

AT&T Bargaining Council Items and Goals
As adopted by AdHoc 11-9-2021

WAGES

Item – Significant and Sizable raises –7% annual raise plus COLA across the board, compounded annually.

Item – Significant and Sizable Increases for new hire minimums - based on 2021 market conditions – no less than 10%.

Goal- Every member will see themselves financially in a better overall position after bargaining in terms of real earnings. We deserve our fair share in basic wage increases for all CWA members. This increase should be commensurate with company profits and executive compensation allowing our members and their families to improve their standard of living.

Goal - Wages will be offset by the increase in benefit costs before applying any additional annual increase.

Goal – bargain additional financial compensation for essential workers who do not have the option to work from home.

BENEFITS

Item - Improvements in the healthcare benefits of current employees and retirees.

Goal - To include significantly lower premiums, lower out of pocket cost and better coverage with no additional tier benefits; including all US territories.

Item - Mandatory post-retirement bargaining for future retiree’s pension and healthcare benefits.

Goal – Ensure that post-retirement healthcare and pensions cannot be unilaterally changed after retirement and that they keep up with the cost of living.

Goal – We must maintain a high quality of healthcare for current employees and retirees while containing reasonable cost share. Our intent is that benefits, once bargained, will be available, without question, to all of our members. This include significantly lower premiums, lower out of pocket expenses, and better coverage as well as eliminating multi-tier benefits.

PENSION

Item -Defined benefit pensions should be made available for all employees.

Item - Improve pensions and other retirement plans and related benefits to reflect true Cost of Living Increases

Goal - minimize early retirement penalties and maximize options, including early cash out of vested pensions, and lowering eligibility age and service requirements.

Item - Annual cost of living increases for all current retirees.

Item - Annual cost of living increases for all future retirees.

Goal – Add self-directed 401k option for all bargaining units.

Goal – We need pension improvements in all plans to ensure all our members can retire with dignity regardless of their job title. This includes cost of living increases for current and future retirees annually.

EMPLOYMENT SECURITY

Item - Improve the current employment security clause on all levels including the premises technician and wire technicians.

Item - No work can leave the CBA to be moved to members of another CBA, nor eliminated due to work performed in another CBA. Where this has happened during term of previous CBA, the work shall be restored.

Goal – No member would lose work to other collective

bargaining agreements.

Item - Guaranteed formal instructor-led company provided training for all current and new technology/work.

Item - Watermark of 100% of headcount at the expiration of each regional CBA for the duration of the new contracts.

Item - No involuntary layoff for the duration of the new CBA.

Goal - Enhance incentives for employees to leave voluntarily.

Item - Improve language addressing subcontracting, non-union subsidiaries, outsourcing and management doing what should be bargaining unit work, including existing, new and emerging technologies. (example T&T variable workforce agreement Article 43.16)

Goal - Eliminate all contractors. Bring ALL work back into the bargaining units.

Goal – We need access to all current jobs as well as jobs of the future. Improvement to the voluntary transfer rights to all entities within AT&T with seniority, benefit, and pension protection. The transfer system must be strengthened to assure that they provide equal opportunities to every employee. We need real limits on contracting/outsourcing/offshoring of our work to prevent diminishing our Bargaining unit(s).

ACCESS TO JOBS

Item - New work to be CWA represented and not migrated to lower wage scales.

Item – Keep and improve the National Transfer Plan including acquisitions and future titles and/or any work represented by the Union.

Goal - Improve voluntary transfer rights to all entities within AT&T with seniority, benefits and pension protection.

Goal - Employees who are satisfactory in their current jobs are eligible to transfer.

TRAINING FOR THE FUTURE

Item - Form one Joint National committee with representatives of each bargaining unit and provide for committees on technological change, emerging technologies, training and retraining, and career development.

Goal – To identify skill and knowledge sets required and to create carrier paths for employees to successfully migrate to new jobs of the future.

Goal – In order to prepare our members and bring additional work into the bargaining unit, AT&T must provide training in the new technologies. This would include setting a minimum number of hours of training and the use Union recommended training.

RESPECT AND JUSTICE ON THE JOB

Item – Move all titles in appendices and addendums to the core contracts as deemed appropriate by the bargaining committees.

Item - Scope of work for all titles must be negotiated. No change without negotiations and agreement with the union.

Goal - Improve the wages and work for all titles.

Goal – Core overtime language (time and a half and double time) apply to all appendices and addendums.

Goal – Improve working conditions for all work center titles as it pertains to monitoring.

Goal - Improvement in the working conditions of all titles, including sales pressure on Service Reps. Equitable treatment for all titles. Pay treatment for all titles to be commensurate with all work performed. No expansion of Premises Technician (Wire Technicians) Scope of Work.

Goal – AT&T must eliminate the misuse of performance management plans in all departments. Mandatory Overtime, inflexible schedules, pressure to sell, monitoring, GPS, and the harsh attendance and adherence policies that continues to show a lack of respect toward our members. When attempting to resolve on-the-job problems through the grievance procedure, we are frustrated by delays and managers lacking authority to resolve problems or settle grievances

8. - UNITY BARGAINING

Item - Bring all contract expiration dates together.

AT&T Bargaining Council Program and Agenda Items:

- ▶ Each Local shall determine the method by which strike authorization and contract ratification votes will be conducted. At their discretion, Locals may choose to participate in unit-wide balloting methods that may be conducted under the auspices of the National union.

- ▶ Prior to any District/Sector bargaining committee entering into negotiations that would deviate from the National Issues they must obtain concurrence from all relevant Vice Presidents. In the event of an objection from any Vice President, concurrence must be obtained from the President.

- ▶ Each AT&T bargaining committee under the auspices of the AT&T Bargaining Council shall select one rank & file member of their committee to serve as their representative on a National Bargaining committee in the event a National table is convened, including for health care negotiations and for the purposes of deliberations over deviations from properly adopted National Issues.

- ▶ Each elected bargaining committee member designated to sit on the national bargaining committee is to be included in all relevant discussions between bargaining units.

- ▶ Any deviations from national bargaining council items authorized or approved by the Vice Presidents or President, must be reported in writing to the relevant bargaining committees.

