

2022 CWA D4 DirecTV Midwest Tentative Agreement Summary

Wages

All employees will receive a general wage increase of 14.00% (14.75% compounded) over the life of the contract as follows:

Wages – 4.0%, 4.0%, 3.0% and 3.0%

First 4% is retroactive to April 10, 2022 if ratified on or before August 31, 2022 and on payroll as of the ratification date.

Second 4% is effective April 9, 2023

First 3.0% effective April 7, 2024

Second 3.0% effective April 6, 2025

Wage increases at top rate exponentialized throughout wage progression schedules.

\$500.00 lump sum bonus

Highlights

Lower monthly health care premiums. An average reduction of nearly 40%.

Add permanent Work from Home Titles for: Dispatcher, Office Coordinator, Administrative Support Assistant, and Technical Support Representative II

Scheduling MOA for Technicians that provides consecutive days off (Fri-Sat, Sat-Sun, Sun-Mon) Sunday premium remains in effect. Weekend off protection remains.

Increase in Lead Pay from \$8 to \$12

Increase in Out of Town Pay from \$37 to \$39. Eliminate restrictions on breakfast, lunch and dinner

Paid holidays increase from 7 to 8. Adding Martin Luther King Day

Successorship language added to protect members in case of a sale of DirecTV

Card check language added to help increase our bargaining power by potentially expanding CWA representation to other areas of DirecTV.

Maintain pension for existing members and 2022 new hires

Health Care

Health care savings in every year of the contract, resulting in lower monthly costs

Option 1

Monthly Premium –	2022-	135 single/375 family
	2023-	83 single/ 231 family
	2024-	88 single/ 244 family
	2025-	93 single/ 258 family
	2026-	99 single/ 275 family

Option 2

Monthly Premium -	2022-	86 single/ 237 family
	2023-	48 single/ 132 family
	2024-	52 single/ 143 family
	2025-	57 single/ 157 family
	2026-	62 single/ 171 family

Option 3

Monthly Premium -	2022-	N/A
	2023-	16 single/ 44 family
	2024-	20 single/ 55 family
	2025-	24 single/ 66 family
	2026-	29 single/ 80 family

Deductibles

Option 1

Network/ONA/PPO		2023	2024	2025	2026
	Single	900.00	950.00	1000.00	1050.00
	Family	1800.00	1900.00	2000.00	2100.00
Non Network	Single	2700.00	2800.00	2900.00	3000.00
	Family	5400.00	5600.00	5800.00	6000.00

Option 2

Network/ONA/PPO

	Single	1700.00	1750.00	1800.00	1850.00
	Family	3400.00	3500.00	3600.00	3700.00
Non Network	Single	5100.00	5200.00	5300.00	5400.00
	Family	10200.00	10400.00	10600.00	10800.00
Option 3 Network/ONA/PPO					
	Single	2700.00	2750.00	2800.00	2850.00
	Family	5400.00	5500.00	5600.00	5700.00
Non Network	Single	8000.00	8100.00	8200.00	8300.00
	Family	16000.00	16200.00	16400.00	16600.00

Out of Pocket Maximums (include deductibles):

Option 1 In Network/PPO & ONA		2023	2024	2025	2026
	Single	3900.00	3950.00	4000.00	4050.00
	Family	7800.00	7900.00	8000.00	8100.00
Non Network	Single	11700.00	11800.00	11900.00	12000.00
	Family	23400.00	23600.00	23800.00	24000.00
Option 2 In Network ONA/PPO	Single	6850.00	6900.00	6950.00	7000.00
	Family	13700.00	13800.00	13900.00	14000.00
Non Network	Single	20550.00	20650.00	20750.00	20850.00
	Family	41100.00	41300.00	41500.00	41700.00
Option 3 In Network ONA/PPO	Single	6850.00	6900.00	6950.00	7000.00
	Family	13700.00	13800.00	13900.00	14000.00
Non Network	Single	20550.00	20650.00	20750.00	20850.00
	Family	41100.00	41300.00	41500.00	41700.00

**Co-Insurance
Network/Non-Network**

Option 1, 2 and 3

10%/50%

Prescription Drugs

**RX Deductible
Option 1**

None

Option 2 &3 Single and Family Integrated with Medical

Rx Out of Pocket Maximum

Includes deductible		2023	2024	2025	2026
Option 1	Single	1,700.00	1,750.00	1,800.00	1850.00
	Family	3,400.00	3,500.00	3,600.00	3700.00

Option 2 Single and Family integrated with Medical

Rx Co Pay

<u>Generic:</u>	Options 1, 2&3	2023	2024	2025	2026
	Retail:	10.00	10.00	10.00	10.00
	Mail:	20.00	20.00	20.00	20.00

<u>Preferred:</u>	Options 1, 2&3				
	Retail:	45.00	48.00	51.00	54.00
	Mail:	90.00	96.00	102.00	108.00

<u>Non-Preferred:</u>	Options 1, 2&3				
	Retail:	105.00	111.00	117.00	123.00
	Mail:	210.00	222.00	234.00	246.00

Working Spouse Contribution

Spouses who enroll in DirecTV coverage but otherwise have access to medical coverage through their Non-DirecTV employer.

Employee will pay an additional monthly charge as follows:

2023	2024	2025	2026
\$100	\$110.00	\$120.00	\$130.00

Tobacco Use Contribution

Employees and/or spouses who use tobacco and are enrolled in DirecTV sponsored medical plans who choose not to participate in a designated tobacco cessation plan will pay an additional monthly contribution toward the cost of coverage as follows:

2023	2024	2025	2026

\$65.00 \$70.00 \$75.00 \$80.00

If you participate in the approved cessation plan, all charges will be waived.

Dental

No change from current plan. (All employees)

	2023	2024	2025	2026
Individual	\$8.00	\$8.00	\$9.00	\$10.00
Individual +1	\$17.00	\$18.00	\$19.00	\$20.00
Family	\$27.00	\$28.00	\$29.00	\$30.00

Vision

No change from current plan. (All employees)

	2023	2024	2025	2026
Individual	\$3.00	\$3.00	\$4.00	\$5.00
Individual +1	\$6.00	\$7.00	\$8.00	\$10.00
Family	\$10.00	\$11.00	\$13.00	\$15.00

Other additions/changes

*Clean up refers to name, date, and reference changes to language

Combine all applicable language that applies to transitioned employees into new contract format.

Article 1- Recognition-Clean up

Article 2-Definitions-Definitions added

Article 7-Union Deductions-Electronic method required

Article 8-Collective Bargaining Procedures-DirecTV agrees to print and deliver 100 contracts to CWA using a Union printer.

Article 10-Union Officers and Representatives-Added virtual orientation option, Company name change, adjusted number of union LOAs permitted, clarified length of leave for an individual, eliminate POTS concession for retirees

Article 11-Information Sharing-Clean up

Article 12-Problem Resolution Procedures-Adjust grievance procedure to two steps, adjust reference from Labor Relations Director or designee to Labor Relations Representative. Electronic delivery of grievances.

Clarify time limits for processing grievances.

Add electronic meeting for second step grievances and option of electronic meeting for first step grievances.

Add electronic delivery of arbitration notification. Adjust arbitration panels. Add electronic notification of Expedited Arbitration.

Article 13-Job Titles and Compensation- Add permanent Work from Home Titles for: Dispatcher, Office Coordinator, Administrative Support Assistant, and Technical Support Representative II. Wage increases of 4%, 4%, 3% and 3% for a compounded increase of 14.75% over the life of the agreement. Back pay from 4-10-2022. Article reference clean up

Article 14-Net Credited Service and Seniority-Change Article name to "Seniority"

Article 15-Job Classifications and Promotions-Clean up

Article 16-Benefits-Move to new employer sponsored DirecTV Plans, Option 3 plan added. Eliminate CarePlus.

Lower Medical monthly premiums (approximately 40% cheaper). Stepped increases to deductible and OOP Max. 2018 new hires moved to lower cost share. Continued pension plan for all employees, including 2022 new hires. Stepped increases to Dental and Vision plan premiums. Stepped increases to surcharges. Generic drug co-pay does not increase for life of contract. Increase to other RX copays. Reference benefits explanation above.

Article 17-Work Schedules-Update Article references-New MOA for technicians regarding consecutive days off (Fri-Sat, Sat-Sun, Sun-Mon)

Article 19-Differentials-Increase relief differential 50% from \$8 to \$12. Clean up.

Article 20-Part Time Employees-Clean up

Article 21-Holidays-Increase paid Holidays from 7 to 8. Add new Martin Luther King Holiday

Article 22-Excused Work Days-Clean up

Article 23-Vacations-Clean up

Article 25-Temporary Assignments-Increase meal allowance to \$39. Remove restrictions on Breakfast, Lunch and Dinner.

Article 26-Force Adjustment-Clean up

Article 27-Work Apparel-Clean up

Article 29-Termination and Validity-Clean up and new effective dates

Appendices

Combine all applicable language that applies to transitioned employees into new Appendix format.

A4-Regional JBF-Combine into Working Relations Committee

A5 **A1**-CDL & Special Permit-Clean Up

A6 -SSP-Delete-Add to base wages

A8 **A2**-Safety Council-Clean up, adjust committee size, add virtual option

A11-AT&T Non Management Staffing-Delete

A14 **A3**-Innovative Scheduling-Clean up

A15 **A4**-Medical Facilities/Physician Visits-Clean up

A16 **A5**-Labor Advisory Forum-Change to working relations committee/combine other non-safety committees

A21 **A6**-Neutral Evaluation Process-Clean up

A22 **A7**- Proper use/Review Board-Clean up

A32-AT&T National Transfer Plan-Delete

A34 **A8**-Payment in Lieu of Vacation-Clean up

A36-Benefit Rules for Movement-Delete

D3 **A9**-Legally Recognized Partners-Clean up

A10- MOA:Scheduling for Technicians

A11- Guaranteed Personal Time Off

A12-Electronic Dues Authorization

A13-Successorship

A14-Neutrality and Card Check