) except as provided below.</p> <ul style="list-style-type: none"> • Dental PPO • DHMO (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).</p>																														
Eligibility for Coverage	<p>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</p> <p>Eligibility for coverage continues to begin on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).</p>																														
Eligibility for Company Subsidy	<p>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</p> <p>Company subsidy 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)).</p>																														
Active (Full-Time) Monthly Contributions	<p>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</p> <p>Dental PPO or DHMO (if available):</p> <table border="1" style="margin-left: 40px;"> <thead> <tr> <th></th> <th colspan="5" style="text-align: center;"><u>Contribution Amounts</u></th> </tr> <tr> <th></th> <th style="text-align: center;"><u>2020</u></th> <th style="text-align: center;"><u>2021</u></th> <th style="text-align: center;"><u>2022</u></th> <th style="text-align: center;"><u>2023</u></th> <th style="text-align: center;"><u>2024</u></th> </tr> </thead> <tbody> <tr> <td>Ind</td> <td style="text-align: center;">\$7</td> <td style="text-align: center;">\$7</td> <td style="text-align: center;">\$7</td> <td style="text-align: center;">\$7</td> <td style="text-align: center;">\$7</td> </tr> <tr> <td>Ind+I</td> <td style="text-align: center;">\$15</td> <td style="text-align: center;">\$15</td> <td style="text-align: center;">\$15</td> <td style="text-align: center;">\$15</td> <td style="text-align: center;">\$15</td> </tr> <tr> <td>Family</td> <td style="text-align: center;">\$26</td> <td style="text-align: center;">\$26</td> <td style="text-align: center;">\$26</td> <td style="text-align: center;">\$26</td> <td style="text-align: center;">\$26</td> </tr> </tbody> </table>		<u>Contribution Amounts</u>						<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>	Ind	\$7	\$7	\$7	\$7	\$7	Ind+I	\$15	\$15	\$15	\$15	\$15	Family	\$26	\$26	\$26	\$26	\$26
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Active (Part-Time) Monthly Contributions	<p>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</p> <p>Provisions will apply as indicated in the Summary Plan Description.</p> <p>Note: Calculation of cost of coverage is subject to annual adjustment.</p>																														
Deductible	<p>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</p> <p>AT&T Dental Program (Bargained Employees) as indicated in the Summary Plan Description.</p>																														
Annual Maximum Benefit	<p>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</p> <p>AT&T Dental Program (Bargained Employees) as indicated in the Summary Plan Description.</p>																														
Orthodontic Lifetime Maximum	<p>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</p> <p>AT&T Dental Program (Bargained Employees) as indicated in the Summary Plan Description.</p>																														
Coverage Levels	<p>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</p> <p>AT&T Dental Program (Bargained Employees) as indicated in the Summary Plan Description.</p>																														
Outside Network Area (ONA)	<p>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</p> <p>AT&T Dental Program (Bargained Employees) as indicated in the Summary Plan Description.</p>																														
Vision																															
Program	<p>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</p> <p>AT&T Vision Program* (Bargained Employees) except as provided below.</p> <p>*This document highlights key elements of program design. For complete program details, refer to the Summary Plan Description (SPD).</p>																														
Eligibility for Coverage	<p>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</p> <p>Eligibility for coverage continues to begin on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).</p>																														

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Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2019 New Hires																														
Eligibility for Company Subsidy	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees Company subsidy 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)).																														
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Active (Part-Time) Monthly Contributions	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees Provisions will apply as indicated in the Summary Plan Description. Note: Calculation of cost of coverage is subject to annual adjustment.																														
Coverage Levels	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees AT&T Vision Program (Bargained Employees) as indicated in the Summary Plan Description.																														
Flexible Spending Account (FSA)																															
Plan	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees AT&T Flexible Spending Account Plan No change from current plan, except those that are mandated by healthcare reform legislation (PPACA).																														
Contribution Minimum/Maximums	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees 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.																														
Supplemental Medical Benefits - CarePlus																															
Program	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees AT&T CarePlus – A Supplemental Benefit Program No change from current program.																														
Monthly Contributions	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees No change from current program* *Note: Contribution amounts are subject to change from time to time at the sole discretion of the Company.																														
General - Benefits	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees No change from current program, except those required to comply with healthcare reform legislation (PPACA). Company continues to retain the unilateral right to change, modify, amend and discontinue the benefits offered under CarePlus.																														
Life Insurance																															
Program	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees AT&T Group Life Insurance Program for Active Employees* *Provisions as they change from time to time. This program includes Supplemental Life Insurance and Dependent Life Insurance provisions.																														
Active Benefits	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees No change from current program except as provided below. Note: Contribution amounts are subject to annual adjustments. Utility Operations agreement: 2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees will remain ineligible for the Basic Life benefit. Utility Operations agreement: 2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees will continue to have contributory coverage only; 100% participant-paid for the plan coverage for Supplemental, AD&D, AD&D Supplemental, Dependent Child and Spouse life coverage.																														
Definition of Pay	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees No change from current program.																														

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Provision	Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires & 2019 New Hires
Long-Term Care	
Plan	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees AT&T Consolidated Long-Term Care Insurance Plan
Coverage	2019 New Hires, 2015 New Hire, 2012 New Hires, 2009 New Hires and Current Employees Closed to new entrants as of 5/1/2012. No change from current program, except the Company has the unilateral right to change, modify, amend and discontinue the AT&T Consolidated Long-Term Care Insurance Plan.
Adoption	
Policy	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees AT&T Adoption Reimbursement Policy No change from current policy.
Coverage	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees No change from current policy.
Commuter	
Policy	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees AT&T Commuter Benefits Policy No change from current policy, except as mandated by IRS Code Section 132 Regulations
Coverage	2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees Pre-tax deductions for parking and mass transit: No change from current policy. Eligible expense and monthly limits continue to be updated annually as allowed by IRS Code Section 132 Regulations

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Provision	Eligible Retired Employees
Retiree Provisions	Effective 6/1/2020: Applicable for the term of the Agreement to Eligible Retired Employees who terminate during the term of the Agreement.
Medical	
Program	Eligible Retired Employees shall be eligible to participate in the same choice of program, options and provisions as a similarly situated active Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires or 2019 New Hires except as noted in the sections below:
Eligible Retired Employees (Full-Time) Monthly Contributions	<p><u>2019 New Hires, 2015 New Hires and 2012 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p><u>2009 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*. Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p>*Note: Contribution amounts are subject to change from time to time at the sole discretion of the Company.</p> <p><u>Current Employee</u></p> <p>The contribution shall continue to be the same as for a similarly situated active Current Employee.</p>
Eligible Retired Employees (Part-Time) Monthly Contributions	<p><u>2019 New Hires, 2015 New Hires and 2012 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p><u>2009 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*. Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p>* Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p> <p><u>Current Employees</u></p> <p>The contribution shall continue to be the same as for a similarly situated active Current Employee.</p>
Medicare Part B Premium Reimbursement	<p><u>2019 New Hires, 2015 New Hires, 2012 New Hires and 2009 New Hires</u></p> <p>Not Eligible.</p> <p><u>Current Employees</u></p> <p>No change from current program.</p>
Supplemental Medical Benefits - CarePlus	
Program	<u>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program.
Monthly Contributions	<u>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program.
General Benefits	<u>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u> No change from current program, except those required to comply with healthcare reform legislation (PPACA). Company continues to retain the unilateral right to change, modify, amend and discontinue the benefits offered under CarePlus.
Dental	
Program	Eligible Retired Employees shall be eligible to participate in the same provisions as similarly situated active Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires or 2019 New Hires except as noted in the sections below.
Eligible Retired Employees (Full-Time) Monthly Contributions	<p><u>2019 New Hires, 2015 New Hires and 2012 New Hires</u></p> <ul style="list-style-type: none"> Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.

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Provision	Eligible Retired Employees
<p>Eligible Retired Employees (Full-Time) Monthly Contributions Continued</p>	<p><u>2009 New Hires</u></p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*. • Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p>*Note: Contribution amounts are subject to change from time to time at the sole discretion of the Company.</p> <p><u>Current Employees</u></p> <p>The contribution shall continue to be the same as for a similarly situated active Current Employee.</p>
<p>Eligible Retired Employees (Part-Time) Monthly Contributions</p>	<p><u>2019 New Hires, 2015 New Hires and 2012 New Hires</u></p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. • Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p><u>2009 New Hires</u></p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*. • Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p>* Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion</p> <p><u>Current Employees</u></p> <p>The contribution shall continue to be the same as for a similarly situated active Current Employee.</p>
<p>Life Insurance</p>	
<p>Eligible Retired Employees Basic Life (Company Paid)</p>	<p><u>2019 New Hires and 2015 New Hires</u></p> <p>\$15,000 Retiree Basic Life</p> <p><u>2012 New Hires, 2009 New Hires and Current Employees</u></p> <p>No change from current program.</p> <p>Utility Operations agreement: 2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees will remain ineligible for this plan.</p>
<p>Eligible Retired Employees Supplemental Life (Retiree Paid)</p>	<p><u>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u></p> <p>No change from current program.</p> <p>Utility Operations agreement: 2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees will continue to have contributory coverage only; 100% participant-paid for the program.</p>
<p>Definition of Pay</p>	<p><u>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u></p> <p>No change from current program.</p>
<p>Vision</p>	
<p>Eligible Retired Employees Vision Program</p>	<p><u>2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires and Current Employees</u></p> <p>Eligible Retired Employees shall be eligible to participate in the AT&T Eligible Former Employee Vision Program.</p>
<p>Eligible Retired Employees Monthly Retiree Contributions</p>	<p><u>2019 New Hires, 2015 New Hires and 2012 New Hires</u></p> <ul style="list-style-type: none"> • Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy. • Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage. <p><u>2009 New Hires and Current Employees</u></p> <p>Eligible Retired Employees will continue to pay 100% of full cost of coverage* with no Company subsidy.</p> <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the sole discretion of the Company.</p>
<p>Provision</p>	<p><u>Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires, 2019 New Hires & Eligible Retired Employees</u></p>
<p>Voluntary</p>	
<p>Discretionary Program</p>	<p>AT&T Voluntary Benefits Platform (products offered as they may change from time to time).</p>

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

A Post-Retirement Health VEBA Trust

A post-retirement health VEBA Trust shall remain in effect for the life of this agreement, subject to the following conditions:

- A. BellSouth established a 501(c)(9) VEBA trust to actuarially fund post-retirement medical/dental benefits for the non-management employees who qualify for post-retirement medical/dental benefits under the eligibility rules of the applicable plans. Post-retirement health VEBA Trust funds are used exclusively to provide post-retirement benefits for the non-management employees. Consistent with current law and sound actuarial standards, the Company in its discretion may elect to fund a post-retirement health VEBA Trust. VEBA funding may be made by cash contributions, and the Company also retains the right to merge a post-retirement health VEBA Trust with other VEBAs that provide post-retirement benefits.
- B. The Company will manage post-retirement health VEBA Trust funds and make all investment decisions in accordance with ERISA's prudent man rules.

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Tobacco Use Contribution – Engagement Definition

August 04, 2019

Mr. Richard Honeycutt
Vice-President
Communications Workers of America
3516 Covington Highway
Decatur, GA 30032

RE: Tobacco Use Contribution – Engagement Definition

Dear Mr. Honeycutt:

This letter confirms understandings reached by the Company and the Union during the course of the 2019 Collective Bargaining discussions regarding the definition of engagement in a designated Tobacco Cessation program.

While the Company will have the right to change the definition of engagement in a designated Tobacco Cessation program, the Company commits that the definition of engagement shall not be defined as the attainment of a non-tobacco user status.

This letter will remain in effect through the term of the 2019 Collective Bargaining Agreement for AT&T Southeast Bargained Employees.

Please confirm your understanding of these discussions by signing and returning a copy of this letter to me.

Sincerely,

Acknowledged:

AT&T Confidential Proprietary

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Diane Bradley
Vice President
Labor Relations
725 W. Peachtree St. NE
Atlanta, GA 30308

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db1371@att.com

August 4, 2019

Richard Honeycutt, Vice President
Communications Workers of America - District 3
3516 Covington Highway
Decatur, Georgia 30032

Richard,

The Southeast 2019 Benefits Agreement offers a self-insured medical program option, entitled "Option 2", intended to be a program whose participants are eligible to contribute to a Health Savings Account (HSA) pursuant to Internal Revenue Code (IRC) section 223. The purpose of this letter is to communicate the process the Company intends to use for the plan years applicable to this Collective Bargaining Agreement for maintaining HSA eligibility for participants who elect Option 2.

Participants in High Deductible Health Plans (HDHP) are eligible to contribute to an HSA on a tax preferred basis. The Company commits to review the IRC requirements for High Deductible Health Plans to enable HSA eligibility for participants who elect Option 2 on an annual basis for the plan years applicable to this Collective Bargaining Agreement. In the event the deductibles or other HDHP eligibility required elements, such as the out-of-pocket maximums, outlined in this Collective Bargaining Agreement do not satisfy legal requirements for HDHP eligibility, the Company agrees to increase the deductible to match the IRC minimum requirement for the applicable plan year and make other HDHP eligibility required adjustments. As a result, the Company will also recalculate the contributions to maintain the estimate of employee costs for the applicable plan year in Option 2 using the updated deductibles and other HDHP eligibility required adjustments. The Company will recalculate the contributions with the same claims data used to calculate the contributions outlined in this Collective Bargaining Agreement (2017 claims for core bargained employees).

Within sixty (60) days of the publication of the updated IRC guidelines providing revised deductible and out-of-pocket amounts for the following calendar year, the Company will communicate any resulting changes to Option 2 as specified in Exhibit 1 along with estimated gross cost per employee, contributions per employee and in-plan costs per employee under both the bargained and updated Option 2 plan. This data will permit the Union to verify the cost equivalency for employees under the updated plan design and contribution rates. If other HDHP eligibility adjustments are required, and the Company is unable to provide the requested information within 60 days, then the Company will discuss with the Union an alternative estimated response time. Under no circumstances will the Union be informed of plan adjustments less than 60 days before the beginning of open enrollment.

Sincerely,

Diane Bradley
Vice President
Labor Relations

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Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.02.03	Company Counter	CI	ALL

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Economic Offer	UP.02.00, CC.02.00, UP.02.01, UP.02.02, CC.02.02

Summary	Final Economic Offer
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2019 BARGAINING PROPOSAL

See attachments:

Wage Offer

Attachment 1

Success Sharing Plan

Attachment 2

Proposal ID: CC.02.03
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WAGE OFFER

The Company will pay a wage offer in the following manner:

Basic wages for all wage scales will be increased at the top rates of pay according to the following schedule:

Effective	Percent Increase
September 8, 2019 or Ratification Date, whichever is later	3.00%
September 6, 2020, or six months after the initial wage increase, whichever is later	3.00%
September 5, 2021, or six months after the 2 nd wage increase, whichever is later	2.25%
September 4, 2022, or six months after the 3 rd wage increase, whichever is later	2.25%
September 3, 2023, or six months after the 4 th wage increase, whichever is later	2.75%

There will be no change in the start rates of pay and the progression steps will be exponential between the existing start rate and the new top rate.

This Agreement will be effective as of August 4, 2019 and will continue in full force and effect until its termination at 11:59 p.m. (Eastern Time), August 3, 2024.

SUCCESS SHARING PLAN

Based on the Union and Company's desire to have employees share in the success of AT&T Inc. (AT&T), the parties agree to a Success Sharing Plan (SSP). Eligible employees may receive annual lump sum cash payments based on AT&T stock price appreciation and AT&T dividend rate.

A. Plan Components

1. Success Units

Employees will be awarded 150 success units at the beginning of each award year (October 1, *2019*, October 1, *2020*, October 1, *2021*, October 3, *2022*, and October 2, *2023*). Those success units will only be valid for that award year and will not carryover to the next award year. A success unit is only used as a multiplier in the payout calculation and is not a share of stock nor has any other value.

2. Determining Award Value

Award Year	Beginning Award Value	Ending Award Value
<i>2020</i> (October 1, <i>2019</i> to September 30, <i>2020</i>)	October 1, <i>2019</i> closing AT&T stock price	September 30, <i>2020</i> closing AT&T stock price
<i>2021</i> (October 1, <i>2020</i> to September 30, <i>2021</i>)	October 1, <i>2020</i> closing AT&T stock price	September 30, <i>2021</i> closing AT&T stock price
<i>2022</i> (October 1, <i>2021</i> to September 30, <i>2022</i>)	October 1, <i>2021</i> closing AT&T stock price	September 30, <i>2022</i> closing AT&T stock price
<i>2023</i> (October 3, <i>2022</i> to September 29, <i>2023</i>)	October 3, <i>2022</i> closing AT&T stock price	September 29, <i>2023</i> closing AT&T stock price

<i>2024 (October 2, 2023 to September 30, 2024)</i>	<i>October 2, 2023 closing AT&T stock price</i>	<i>September 30, 2024 closing AT&T stock price</i>
-------------------------------------------------------------	-------------------------------------------------------------	----------------------------------------------------------------

The stock price used in establishing the award value will be the closing AT&T stock price on the New York Stock Exchange.

The award value will be adjusted proportionally to reflect any stock split.

3. Determining Dividend Rate Value

The dividend rate value will be determined by adding each AT&T declared quarterly dividend during the award year (historically December, March, June, and September) and multiplying this total by 150 success units.

4. Payout

Employees will receive a total payout based on the difference between the ending award value and the beginning award value for the award year times 150 success units plus the dividend rate value. For example:

Stock Appreciation Value:

Beginning award value – October 1, 2019 closing AT&T stock price **\$37.00**

Ending award value – September 30, 2020 closing AT&T stock price **\$42.00**

Payout – $\$42 - \$37 = \$5 \times 150 \text{ success units} = \750.00

Dividend Rate Value:

December 2019 declared dividend	\$.50
March 2020 declared dividend	\$.50
June 2020 declared dividend	\$.50
September 2020 declared dividend	\$.50
Total Declared Dividend	\$2.00

Dividend Rate Value = **\$2.00** x 150 success units = **\$300.00**

Total Award

\$750.00 stock appreciation value + **\$300.00** dividend rate value =
\$1,050.00

The award payment will be made as soon as practicable after the award year and will normally occur the payday of the last full pay period in November.

B. Eligibility

Employees eligible for payments as described above are those regular, temporary and term employees who are on the payroll on both the beginning and ending dates of the award year and who works for a minimum of three (3) months within the award year in a position covered by this Collective Bargaining Agreement.

Eligible employees who are on approved leaves of absence, short-term disability absence or partial disability absence and meet the other eligibility requirements on the ending date of the award year shall receive a payment, provided they return to duty on or before December 31 of the year in which the payment is made.

An eligible employee who transfers between AT&T Companies participating in the SSP will be eligible to receive a payout under the terms of the SSP applicable to the employee's current bargaining unit at the time of a payout, so long as the combined

service in both AT&T Companies satisfies the above eligibility provisions.

C. Part-Time Employees

Eligible part-time employees will receive prorated payments based on their part-time classification (or "part-time equivalent work week") on the ending date of the award year.

D. Benefits Treatment

SSP payments will be recognized as eligible compensation under all benefit plans, as applicable.

E. Taxes, Personal Allotments

Payments are subject to state and local taxes, Federal Income Tax, Social Security Tax, Medicare Tax, and any state disability deductions at the time of payment. Union dues will be deducted. Employees with 401(k) pre-tax elections will not have State or Federal Income Taxes deducted from that portion.

Personal allotments such as United Way contributions will not be made.

F. Dispute Resolution

Company determination under this plan shall be final and binding. The Union may present grievances relating to matters covered by the SSP, but neither the plan nor its administration shall be subject to arbitration.

Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.12.00	Company Counter	CI	All

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Letter	UP.12.00

Summary	Paid Parental Leave

2019 BARGAINING PROPOSAL

See attached Letter

Proposal ID: CC.12.00
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Southeast Labor Relations

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August 4, 2019

Richard Honeycutt, Vice President
Communications Workers of America - District 3
3516 Covington Highway
Decatur, Georgia 30032

Re: Paid Parental Leave

Dear Richard,

Effective January 1, 2020, bargaining unit employees in the 2019 Collective Bargaining Agreements represented by CWA District 3 (Bellsouth Telecommunications, LLC, AT&T Billing Southeast and Bellsouth Telecommunications, LLC for Utility Operations) will be eligible to participate in a Paid Parental Leave Policy ("PPL") for U.S. Bargained-for Employees. The PPL will provide for two (2) weeks of paid parental leave. The Company retains the unilateral right to modify, suspend or discontinue the PPL Policy at any time in its discretion.

Sincerely,

Diane Bradley – VP, Labor Relations

Acknowledged:

Richard Honeycutt – VP, CWA – District 3

Proposal ID: CC.12.00
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Proposal ID #	Type of Proposal	Bargaining Table	Contract(s)
CC.21.00	Company Counter	CI	ALL

Step	Date Proposed	Time Proposed
Status	Status Date	Status Time

Art/App/Doc Modified	Mod Of or Counter To
Letter	

Summary	Joint Contract Training
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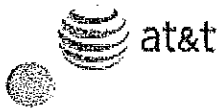
Proposal ID: CC.21.00

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John Trapeser
Executive Director
Labor Relations

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jtrapeser@aol.com

August 9, 2015

Mr. Michael J. Fahrenholt, Sr.
CWA Staff Representative
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Fahrenholt:

In connection with the 2015 Working Agreement, the parties have recognized that joint training of managers, CWA local officers and selected job stewards will best assure that the Working Agreement changes will be fully understood and properly implemented. Therefore, the parties will conduct joint training sessions with the CWA concerning the changes in the new Working Agreements. Our objective is to train management employees having supervisory responsibilities and the Union Representatives (as identified by the Union).

Selected job stewards designated by the Union to represent each local will be in accordance with the following:

- A minimum of four job stewards from each local,
- A maximum of one job steward per each 30 members from each local, not to exceed a total of 100 stewards per local, and
- No more than one job steward from a work group

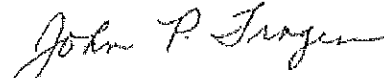
In connection with such training, the Company will determine the most economical means to conduct training sessions. This training may be delivered by teleconference, videoconference, or any other effective method. The Company and the Union will each designate their representative(s) to conduct the training.

In advance of the training, a request will be made to the CWA to provide the Company with a list of names of those employees who will attend joint training. The Company will pay for the time consumed in the meeting but no travel time or expenses.

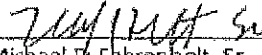
The provisions of this agreement do not obligate the Company to treat future meetings or training in a similar fashion.

Please sign below if you concur.

Sincerely,



John P. Trageser
Executive Director
Labor Relations

Concurred: 
Michael P. Fahrenholt, Sr.

Date: 12/10/2015



John Trageser
Assistant Vice President
Labor Relations

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August 4, 2019

Mr. Nick Hawkins
Assistant to the Vice President
District 3
3516 Covington Highway
Decatur, GA 30032

Dear Mr. Hawkins:

AT&T does not have a Company Sponsored Health Savings Account (HSA) Plan. Beginning June 1, 2020, however, employees in the three Southeast CWA District 3 represented bargaining units can contribute to a Company vendor sponsored HSA through payroll deductions. Currently, that vendor is Fidelity, though AT&T may change that vendor as the Company deems appropriate. Alternatively, starting June 1, 2020, employees may open a HSA at another financial institution, although payroll deduction would not be available in such other institutions.

Sincerely,

John Trageser
Assistant Vice President
Labor Relations