



Communications Workers of America, AFL-CIO

District 6 Arkansas, Kansas, Missouri, Oklahoma, Texas

Derrick Osobase Sr.
Vice President

District 6 Headquarters

Parkway at Oak Hill, Building One
4801 Southwest Parkway, Suite 145
Austin, Texas 78735
512-330-0871
fax: 512-330-0886

April 17, 2024

Dear CWA Member,

I hope this letter finds you and your family well and in good health.

As Vice President, I prioritize advocating for improved working conditions, financial stability, and overall well-being. Over the past 20 years, we've observed significant shifts within AT&T. Locals once boasting thousands of members have dwindled to mere hundreds, or even fewer. Factors like deregulation, outsourcing, and technological advancements have altered the telecommunications landscape, often to the detriment of our jobs and the volume of our work.

In this evolving landscape, it's imperative to acknowledge the Company's changing dynamics. Our foremost responsibility remains ensuring the financial security and peace of mind for you and your families amidst these shifts.

The Company approached us regarding our Core Call Centers, signaling their intention to surplus all of our remaining Core Centers in District 6. We promptly initiated negotiations with the Company to address the potential impact of their decision. Our priorities were clear, safeguarding your job, preserving your pay, and minimizing disruption for you and your family.

After several challenging negotiations, we successfully secured the following key assurances:

- Job guarantees for those opting to continue employment with AT&T
- Wage protection for employees
- A commitment to maintaining current employee work locations

Although we disagree with AT&T's overall shift to restructure our call center work, we recognize our responsibility to respond as best as possible in challenging circumstances, with limited options at our disposal. Making this decision was undoubtedly one of the toughest challenges we've faced. However, we firmly stand behind our response and are confident that it was the best course of action given the constraints we faced.

Throughout this process, the well-being of our members and their families remained our paramount concern, guiding every step of our negotiations. Had we simply sat back and allowed the Company to further dictate when, where, and how surpluses would occur, we would have risked members being forced to "follow the work" or be fully removed from payroll via a surplus. We reached this deal preemptively to avoid the potential disparities that could arise from factors like call or work volumes, wage discrepancies across regions, and minimize the disruption to your lives.

Details of the agreement are as follows:

- Jobs will continue at their current office locations and will transition to the AT&T Mobility contract as soon as feasible. This provision is crucial as it streamlines the process, avoiding the need for separate negotiations at each office, which could have led to unequal outcomes.
- Transferred call center employees will assume the role of Premier Service Consultants within the Mobility CBA.
- Transferred clerical employees will be designated as Clerical Associates within the Mobility CBA.
- Employees will remain at their current protected rate of pay (based on the weekly wage rate as of 4/28/24) annually until the Premier Service Consultant/Clerical Associate wage tables align with their current job title at AT&T SW.
- Mobility general wage increases will be paid out in a lump sum annually based on the annual protected rate of pay multiplied by the GWI until wage tables catch up to protected pay rates.
- Leverage Service Reps will receive an additional \$616.50 weekly added to their weekly pay.
- Jobs could transition to WFH with a 30-day advance notice from the Company. Additionally, a \$55 monthly stipend for high-speed internet is provided if permanent work-from-home arrangements are implemented.
- Health and Welfare benefits will transition to the AT&T Mobility Contract. (Note: Members will not lose their BCSS pension, the plan will be frozen until retirement eligible.
- Transferring employees will be eligible to participate in the Bargained Cash Balance Program #2.
- Upon transfer AT&T Mobility will honor all vacation and time off already scheduled before the transition.

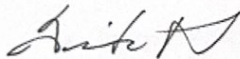
If you choose to separate from the Company you will have the following options:

- Eligibility for Involuntary Severance Pay following Article XVIII Section B of the AT&T SW CBA.
- Unused vacation will be paid out following Article IX Section 3 of the AT&T SW CBA.
- If you are within 24 months of retirement eligibility, you will be given the option for a transitional leave of absence (TLOA). This leave of absence must begin no later than 30 days after the election of TLOA.
- Company will not challenge any unemployment benefits.

In the coming months, we plan to visit your local offices in person. Our aim with these meetings is to engage in explanatory discussions, address any questions about the agreement, and ensure that you have a direct line of communication for addressing any issues that may arise during this transition.

As we get through this transition together, we remain committed to you, and will continue to fight fiercely to defend, grow and strengthen our union. With corporations like AT&T wielding more power and wealth than ever before, your participation in this fight is crucial. I am honored to stand in solidarity with each and every one of you in this struggle.

In Solidarity,



Derrick Osobase Sr.
Vice President
CWA District 6

/at

C. All D6 Employees

ADDENDUM TO THE MOBILITY PURPLE SW WIRELINE MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (MOA) serves as an Addendum to the parties' February 26, 2024, agreement (the "Transfer MOA") to transfer employees in the Southwestern Bell Telephone Company / AT&T Services, Inc. collective bargaining agreement ("Southwest CBA") into job titles covered by the Mobility Purple 2024 Regional Labor Agreement (the "Purple CBA"). Those employees listed in Attachment A ("Transferring Employees") comprise the list of employees transferring to the Purple CBA as applicable.¹

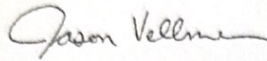
All terms and conditions of the Purple CBA and Transfer MOA will apply to the Transferring Employees except as modified below:

1. The Union understands and agrees that as part of this process, and on a non-precedent setting basis, prior to being moved over to the Purple CBA in accordance with the Transfer MOA, Transferring Employees noted in Exhibit A will be given an opportunity to leave payroll and receive a payment equivalent to an involuntary severance payment in accordance with the Involuntary Severance Table found in Article XVIII, Section 2. of the 2017 Southwest CBA (Including the 2021 Extension Agreement) or elect to go on a Transitional Leave of Absence (TLOA) if eligible. Transferring Employees electing to leave the payroll and take a payment equivalent to an involuntary severance payment as noted, shall go off payroll mirroring an involuntary separation at the conclusion of Article XVII Force Adjustment set out in the Southwest CBA, subject to the exceptions set forth below.
2. Transferring Employees that elect to receive payment as described in paragraph 1. will go off payroll no later than 30 days after election. Payment shall be made as soon as practicable.
3. Transferring Employees that elect to move to the Purple CBA shall be moved as soon as practicable following the canvassing set forth in paragraph #1.
4. Transferring Employees that elect TLOA shall begin their leave no later than 30 days after election.
5. Transferring Employee's decisions are irrevocable.
6. The Union understands and agrees that as part of this process, and on a non-precedent setting basis, a surplus is not being issued in association with the Transferring Employees and that notwithstanding the payment equivalent to an involuntary severance offer set forth in paragraphs #1 and #2 above and the ability of eligible Transferring Employees to go on TLOA, the parties strictly agree that the Southwest CBA Memorandum of Agreement-Employment Security Commitment (ESC) and Memorandum of Agreement- Hometown Job Security Commitment (HJSC) will not apply to any Transferring Employee regardless of election and that, no provision of Article XVII, Force Adjustment will apply.
7. Notwithstanding this, the Company will not challenge a Transferring Employee's filing requesting unemployment benefits payments from their applicable state administrative agency should their separation from the company solely fall under the terms of this MOA.
8. Unless specifically listed in this Addendum or as set forth in the Transfer MOA, the parties understand and agree that the Purple CBA will govern the terms and conditions relating to the Transferring Employees in all respects. Except where expressly stated herein, this MOA is not intended to restrict the

¹ Unless specifically listed herein, the parties Transfer MOA will govern and if there is any conflict between the Transfer MOA and this Addendum, the parties' Transfer MOA will control.

Company's existing management rights as established via any practice or as set forth in the Purple CBA and its Memoranda/Letters of Agreement.

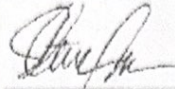
On Behalf of:
COMMUNICATIONS WORKERS OF AMERICA



Jason Vellmer
Administrative Director, CWA District 6

Date: March 27, 2024

On Behalf of:
AT&T MOBILITY SERVICES LLC



Steve Frost
Assistant Vice President, Mobility Labor Relations

Date: March 27, 2024

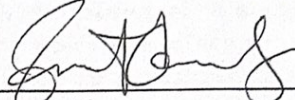
COMMUNICATIONS WORKERS OF AMERICA



Billy Moffett
Administrative Assistant, CWA District 6

Date: 3/27/24

SOUTHWESTERN BELL TELEPHONE COMPANY



Jimmy Cassidy
AVP Labor Relations

Date: 3/27/24