

THE MOBILITY PURPLE SW WIRELINE MEMORANDUM OF AGREEMENT

General Questions

When will the employee transfer take place from the SW Wireline Agreement to the Mobility Purple Agreement?

The employee transfer should take place mid-year 2024. The Company will provide a firm date in the near future.

What options do I have under the Mobility Purple SW Wireline Memorandum of Agreement?

- You may elect to move into the Mobility Purple agreement under the terms of the MOA; or
- Elect to leave payroll and receive a payment equivalent to an involuntary severance payment under the SW Wireline Agreement; or
- Elect to go on a Transitional Leave of Absence (TLOA) if eligible.

When must I make my final decision regarding which option is best for me?

Close of business April 30, 2024.

How do I notify the Company of my intention to transfer to Mobility Purple, or leave payroll and receive a payment equivalent to an involuntary severance payment, or go on TLOA?

Employees will be provided with a MOA election form and must return the completed MOA Election Form to their supervisor by close of business April 30, 2024.

Is there a deadline to accept the transfer to Mobility Purple in the Mobility Purple agreement?

Yes. The deadline to make an election is close of business April 30, 2024.

What happens if I do not respond by the deadline?

Unless you were off work for an approved vacation, jury duty, bereavement, illness, STD or LOA, employees who fail to submit the election form by the deadline shall be considered to have accepted the offer to move to the Mobility Purple agreement and will be transferred to AT&T Mobility under the terms of the MOA.

Can I change my mind after the deadline to make an election?

Your election decision at business close on April 30, 2024 is irrevocable.

[Electing to move to Mobility Purple](#)

When will I start in my new title?

Once you accept the offer, you will receive confirmation of when you will be moved to Mobility Purple Agreement.

What Mobility title am I being transferred into?

See table below.

Where can I find information on applicable wages for my new title?

Employees moving into AT&T Mobility will be pay protected until such time as they fall below the top step of the corresponding Mobility title or they voluntarily move into a new job title. The wage tables can be found in Appendix A by following this link: [Mobility Purple Labor Agreement](#)

Note: Employees moving from the Leveraged Service Representative title to the Premier Service Consultant title will have \$616.50 added to their current weekly wage rate and will be pay protected until such time as they fall below the top step of the Premier Service Consultant wage table or they voluntarily move into a new job title.

Will I receive incentive pay in the Mobility agreement?

Incentives are determined at the discretion of AT&T Mobility.

How will my annual wage increase be determined in Mobility Purple?

Employees in progression shall receive the negotiated general wage increase as found in the Mobility Purple Agreement. Pay protected employees moving into AT&T Mobility will receive a lump sum payment equivalent to the annual negotiated general wage increase for Mobility Purple on or around the contract anniversary date if they remain above the top rate of pay for their title's wage scale.

If I accept the transfer to AT&T Mobility and later move into another position how will my pay be determined?

If you move into any other position, you will lose pay protection and the wages and/or wage scale associated with the new position shall control your pay.

Will I be able to take a vacation that has already been approved?

Yes, AT&T Mobility will honor approved vacation time previously scheduled for 2024.

What if I accept the move to AT&T Mobility, move into the new position and then decide it is not a good fit for me - can I apply for other positions?

[Electing payment equivalent to an involuntary severance payment](#)

Will any severance be offered as part of this process?

No surplus is occurring as part of this transition. However, employees electing to leave the payroll will receive 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).

If I elect to receive payment equivalent to an involuntary severance payment, when is my last day on the payroll?

If you elect to receive payment equivalent to an involuntary severance payment, you will leave no later than 30 days after your election.

Where can I find my amount of payment?

Payment amounts can be found in the Involuntary Severance Table found in in Article XVIII, Section 2. of the 2017 Southwest CBA (Including the 2021 Extension Agreement).

If I left payroll, will the company contest my unemployment application?

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.

Will I get paid for my remaining vacation?

Employees electing to leave payroll will receive payment in lieu of vacation as if the employee had accrued vacation for the entire year.

[Transitional Leave of Absence](#)

Who is eligible for TLOA?

Employees who are within 24 months of achieving eligibility for a Service Pension on the MOA Election due date (April 30,2024).

If I elect TLOA, when will I go on leave?

If you elect TLOA you will leave no later than 30 days after your election.

Where can I find more information on TLOA?

Leave policies can be found here. [Paid & Unpaid Time Off](#)

What if I accept the move to AT&T Mobility, move into the new position and then decide it is not a good fit for me - can I apply for other positions?

Yes. Time in title requirements will be waived for employees who move into the Mobility Agreement. Movement outside of the Mobility Purple agreement is governed by the National Transfer Plan.

If I accept the transfer to AT&T Mobility, will I continue to report to my current call center location?

Yes, you will continue to report into this center at this time.

Where can I find information on the Mobility Purple Agreement?

The Mobility Purple Labor Agreement can be found here.
[Mobility Purple Labor Agreement](#)

How will my Health Benefits be impacted?

Transferring Employees will be eligible to participate in the health and welfare benefits applicable to Mobility Purple employees through a special enrollment period.

Will my deductible be reset? If you are currently participating in an AT&T self-insured medical option (e.g. Option 1 or Option 2) prior to the transition, deductibles and out-of-pocket maximums are transferrable to an option under the Mobility Purple Medical Program. If you are currently participating in a fully-insured medical option (e.g. an HMO) prior to transition, deductibles and out-of-pocket maximums will not be transferrable.

How will my pension be impacted?

If you currently are eligible for the Southwest Program of the AT&T Pension Benefit Plan, your participation will end when you transfer into the Mobility Purple contract. Any accrued, vested pension benefit will remain yours, and continue to be accessible to you under the terms of the plan. Going forward, you will be eligible to participate in the Bargained Cash Balance Program #2 (BCB2) of the AT&T Pension Benefit Plan.

If you currently are eligible for BCB2 in the current Southwest contract, you will be eligible for BCB2 under the terms of the Mobility Purple contract.

Title Conversion

Wireline Title	Mobility Title
Leveraged Service Representative	Premier Service Consultant Business Premier Service Consultant
Senior Consultant	Premier Service Consultant
Revenue Management Representative	Premier Service Consultant
Service Representative	Premier Service Consultant
Service Representative -Exec Esc (SBS)	Premier Service Consultant
Service Representative (SBS)	Business Premier Service Consultant
Operations Clerk	Clerical Associate
Senior General Clerk	Clerical Associate
Senior Records Clerk	Clerical Associate
Senior Reports Clerk	Clerical Associate
Senior Records Clerk-I	Clerical Associate