

(1)

**CWA D4 AT&T Midwest Tentative Agreement
Detailed Summary 5-19-2015**

CORE ARTICLES

Agreement – No Changes.

Articles 1 thru 6 – No Changes.

Article 7 – Window for withdrawal clarification

Articles 8 thru 11 - No change.

Article 12 – Individual or group employee grievances (not filed by the Local) may be heard at the first step within 45 days of action.

Article 13 – Wages – 3.0%, 2.25%, and 3.0% Retroactivity if ratified on or before June 26, 2015 and on payroll as of ratification date.

Articles 14 thru 15 – No Changes

Article 16 – See Attachments.

Article 17 – No Changes

Article 18 – Current employees no change; new employees (hired after ratification) will have up to 40 hours paid personal illness in a calendar year.

Articles 19 thru 25 - No Changes.

Article 26 – See provided “Article 26 and Associated MOA Summary”

Articles 27 thru 29 – No Changes

Appendix A

A-1 No Change

A-2 No Change

A-3 No Change

A-4 No Change

A-5 No Change

A-6 – Success Sharing Plan

- **changed from HRA to cash payout**

A-7 No Change

A-8 No Change

A-9 No Change

A-10 No Change

A-11 No Change

A-12 No Change

A-13 No Change

A-14 No Change

A-15 No Change

A-16 No Change

A-17 – Guaranteed Personal Time Off

- **personal time off can be used Monday-Saturday**

A-18 No Change

A-19 No Change

A-20 – Extended Employment Opportunity Period

- **added employees hired before 4/11/15**

A-21 No Change

A-22 No Change

A-23 No Change

A-24 No Change

A-25 No Change

A-26 No Change

A-27 No Change

A-28- Leveraged Title

- **lead person to receive 100% of their daily target incentive payment and differential**

A-29 No Change

A-30 Name Change to Additional Displacement Opportunity

A-31 No Change

A-32 No Change

A-33 No Change

A-34 No Change

A-35 No Change

A-36 – Benefit rules for movement

- **enhanced rules**

Appendix B – Wage Zones

No Changes.

Appendix D

Updated Plan Names

Appendix F

See provided summary

Appendix G

All provisions remain the same except the following:

- **Add CORE Agreements:**
 - A-11 AT&T Non-Management Staffing Process
 - A-22 Proper Use of Union-Management Review Board
 - A-32 National Transfer Plan

- Attachment II – Moved Osceola, MI to Service Area 3
Moved Oscoda, MI to Service Area 2

All Attachments renewed with appropriate date and name changes.

Letters Outside the Contract

All current valid letters outside the contract have been renewed and or updated.

New Letters Outside the Contract

- Premises Technician Job Duties
- Team Lead Quota Relief (anything after 8hrs/month performance target adjustment)
- Company Wellness
- Catch All Letter (new provision to allow local exemption process to allow local management to override vacation limits in Home Solutions Call Center)
- Excise Tax Letter