

April 9, 2025

2025 Settlement Agreement

Terms of the 2025 CWA-AT&T Southwest Settlement Agreement

This document is for all managers in Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. It contains the terms of the Southwest core wireline tentative agreement between CWA and the companies listed above. If ratified by members of the CWA, District 6, this agreement will become effective April 13, 2025.

This document needs to be retained for the life of the 2025 Labor Agreements, as it contains provisions that will not be in the new contract, but that could still apply to workplace issues. Managers should feel free to share this information with their employees.

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2025 SETTLEMENT AGREEMENT
CWA & AT&T SOUTHWEST

This Agreement is entered into as of April 9, 2025, between Communications Workers of America ("CWA" or "the Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the "Company" or "Management").

1. This Agreement shall become effective April 13, 2025, subject to receipt by the Company of written notification from an authorized representative of the Union that this Agreement has been duly ratified by the employees represented by the Union and approved by the President of Communications Workers of America, provided said notification is received by the Company on or before 5:00 p.m., May 9, 2025. If such notification is not received on or before 5:00 p.m., May 9, 2025, this Agreement shall have no force or effect, and all proposals made by the Company up to that time are withdrawn.

2. In recognition of the mutual efforts by the parties to reach an agreement, the Company will provide a ratification bonus in the amount of \$1000.00 to Active regular full-time employees on the Company payroll as of the date of ratification, provided ratification occurs on or before May 9, 2025. Each Active regular part-time employee on the payroll as of the date of ratification will receive a prorated ratification bonus based on what their part-time classification (or "part-time equivalent work week") was on the ratification date. Eligible employees who are on approved short-term disability absence or partial disability absence on the ratification date shall receive the ratification bonus, provided they return to duty on or before May 9, 2026. The Company will pay this bonus as soon as practicable, within 30 days of ratification, subject to normal wage withholdings and deductions.

3. The parties agree that prior to the initial GWI, the Company will make a one-time increase of 3% at the top step of all of the Appendix J wage schedules. The progression steps will be calculated exponentially between the existing bottom and top step rates

4. The basic wage schedules set forth in the 2021 Extension Agreement, shall be superseded on the effective dates of May 11, 2025, May 10, 2026, May 9, 2027, and May 7, 2028 as set forth below and in **ATTACHMENT A** hereto:

- A. 5% increase to base wages effective May 11, 2025. The wage schedules for each job title will be modified to reflect this increase, exponentialized with a start rate of \$600 per week.
- B. 3.25% increase to base wages effective May 10, 2026. The wage schedules for each job title will be modified to reflect this increase, exponentialized with no change in the start rate.

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- C. 3% increase to base wages effective May 9, 2027. The wage schedules for each job title will be modified to reflect this increase, exponentialized with no change in the start rate.
- D. 3.25% increase to base wages effective May 7, 2028. The wage schedules for each job title will be modified to reflect this increase, exponentialized with no change in the start rate.

All adjustments in basic wages resulting from this Agreement:

- A. Shall be applied by the “exponential” method;
- B. Shall not affect progression intervals under the new wage schedules;
- C. Shall not in any way affect or be affected by the amount of any applicable differential payments or that portion of any other wage rate arrived at by adding a fixed amount to a wage schedule rate; and
- D. Shall be effective as of May 11, 2025, May 10, 2026, May 9, 2027, and May 7, 2028, respectively, and shall be applied before any other changes in payroll status which may be effective on the same date.

Except where otherwise specifically provided herein, no employee’s wage rate resulting from any wage adjustments shall exceed the maximum rate provided by the basic wage schedule or basic wage table applicable to an employee’s occupation and location, plus the amount of any applicable differentials.

No wage adjustments resulting from this Agreement shall become effective:

- A. during a period of total disability which is continuous for eight (8) days or more; or
- B. during a period of leave of absence.

Such wage adjustments are not retroactive and shall become effective upon return to active duty.



4. The Company will provide the health and welfare, pension and savings benefits as set forth in **ATTACHMENT B** hereto. This agreement supersedes all other benefit agreements, plans or programs.

5. The parties agree to renew and amend the Success Sharing Plan as set forth in **ATTACHMENT C** hereto.

6. The parties agree to renew and amend the Incentive Plans agreement as set forth in **ATTACHMENT D** hereto.

7. The parties agree to renew the 2017 Departmental Agreement, as modified by the parties in 2025 Collective Bargaining, effective April 13, 2025 through April 14, 2029.

A. The 2025 Departmental Agreement shall include the following articles:

<u>Article</u>	<u>Title</u>
I.	RECOGNITION AND ESTABLISHMENT OF THE UNIT
II.	CLASSIFICATION OF EMPLOYEES
III.	NEW JOB TITLES
IV.	BASIS OF COMPENSATION
V.	COST-OF-LIVING ALLOWANCE
VI.	HOURS OF WORK
VII.	WORK SCHEDULES
VIII.	HOLIDAYS
IX.	VACATIONS
X.	EXCUSED WORK DAYS
XI.	ABSENCES FROM DUTY
XII.	SENIORITY
XIII.	JOB VACANCY

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- XIV. PROMOTIONAL PAY TREATMENT
- XV. TEMPORARY WORK IN HIGHER POSITIONS
- XVI. TRAVEL
- XVII. FORCE ADJUSTMENT
- XVIII. SEVERANCE PAYMENTS
- XIX. GRIEVANCES
- XX. UNION REPRESENTATION
- XXI. AGENCY SHOP
- XXII. DEDUCTION OF UNION DUES
- XXIII. NOTICE OF PROMOTIONS AND TRANSFERS OF
UNION OFFICERS, ELECTED STEWARDS, AND
DESIGNATED REPRESENTATIVES
- XXIV. SAFETY AND HEALTH
- XXV. CONTRACT WORK
- XXVI. PRIOR AGREEMENTS
- XXVII. DURATION

B. Amend Article IV, **Basis of Compensation**, as follows:

Effective April 15, 2029, Section 6., **Night Differentials**, paragraph a. is amended to read as follows:

- “a. A night differential shall be paid to employees* for each scheduled night tour worked in the amount of ten percent (10%) of the employee’s basic day’s pay. An hourly night differential shall also be paid to employees* for each hour, or fraction thereof, worked on a scheduled tour that ends after 6 p.m. but not later than 7 p.m., in the amount of ten percent (10%) of the employee’s basic hourly rate.

*Except for Cable Splicing Technicians, Operating employees, employees in Appendix I, and certain part-time employees identified in paragraph d., below.”



As a supplement to Article IV, **Basis of Compensation**, the Company will continue notifying the Vice President of the Union in writing whenever Tight Labor Market Wage Credit is authorized. Notification will include job title, the Exchange, the amount of wage credit authorized, and the expected duration. The Company also agrees to continue to discuss with the Union what impact, if any, such authorization has on incumbent employees in the same job title and Exchange.

C. Article V, **Cost-of-Living Allowance**, is suspended effective April 13, 2025 through April 14, 2029.

D. Amend Article VI, **Hours of Work**, as follows:

1. Section 3, paragraph d, **Night Tours**, is amended to read as follows:

“d. Night Tours.* A night tour shall be one which falls wholly or partially between the hours of 6 p.m. and 6 a.m.

*Effective April 15, 2029, a night tour shall be one which falls wholly or partially between the hours of 7 p.m. and 6 a.m.”

2. Section 8, paragraph b., is amended to read as follows:

“b. When management determines the need for a work group to have someone on call, management will solicit volunteers to be a part of the on-call pool on a six (6) week basis. Management will assign these qualified volunteers to the on-call schedule. If, at the discretion of the Company, there are insufficient volunteers among the Group 1 Craft employees in the Business Field Services Organization, the Company may assign qualified employees to on-call duty by inverse order of seniority. The employee must be available to report for duty as required during the seven (7) day period assigned.”

As a supplement to Section 9., **Assigned Overtime**, Vice President or equivalent approval is required to declare a service emergency.

E. The parties agree to amend Article VIII, **Holidays**, Section 1., **Authorized Holidays**, as follows:

“Section 1. **Authorized Holidays**. Eleven (11) Authorized Holidays shall be observed as follows:



New Years's Day	Day After Thanksgiving
Martin Luther King, Jr. Day	Christmas Day
Memorial Day	Designated Holiday
Independence Day	(See Note below)
Labor Day	Two (2) Floating Holidays
Thanksgiving Day	(See Note below)."

- F. Amend Article IX, **Vacations**, as follows:

Add Note A at the end of Section 8.c.(1), as follows:

"Note A: Bargaining unit employees within the Work Group may reschedule reserve time to another available time through March 31 of the year following the vacation year on a first-come, first-served basis (i.e., without regard to seniority), force requirements and needs of the business permitting. If the Company's official vacation planning system shows the new requested time as available when the change request is made, it will be presumed that force requirements and the needs of the business permit the change."

As a supplement to Article IX, **Vacations**, the Company agrees to instruct its managers to continue to make available vacation weeks/days originally offered but not selected in the initial or subsequent interview, or selected but vacated during the vacation year, force requirements permitting.

- G. Amend Article XI, **Absences From Duty**, Section 4, **Funerals**, as follows:

1. Amend paragraph a.(1), with the following:

"In the event of a death in the immediate family as noted in paragraph a. above, an employee will be allowed pay for absence from scheduled time, from the day of death through the day following the funeral, not to exceed three (3) days."

2. Add paragraph b. as follows:

"b. If an employee, employee's spouse, or employee's legally recognized partner suffers a miscarriage, the employee will be allowed pay for absence from scheduled time, not to exceed three (3) days. Upon the employee's request, an employee shall be excused from scheduled time up to an additional two (2) days. Paid individual days may be substituted for these excused days at the employee's option. Such time must be used within thirty (30) calendar days."

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3. Renumber existing paragraph b. to c.

H. Amend Article XIII, **Job Vacancy**, as follows:

Amend Section 2., Time-In-Title and Location, as follows:

Reduce Time-in-Title and Location for the following titles:

	Time-In	
	<u>Title</u>	<u>Location</u>
"(8) Premises Technician	<u>24 Months</u>	<u>24 Months</u>
(9) Warehouse Assistant	24 Months	24 Months
(10) Office Coordinator	24 Months	24 Months
(11) Administrative Support Assistant	24 Months	24 Months"

I. Amend Article XVI, **Travel**, as follows:

1. Remove the parenthetical below the Article title that says, "Effective January 1, 2018, except as otherwise noted."
2. Remove the Note below the parenthetical that states: "Note: For Travel provisions applicable prior to January 1, 2018, refer to Article XVI, Travel, of the 2013 Departmental Agreement."
3. Amend Section 3, Same Day Temporary Assignment, as follows:
 - a. Amend the first paragraph, as follows:

"When an employee, as directed by the supervisor, reports for or returns from a Same Day Temporary Assignment, the employee will be entitled to a Same Day Travel Allowance at the rate of ninety-six (96) cents per odometer mile based on the distance between the employee's residence and the location of the temporary assignment. The Company will treat as taxable income to the employee only that portion of this allowance which exceeds the IRS maximum allowable personal vehicle reimbursement."
4. Amend Section 4, Overnight Temporary Assignment, as follows:
 - a. Replace subparagraph a.(1)(a) with the following:

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“If the Overnight Temporary Assignment location is within the five-state Company operating area, an amount equal to the IRS maximum Meals & Incidental Expenses (M&IE) Allowances but not to exceed forty-seven (47) dollars. The Overnight Temporary Assignment Allowance will be increased from forty-seven (47) dollars to forty-eight (48) dollars effective January 1, 2026, to forty-nine (49) dollars effective January 1, 2027, and to fifty (50) dollars effective January 1, 2028.”

- b. Amend the Note following subparagraph a.(1)(a) with the following:

“The Per Diem Allowance in the Dallas (Dallas County), Fort Worth (Tarrant County), Houston (Harris County), Kansas City, Kansas (Johnson and Wyandotte Counties), Kansas City, Missouri (Clay, Jackson, and Platte Counties), San Antonio (Bexar County) and St. Louis (St. Charles and St. Louis Counties) Exchanges will be the IRS maximum, but not to exceed fifty-seven (57) dollars. The Per Diem Allowance will be increased from fifty-seven (57) dollars to fifty-eight (58) dollars effective January 1, 2026, to fifty-nine (59) dollars effective January 1, 2027, and to sixty (60) dollars effective January 1, 2028.”

- c. Remove subparagraph a.(2)(b) and renumber subparagraph a.(2)(c) to a.(2)(b). Also, renumber remaining subparagraphs ending with a.(2)(g).

- d. Amend subparagraph a.(2)(c), as follows:

“local transportation between the employee’s residence and the home city’s public transportation terminal, as designated by Management [to be reimbursed at the Same Day Travel Allowance rate of ninety- six (96) cents per odometer mile if the distance is sixty (60) odometer miles or less, and at the rate of one dollar and thirty-four cents (\$1.34) per odometer mile if the distance is more than sixty (60) odometer miles.”

- e. Remove both notes following subparagraph a.(2)(c).

- f. Amend the paragraph directly under a.(2)(g), as follows:

“Reimbursement for the expenses listed in (a) through (g) above, will be made only if the expenditures are actually incurred.”

- g. Amend the last paragraph of subsection a.(3), as follows:

“The Company will reimburse the employee for the costs of the round-trip intercity public transportation and local transportation as described in (2)(b), (c), and (f) above, only if the employee actually makes the trip. Travel time so spent is neither directed nor required by the Company and is, therefore, not to be paid time. The Per Diem Allowance in (1) above, will not be paid for such days (normally Saturday, Sunday and, in some cases, a contiguous Authorized Holiday).”

- h. Replace the table in paragraph b., Partial Per Diem Allowance, with the following:

“Traveling To
Temporary Location
(Departure Time)

	Current	1/1/2026	1/1/2027	1/1/2028
Departure: 12 a.m. - 6:59 a.m.	\$47	\$48	\$49	\$50
Departure: 7 a.m. - 10:59 a.m.	\$38	\$39	\$40	\$41
Departure: 11 a.m. - 11:59 p.m.	\$24	\$25	\$26	\$27

Returning To
Home Location
(Arrival Time)

	Current	1/1/2026	1/1/2027	1/1/2028
Arrival: 12 a.m. - 10:59 a.m.	\$10	\$11	\$12	\$13
Arrival: 11 a.m. - 4:59 p.m.	\$23	\$24	\$25	\$26
Arrival: 5 p.m. - 11:59 p.m.	\$47	\$48	\$49	\$50

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5. Remove Section 6, Telephone Calls Home, and renumber remaining sections 7, 8 and 9 to 6, 7 and 8.

J. Amend Article XVIII, **Severance Payments**, as follows:

1. Amend Section 1,d., as follows:

“Dismissed, except for reasons of misconduct or safety, after having three (3) or more years of Net Credited Service.”

2. Amend Section 2, Amount of Severance Payment, paragraph a. to increase the Involuntary Severance Payment Table by 3%.

3. Remove the parenthetical before the Involuntary Severance Payment Table stating:

“(Effective January 1, 2019. For Involuntary Severance Payment provisions applicable prior to January 1, 2019, refer to Article XVIII, Severance Payments, of the 2013 Departmental Agreement.)”

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INVOLUNTARY SEVERANCE PAYMENT TABLE

Completed Years of Net Credited Service	Pension Band Up to 107 7A8-707	Pension Band 108-109 708-709	Pension Band 110-111 710-711	Pension Band 112-114 712+	Pension Band 115-118	Pension Band 119-120	Pension Band 121 +
1-3	\$1,980	\$2,050	\$2,250	\$2,410	\$2,740	\$2,800	\$2,990
4-5	\$3,900	\$4,100	\$4,460	\$4,850	\$5,460	\$5,590	\$6,020
6-7	\$6,500	\$6,830	\$7,450	\$8,050	\$9,060	\$9,360	\$9,970
8-9	\$9,060	\$9,550	\$10,440	\$11,280	\$12,710	\$13,090	\$13,910
10-11	\$12,980	\$13,650	\$14,890	\$16,120	\$18,160	\$18,680	\$19,920
12-13	\$17,550	\$18,430	\$20,050	\$21,780	\$24,500	\$25,250	\$26,880
14-15	\$22,710	\$23,900	\$26,070	\$28,170	\$31,820	\$32,760	\$34,890
16-17	\$27,910	\$29,340	\$32,010	\$34,610	\$39,030	\$40,200	\$42,860
18-19	\$33,110	\$34,800	\$37,960	\$41,090	\$46,280	\$47,710	\$50,870
20	\$35,690	\$37,600	\$40,940	\$44,360	\$49,910	\$51,440	\$54,830
21	\$38,290	\$40,400	\$43,940	\$47,660	\$53,600	\$55,220	\$58,830
22	\$40,890	\$43,200	\$46,970	\$50,920	\$57,240	\$58,960	\$62,820
23	\$43,490	\$45,990	\$49,940	\$54,170	\$60,870	\$62,720	\$66,820
24	\$46,090	\$48,820	\$52,970	\$57,450	\$64,550	\$66,460	\$70,810
25	\$48,670	\$51,610	\$55,970	\$60,750	\$68,200	\$70,240	\$74,820
26	\$51,260	\$54,400	\$58,960	\$64,040	\$71,820	\$73,960	\$78,770
27	\$53,860	\$57,200	\$61,960	\$67,300	\$75,480	\$77,730	\$82,770
28	\$56,450	\$60,010	\$64,960	\$70,570	\$79,130	\$81,470	\$86,770
29 and over	\$59,050	\$62,790	\$67,990	\$73,840	\$82,770	\$85,240	\$90,770

Wage Progression Treatment

If on Step 12 through 24 months, the employee shall receive 50% of Table Amount

If on Step 30 through 36 months, the employee shall receive 75% of Table Amount

If on Step 42 months and over, the employee shall receive 100% of Table Amount

4. Amend Section 2, Amount of Severance Payment, paragraph b. to increase the Voluntary Severance Payment Table by 3%.

JB

VOLUNTARY SEVERANCE PAYMENT TABLE

Completed Years of Net Credited Service	Pension Band Up to 107 7A8-707	Pension Band 108-109 708-709	Pension Band 110-111 710-711	Pension Band 112-114 712+	Pension Band 115-118 —	Pension Band 119-120 —	Pension Band 121 + —
1-3	\$980	\$1,030	\$1,130	\$1,240	\$1,390	\$1,390	\$1,490
4-5	\$1,960	\$2,060	\$2,270	\$2,420	\$2,730	\$2,830	\$2,990
6-7	\$3,240	\$3,450	\$3,760	\$4,070	\$4,580	\$4,690	\$5,000
8-9	\$4,580	\$4,790	\$5,250	\$5,670	\$6,390	\$6,590	\$7,000
10-11	\$6,540	\$6,850	\$7,470	\$8,090	\$9,120	\$9,370	\$9,990
12-13	\$8,810	\$9,270	\$10,090	\$10,920	\$12,310	\$12,670	\$13,540
14-15	\$11,380	\$12,000	\$13,080	\$14,160	\$15,970	\$16,430	\$17,510
16-17	\$14,010	\$14,730	\$16,070	\$17,410	\$19,620	\$20,190	\$21,530
18-19	\$16,630	\$17,510	\$19,060	\$20,650	\$23,280	\$23,950	\$25,540
20	\$18,310	\$19,310	\$20,990	\$22,760	\$25,620	\$26,370	\$28,120
21	\$19,980	\$21,120	\$22,920	\$24,870	\$27,960	\$28,790	\$30,690
22	\$21,660	\$22,920	\$24,850	\$26,990	\$30,310	\$31,210	\$33,270
23	\$23,330	\$24,720	\$26,780	\$29,100	\$32,650	\$33,630	\$35,840
24	\$25,000	\$26,520	\$28,710	\$31,210	\$34,990	\$36,050	\$38,420
25	\$26,680	\$28,330	\$30,640	\$33,320	\$37,340	\$38,470	\$40,990
26	\$28,350	\$30,130	\$32,570	\$35,430	\$39,680	\$40,890	\$43,570
27	\$30,020	\$31,930	\$34,510	\$37,540	\$42,020	\$43,310	\$46,140
28	\$31,700	\$33,730	\$36,440	\$39,660	\$44,370	\$45,730	\$48,720
29 and over	\$33,370	\$35,540	\$38,370	\$41,770	\$46,710	\$48,150	\$51,290

Wage Progression Treatment

If on Step 12 through 24 months, the employee shall receive 50% of Table Amount

If on Step 30 through 36 months, the employee shall receive 75% of Table Amount

If on Step 42 months and over, the employee shall receive 100% of Table Amount

K. Amend Article XXII, Deduction of Union Dues, as follows:

Amend the first paragraph of Section 2., as follows:

“Any authorization of dues deduction shall not be subject to revocation except that an employee may revoke the authorization during the period beginning fourteen (14) days prior to each anniversary date of the current Collective Bargaining Agreements. These periods are March 30 through April 12 for years 2026, 2027, and 2028; and March 31, 2029 through April 13, 2029, all dates inclusive. Revocation of dues must be accomplished as follows:”

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8. Appendices A, B, C, D, E, F, G, I, and J of the 2017 Departmental Agreement shall continue in force and effect as Appendices A, B, C, D, E, F, G, I and J, respectively, to the 2025 Departmental Agreement, except for the changes and modifications set forth below:

A. Appendix J is renewed and amended, effective April 13, 2025 through April 14, 2029, as follows:

1. Unless otherwise specifically included or modified during 2025 bargaining, the following provisions or Memorandums of Agreement shall not apply to employees in Appendix J:
 - a. Memorandum of Agreement – Informal Surplus
 - b. Memorandum of Agreement – Hometown Job Security Commitment
 - c. Memorandum of Agreement – Employment Security Commitment (ESC)
 - d. Memorandum of Agreement – Four-Day Work Week
 - e. Memorandum of Agreement – Facilities Locate Work
 - f. Memorandum of Agreement - Monitoring
 - g. Contracting Out Notification
 - h. Contracting Out Committee
 - i. Global Positioning System Recommendations
 - j. Overtime – Overtime Two-hour Notice ad hoc Committee
 - k. Successorship
 - l. Motor Vehicle Usage Program
2. The Company, at its discretion, may offer jobs in Appendix J titles to employees not in Appendix J through the 2025 Labor Agreements.
3. Protected employees (excluding former surplus employees who transferred into Appendix J directly from Core I/M and held a Customer Services Technician [CST] title) in

Appendix J and surplus Core employees (excluding non-Business Services surplus CSTs in AT&T Field Operations [AFO]) who transfer to a Premises Technician job title during the term of the 2025 Labor Agreements will continue to have wages frozen at their current level until the Premises Technician wage schedule reaches the employee's current rate of pay. Until such time, these employees will not be eligible for any wage increases. Employees covered by this paragraph and paragraph 4. below are not entitled to a Reassignment Pay Protection Plan (RPPP) payment but will be required to submit a RPPP Request. Employees moved outside the Force Adjustment Area (FAA) will be required to submit a Surplus Return Request. Surplus employees covered by the 2025 Labor Agreements who are placed in a Premises Technician job title and who meet the eligibility requirements of the ESC shall continue to be eligible for ESC, as applicable, if they are subsequently declared surplus while in a Premises Technician job title to which they have been placed as surplus.

4. A CST in AFO (excluding CSTs in Business Services) who is declared surplus in an exchange where Premises Technicians have a Regular Place of Reporting and who accepts or displaces into a Premises Technician position, as well as former CSTs currently protected in Appendix J, will continue to receive the general wage increases according to the Group 1 Craft Wage Schedule. Employees covered by this paragraph from time to time may also be required to perform CST job functions. For the purposes of administering Article XVII, Force Adjustment, a job offer to a Premises Technician title for these employees is considered a lateral job offer. Notwithstanding any other provision in Article XVII, Force Adjustment, and if a surplus remains after the application of 3.h. in Article XVII, CSTs under this paragraph, in seniority order may elect to displace the least senior Premises Technician who is junior to the CST in the same exchange. CSTs covered by this paragraph must be satisfactory in attendance and performance to displace a Premises Technician or transfer into Appendix J.

Note A: If during any subsequent application of paragraph 3.g. in Article XVII, a surplus CST displaces a junior non-Business Services CST in AFO in the FAA, the displaced CST, before layoff, may displace a less senior Premises Technician in the original Surplus exchange.

Note B: If a Premises Technician is displaced, the Company at its discretion may elect to retain the Premises Technician. If the Company elects not to retain that employee, the employee will be treated under the Force Adjustment provisions in Appendix J.

5. The Company, at its discretion, may offer employees identified as surplus under the 2025 Labor Agreements jobs in Appendix J job titles through the 2025 Labor Agreements force adjustment/surplus process. Any job offer to a job title within Appendix J will meet the commitment of a guaranteed job offer under the ESC.
6. The following provisions of the 2025 Labor Agreements shall continue to apply to protected employees in a Premises Technician job title and surplus Core employees who transfer into a Premises Technician job title during the term of the 2025 Labor Agreements in lieu of any otherwise applicable provisions of Appendix J while they remain in the position in which they are placed:
 - a. Overtime and premium pay – Article IV, Section 4.;
 - b. Illness absence treatment – Article XI, Section 5.;
 - c. Shift and differential treatment – Article IV, Section 6.;
 - d. Recognized holidays – Article VIII;
 - e. Excused work days – Article X;
 - f. Vacation – Article IX;
 - g. Force Adjustment – Article XVII; and
 - h. Severance Payments – Article XVIII

All surplus full-time employees who move into a Premises Technician job title shall continue to be scheduled at least forty (40) hours in a calendar week. Notwithstanding any other provision in the 2025 Labor Agreements, all other employees in Appendix J shall be scheduled subject to the needs of the business as determined by Management and according to applicable requirements set forth in Appendix J; no other provisions of the 2025 Labor Agreements except



those expressly set forth in Appendix J shall apply to work scheduling of such employees.

7. In the event of any conflict between the terms of any labor agreement between CWA and the Company and Appendix J, the terms of Appendix J shall control.
8. The Company and the Union will continue a forum for the Union to provide input into and discuss the performance aspects of a Premises Technician's job duties including but not limited to productivity, quality, sales, customer experience, and safety. This committee will be comprised of one (1) Union representative per AFO District, but not to exceed four (4) representatives. The committee will be co-chaired by a Director of AT&T Field Operations and a CWA District 6 representative. This committee will meet as determined by mutual agreement of the co-chairs. The Company will reimburse employee representatives for the cost of round-trip coach airfare when necessary for attending face-to-face meetings.
9. Amend Supplemental Statement 2., **Basis of Compensation**, Section 3., **Overtime**, as follows:
 - a. Add subparagraph a., and amend existing language as follows:

“a. Employees may be required to work overtime subject to the needs of the business. Employees scheduled to work overtime will be paid in accordance with applicable Federal and/or State Laws. Employees will not be scheduled or assigned overtime in excess of twelve (12) hours in a work week unless either the employee consents to such overtime assignment or, as determined by management, there exists a service emergency (e.g., an event of national, state or local importance, fire, explosion, or other catastrophe, severe weather conditions, long-term service difficulties or an act of God, etc.).”
 - b. Add subparagraph b., as follows:

“Hours worked in excess of fifty-four (54) hours in a calendar week shall be paid at the rate of two (2) times the employee's regular rate of

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pay.”

- c. Add subparagraph c., as follows:

“The following shall be included in the calculation of the overtime threshold:

- Holiday hours worked and excused.
- Sunday hours worked.
- Absence for Union Business (paid and unpaid).”

- d. Amend Section 4., Shift Differentials, as follows:

“Employees who are scheduled to work between the hours of 6:00 p.m. and 6:00 a.m., shall receive a premium payment of ten (10) percent of their base wages for time scheduled and worked between the hours of 6:00 p.m. and 6:00 a.m. The ten (10) percent is calculated off the base wages, not the rate including overtime, Sunday premium and/or holiday pay.”

10. Amend Supplemental Statement 3., Work Schedules, Section 1, Work Schedules, to change “thirty-two (32) hours” to “forty (40) hours” in two places.

11. Amend Supplemental Statement 4., Holidays, Section 1., Paid Holidays, as follows:

“Eight (8) paid holidays shall be observed as follows:

New Year's Day
Martin Luther King Jr. Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Day After Thanksgiving
Christmas Day”

12. Amend Supplemental Statement 8., Transfers, to replace “thirty (30)” with “twenty-four (24)” in the first paragraph after the Note.

13. Amend Supplemental Statement 10., **Relief Differential**, Section 5.a., to increase the “eight dollars (\$8.00)” to “ten dollars (\$10.00).”
14. Amend Supplemental Statement 11., **Travel**, Section 2., **Overnight Trips**, paragraph c., to increase the “thirty-seven dollars (\$37)” to “forty dollars (\$40).”
14. Amend Supplemental Statement 12., **Force Adjustment**, Section 2., **Force Adjustment**, as follows:

“Whenever force conditions as determined by the Company are considered to warrant a surplus and the possible layoff of employees, the Company shall notify the Union in writing prior to notifying the affected employees. The Company will determine how the surplus process will be administered. If a layoff is necessary, affected employees shall be laid off by inverse seniority order. The surplus employees designated for layoff will be notified a minimum of four (4) weeks prior to the layoff date, unless otherwise provided by law.”

15. Amend Supplemental Statement 12., **Force Adjustment**, Section 3., **Layoff Allowance**, as follows:

<u>Length of Service</u>	<u>Layoff Allowance</u>
0 - 12 Months	1 week of pay
13 - 24 Months	2 weeks of pay
25 - 47 Months	3 weeks of pay
48 - 71 Months	4 weeks of pay
72 - 95 Months	5 weeks of pay
96 -120 Months	6 weeks of pay
121-144 Months	7 weeks of pay
145 months or More	8 weeks of pay”

9. The parties agree to renew the 2017 Agreement of General Application, as modified by the parties in 2025 Collective Bargaining, effective April 13, 2025 through April 14, 2029.

- A. The 2025 Agreement of General Application shall include the following articles:

<u>Article</u>	<u>Title</u>
I.	COLLECTIVE BARGAINING PROCEDURE
II.	SERVICE INTERRUPTION

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- III. UNUSUAL GRIEVANCES
- IV. ARBITRATION
- V. EXPEDITED ARBITRATION
- VI. LEAVES OF ABSENCE FOR UNION REPRESENTATIVES ON UNION BUSINESS
- VII. PENSIONS, DISABILITY BENEFITS, AND DEATH BENEFITS
- VIII. RESPONSIBLE UNION-COMPANY RELATIONSHIP
- IX. NONDISCRIMINATION
- X. TECHNOLOGY CHANGE
- XI. COMMON INTEREST FORUMS
- XII. TRAINING/RETRAINING
- XIII. PRIOR AGREEMENT
- XIV. DURATION

10. The parties agree to renew the Memorandum of Understanding Regarding Part-Time Employees, effective April 13, 2025 through April 14, 2029, appearing after the Agreement of General Application.

11. The parties agree to renew the Motor Vehicle Usage Program, effective April 13, 2025 through April 14, 2029, appearing after the Agreement of General Application.

12. The parties agree to renew the Memorandum of Agreement – Armed Forces Leave of Absence, effective April 13, 2025 through April 14, 2029, appearing after the Agreement of General Application.

13. The parties agree to renew and amend the language in the 2025 Settlement Agreement, as follows:

“The CWA will assign one (1) Benefit Representative from the bargaining unit to interface with and assist the union in resolving benefit issues experienced by union members. The selected Benefit Representative will have the demonstrated skills, abilities and experience necessary to perform the duties of this position. The selected Benefit Representative will remain in their current job title and be paid their current rate of pay with a 10% differential.”

14. The parties agree to renew the ad hoc Committee on Two Hour Notification, effective April 13, 2025 through April 14, 2029.

15. The Company and Union will reinstate an ad hoc committee under the auspices of the Executive Council of the Strategic Alliance to review work identified by the Company or Union which is being contracted out. The focus shall be to:

- A. Afford the Union the opportunity to suggest ways to use the Bargaining Unit members to do the contracted out work.
- B. Give the Company the opportunity to receive input from the Union on how to jointly find practical and effective ways in which to meet cost and completion objectives of the business.

16. The Senior Manager will notify CWA leadership at least thirty (30) days in advance of contracting work which is not then being, or has not recently been, performed by contractors in the Senior Manager's geographic scope of responsibility involving work directly related to the network. This notification will include:

- A. A description of the work to be contracted out.
- B. The location(s) where contracting will occur (city and state).
- C. The reason why the Company determined that the use of overtime in lieu of contracting is not feasible.
- D. When the new contracting will commence and the expected duration.
- E. If possible, an estimate of the number of personnel involved in the new contracting efforts.

No notification is required when the Company engages contractors relating to any emergency, such as an event of national, state or local importance, fire, explosion, pandemic, or other catastrophe, severe weather conditions, major network or equipment failure, or an act of God.

17. The parties agree to renew and amend the Memorandum of Agreement - Employment Security Commitment (ESC), effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT E** hereto.

18. The parties agree to renew and amend the Memorandum of Agreement – National Transfer Plan, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT F** hereto.



19. The Company agrees that in any agreement to sell a portion of its assets in a transaction involving the transfer of Employees subject to the parties' 2025 Labor Agreements, as a condition of the closing of such sale, that the Buyer shall agree to assume the terms of the 2025 Labor Agreements, provided that the Buyer shall have the right to re-open the unexpired 2025 Labor Agreements at any time after eighteen (18) months but no longer than twenty-four (24) months following the Closing of the sale, the re-opening of which the Union hereby agrees to accept or, the Buyer and Union may bargain at the expiration of the 2025 Labor Agreements, whichever is earlier. In no event will the terms of this Successorship Agreement limit any of the Company's existing rights under the 2025 Labor Agreements. The Company further agrees it will notify the Union at least 30 days prior to the close of such proposed transaction and, during such 30 day period, will meet with the Union upon request to engage in effects bargaining and to discuss the business reasons for the Company's decision.

20. The parties agree to renew the Memorandum of Agreement – Hometown Job Security Commitment, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT G** hereto.

21. The parties agree to renew the Memorandum of Agreement – Informal Surplus, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT H** hereto.

22. The parties agree to renew and amend the Memorandum of Agreement – Regarding Neutrality and Card Check Recognition, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT I** hereto.

23. The Company agrees to renew the reimbursement of retired CWA Union Presidents or their retired designee for travel and associated expenses to attend Strategic Alliance Standing Joint Committees and Common Interest Forum meetings, effective April 13, 2025 through April 14, 2029.

24. Within 30 days of ratification of the 2025 Labor Agreements, and each quarter thereafter for the life of the contract, the Company agrees to promote the CWA/NETT Academy training program as an available option under the Training/Retraining program.

25. The parties agree to renew the Memorandum of Agreement – Modified Procedures for Expedited Arbitration, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT J** hereto.

26. The parties agree to renew and amend the Memorandum of Agreement – CWA Internal Review / Appeal Process, effective April 13, 2025 through April 11, 2026, as set forth in **ATTACHMENT K** hereto.

27. The parties agree to renew the Memorandum of Agreement – Presidential Council, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT L** hereto.

28. The parties agree to renew the Statement of Renewed Commitment to the Principles of Cooperative Union-Management Relations, effective April 13, 2025 through April 14, 2029, appearing after the Agreement of General Application.

29. The parties agree to renew and amend the Strategic Alliance Agreement, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT M** hereto.

30. The parties agree to renew and amend the Recommendations of the Communications Consultant Joint Leadership Forum, effective April 13, 2025 through April 14, 2029.

31. The parties agree to renew and amend the Memorandum of Agreement – Four-Day Work Week, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT N** hereto.

32. The parties agree to renew the Recommendations of the ad hoc Committee on Global Positioning Systems, effective April 13, 2025 through April 14, 2029. This agreement shall not apply to employees in Appendix J of the 2025 Labor Agreements.

33. The parties agree to renew the Recommendations of the Revenue Management Representative Working Group, effective April 13, 2025 through April 14, 2029.

34. The Company proposes to renew and amend the Memorandum of Agreement – Service Leader, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT O** hereto.

35. The parties agree to renew and amend the Memorandum of Agreement – Uniformed Services Leave of Absence – Executive Order for Operation Freedom's Sentinel, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT P** hereto. The MOA will be renamed to Operation Enduring Sentinel.

36. The parties agree to renew the October 17, 2002 Joint Agreements of the Service Representative Review Committee, effective April 13, 2025 through April 14, 2029.

37. The prohibition against Decision Making Leaves (DMLs) and dismissals of Service Representatives solely for adherence performance, agreed to during 1998 Bargaining, and subsequently extended, will remain in effect April 13, 2025 through April 14, 2029.



38. The parties agree to renew the Memorandum of Agreement – Facilities Locate Work, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT Q** hereto.

39. The parties agree to renew the Memorandum of Agreement – Recovery of Wage or Benefits Overpayments, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT R** hereto.

40. The parties agree to renew the Memorandum of Agreement – Monitoring, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT S** hereto.

41. The parties agree to renew and amend the Memorandum of Agreement – Temporary Premise Technician Upgrade, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT T** hereto.

42. The parties agree to renew the Memorandum of Understanding Regarding Electronic Dues Authorization, as set forth in **ATTACHMENT U** hereto.

43. The parties agree to implement the Memorandum of Agreement – Union Paid Time – FMLA Eligibility, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT V** hereto.

44. The parties agree to implement the Memorandum of Agreement – Reclassification of Temporary Full Time to Regular Full Time, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT W** hereto.

45. The parties agree to implement the Memorandum of Agreement – Quarterly Movement Reports, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT X** hereto.

46. The parties agree to implement the Memorandum of Agreement – Union Local Presidents, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT Y** hereto.


47. The parties agree to implement the Memorandum of Agreement – Traditional Fiber Work, effective April 13, 2025 through April 14, 2029, as set forth in **ATTACHMENT Z** hereto.


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The Company and Union execute this Settlement Agreement by their duly authorized officers and representatives, effective on the date stated above in Paragraph 1 herein.


**FOR THE UNION:**

**FOR THE COMPANY:**

By:   
Derrick Osobase, Sr.  
Vice President, District 6

By:   
Randall S. White  
Vice President – Labor Relations

**Approved By:**

  
\_\_\_\_\_  
Claude Cummings, Jr. - President  
Communications Workers of America





## APPENDIX A

### WAGE PROGRESSION SCHEDULES GRAPHICS AND DRAFTING CLASSIFICATION

Basic Wage Rates for Normal Work Week

| Wage Length<br>of Service | GRAPHICS SPECIALIST - A |            |            |            |            |
|---------------------------|-------------------------|------------|------------|------------|------------|
|                           | Effective Dates         |            |            |            |            |
|                           | Present                 | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00                | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$296.00                | \$666.50   | \$669.00   | \$671.50   | \$674.00   |
| " 12 "                    | \$366.50                | \$740.00   | \$746.00   | \$751.50   | \$757.50   |
| " 18 "                    | \$454.00                | \$822.00   | \$832.00   | \$841.00   | \$851.50   |
| " 24 "                    | \$562.50                | \$913.00   | \$927.50   | \$941.50   | \$956.50   |
| " 30 "                    | \$696.50                | \$1,014.00 | \$1,034.50 | \$1,053.50 | \$1,075.00 |
| " 36 "                    | \$862.50                | \$1,126.00 | \$1,153.50 | \$1,179.00 | \$1,208.00 |
| " 42 "                    | \$1,068.00              | \$1,250.50 | \$1,286.00 | \$1,319.50 | \$1,357.00 |
| " 48 "                    | \$1,323.00              | \$1,389.00 | \$1,434.00 | \$1,477.00 | \$1,525.00 |
| Pension Band              | 108                     | 108        | 108        | 108        | 108        |

Present -- Effective 4/28/2024

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## APPENDIX B

### WAGE PROGRESSION SCHEDULES CONTACT CLASSIFICATIONS

#### Basic Wage Rates for Normal Work Week

#### BUSINESS REPRESENTATIVE GROUP

| Wage Length<br>of Service | Effective Dates |             |             |             |             |
|---------------------------|-----------------|-------------|-------------|-------------|-------------|
|                           | Present         | 5/11/2025   | 5/10/2026   | 5/9/2027    | 5/9/2028    |
| Minimum                   | \$ 290.00       | \$ 600.00   | \$ 600.00   | \$ 600.00   | \$ 600.00   |
| After 6 Months            | \$ 347.00       | \$ 672.00   | \$ 674.00   | \$ 676.00   | \$ 678.50   |
| " 12 "                    | \$ 416.50       | \$ 752.50   | \$ 757.50   | \$ 762.00   | \$ 767.00   |
| " 18 "                    | \$ 499.50       | \$ 843.00   | \$ 851.00   | \$ 858.50   | \$ 867.00   |
| " 24 "                    | \$ 598.50       | \$ 944.00   | \$ 956.50   | \$ 967.50   | \$ 980.00   |
| " 30 "                    | \$ 717.50       | \$ 1,057.50 | \$ 1,074.50 | \$ 1,090.50 | \$ 1,108.00 |
| " 36 "                    | \$ 860.00       | \$ 1,184.50 | \$ 1,207.50 | \$ 1,229.00 | \$ 1,253.00 |
| " 42 "                    | \$ 1,031.00     | \$ 1,326.50 | \$ 1,356.50 | \$ 1,385.00 | \$ 1,416.50 |
| " 48 "                    | \$ 1,235.50     | \$ 1,486.00 | \$ 1,524.50 | \$ 1,560.50 | \$ 1,601.00 |
| " 54 "                    | \$ 1,481.00     | \$ 1,664.00 | \$ 1,713.00 | \$ 1,759.00 | \$ 1,810.00 |
| " 60 "                    | \$ 1,775.00     | \$ 1,864.00 | \$ 1,924.50 | \$ 1,982.00 | \$ 2,046.50 |
| Pension Band              | 119             | 119         | 119         | 119         | 119         |

#### COIN COUNTER

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$273.50        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$327.50        | \$667.50   | \$669.50   | \$671.50   | \$673.50   |
| " 12 "                    | \$392.00        | \$742.50   | \$747.00   | \$751.50   | \$756.50   |
| " 18 "                    | \$469.50        | \$826.00   | \$834.00   | \$841.50   | \$849.50   |
| " 24 "                    | \$562.50        | \$918.50   | \$930.50   | \$941.50   | \$953.50   |
| " 30 "                    | \$673.50        | \$1,022.00 | \$1,038.50 | \$1,054.00 | \$1,071.00 |
| " 36 "                    | \$806.00        | \$1,136.50 | \$1,158.50 | \$1,179.50 | \$1,202.50 |
| " 42 "                    | \$965.50        | \$1,264.50 | \$1,293.00 | \$1,320.00 | \$1,350.00 |
| " 48 "                    | \$1,156.00      | \$1,406.50 | \$1,443.00 | \$1,477.50 | \$1,516.00 |
| " 54 "                    | \$1,384.00      | \$1,564.50 | \$1,610.50 | \$1,654.00 | \$1,702.00 |
| " 60 "                    | \$1,657.50      | \$1,740.50 | \$1,797.00 | \$1,851.00 | \$1,911.00 |
| Pension Band              | 116             | 116        | 116        | 116        | 116        |

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Present -- Effective 4/28/2024

## APPENDIX B

### COMMUNICATIONS CONSULTANT

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$303.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$365.00        | \$678.50   | \$681.00   | \$683.00   | \$685.00   |
| " 12 "                    | \$440.00        | \$768.00   | \$772.50   | \$777.50   | \$782.50   |
| " 18 "                    | \$530.50        | \$868.50   | \$877.00   | \$884.50   | \$893.00   |
| " 24 "                    | \$639.50        | \$982.50   | \$995.00   | \$1,007.00 | \$1,020.00 |
| " 30 "                    | \$770.50        | \$1,111.50 | \$1,129.50 | \$1,146.00 | \$1,164.50 |
| " 36 "                    | \$929.00        | \$1,257.00 | \$1,281.50 | \$1,304.50 | \$1,330.00 |
| " 42 "                    | \$1,119.50      | \$1,422.00 | \$1,454.50 | \$1,485.00 | \$1,518.50 |
| " 48 "                    | \$1,349.50      | \$1,608.50 | \$1,650.50 | \$1,690.00 | \$1,734.00 |
| " 54 "                    | \$1,626.50      | \$1,819.50 | \$1,873.00 | \$1,923.50 | \$1,979.50 |
| " 60 "                    | \$1,960.50      | \$2,058.50 | \$2,125.50 | \$2,189.50 | \$2,260.50 |
| Pension Band              | 123             | 123        | 123        | 123        | 123        |

### CUSTOMER CLERK

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$294.50        | \$663.00   | \$665.50   | \$668.00   | \$671.00   |
| " 12 "                    | \$363.00        | \$732.50   | \$738.50   | \$744.00   | \$750.00   |
| " 18 "                    | \$447.00        | \$809.50   | \$819.50   | \$828.50   | \$838.50   |
| " 24 "                    | \$551.00        | \$894.50   | \$909.00   | \$922.50   | \$937.50   |
| " 30 "                    | \$679.00        | \$988.50   | \$1,008.50 | \$1,027.50 | \$1,048.00 |
| " 36 "                    | \$836.50        | \$1,092.50 | \$1,119.00 | \$1,144.50 | \$1,172.00 |
| " 42 "                    | \$1,031.00      | \$1,207.00 | \$1,241.50 | \$1,274.00 | \$1,310.50 |
| " 48 "                    | \$1,270.50      | \$1,334.00 | \$1,377.50 | \$1,419.00 | \$1,465.00 |
| Pension Band              | 107             | 107        | 107        | 107        | 107        |

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Present -- Effective 4/28/2024

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## APPENDIX B

### CUSTOMER REPRESENTATIVE GROUP

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$295.50        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$355.00        | \$675.00   | \$677.00   | \$679.00   | \$681.00   |
| " 12 "                    | \$426.50        | \$759.00   | \$763.50   | \$768.50   | \$773.00   |
| " 18 "                    | \$512.50        | \$853.50   | \$861.50   | \$869.50   | \$877.50   |
| " 24 "                    | \$615.50        | \$960.00   | \$972.00   | \$983.50   | \$996.50   |
| " 30 "                    | \$739.50        | \$1,079.50 | \$1,097.00 | \$1,113.00 | \$1,131.00 |
| " 36 "                    | \$888.00        | \$1,214.00 | \$1,237.50 | \$1,259.50 | \$1,284.00 |
| " 42 "                    | \$1,067.00      | \$1,365.50 | \$1,396.00 | \$1,425.00 | \$1,457.50 |
| " 48 "                    | \$1,281.50      | \$1,535.50 | \$1,575.00 | \$1,612.50 | \$1,654.50 |
| " 54 "                    | \$1,539.50      | \$1,727.00 | \$1,777.00 | \$1,825.00 | \$1,878.00 |
| " 60 "                    | \$1,849.50      | \$1,942.00 | \$2,005.00 | \$2,065.00 | \$2,132.00 |
| Pension Band              | 120             | 120        | 120        | 120        | 120        |

### CUSTOMER SERVICE REPRESENTATIVE II

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$276.50        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$334.50        | \$674.50   | \$677.00   | \$679.00   | \$681.00   |
| " 12 "                    | \$404.00        | \$758.50   | \$763.50   | \$768.00   | \$773.00   |
| " 18 "                    | \$488.50        | \$853.00   | \$861.00   | \$869.00   | \$877.50   |
| " 24 "                    | \$591.00        | \$959.00   | \$971.50   | \$983.00   | \$995.50   |
| " 30 "                    | \$714.50        | \$1,078.50 | \$1,096.00 | \$1,112.00 | \$1,130.00 |
| " 36 "                    | \$864.00        | \$1,212.50 | \$1,236.00 | \$1,258.50 | \$1,282.50 |
| " 42 "                    | \$1,044.50      | \$1,363.50 | \$1,394.50 | \$1,423.50 | \$1,456.00 |
| " 48 "                    | \$1,263.00      | \$1,533.00 | \$1,573.00 | \$1,610.50 | \$1,652.50 |
| " 54 "                    | \$1,527.00      | \$1,724.00 | \$1,774.50 | \$1,822.00 | \$1,875.50 |
| " 60 "                    | \$1,846.00      | \$1,938.50 | \$2,001.50 | \$2,061.50 | \$2,128.50 |
| Pension Band              | 120             | 120        | 120        | 120        | 120        |

(Continued on next page)

Present -- Effective 4/28/2024

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## APPENDIX B

### CUSTOMER SERVICES SPECIALIST

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$245.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$304.00        | \$670.00   | \$672.50   | \$675.00   | \$678.00   |
| " 12 "                    | \$377.50        | \$748.50   | \$754.50   | \$760.00   | \$766.00   |
| " 18 "                    | \$469.00        | \$835.50   | \$845.50   | \$855.00   | \$865.50   |
| " 24 "                    | \$582.00        | \$933.00   | \$948.00   | \$962.50   | \$978.00   |
| " 30 "                    | \$722.50        | \$1,042.00 | \$1,063.00 | \$1,083.00 | \$1,105.00 |
| " 36 "                    | \$897.00        | \$1,164.00 | \$1,192.00 | \$1,219.00 | \$1,248.50 |
| " 42 "                    | \$1,113.50      | \$1,299.50 | \$1,336.50 | \$1,371.50 | \$1,410.50 |
| " 48 "                    | \$1,382.50      | \$1,451.50 | \$1,498.50 | \$1,543.50 | \$1,593.50 |
| Pension Band              | 110             | 110        | 110        | 110        | 110        |

### HEAD SERVICE REPRESENTATIVE

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$274.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$342.00        | \$683.00   | \$686.00   | \$688.50   | \$691.00   |
| " 12 "                    | \$427.00        | \$778.00   | \$784.00   | \$790.00   | \$796.50   |
| " 18 "                    | \$533.00        | \$886.00   | \$896.50   | \$906.50   | \$917.50   |
| " 24 "                    | \$665.00        | \$1,009.00 | \$1,025.00 | \$1,040.00 | \$1,057.00 |
| " 30 "                    | \$830.50        | \$1,148.50 | \$1,172.00 | \$1,193.50 | \$1,217.50 |
| " 36 "                    | \$1,036.50      | \$1,308.00 | \$1,339.50 | \$1,369.50 | \$1,403.00 |
| " 42 "                    | \$1,294.00      | \$1,489.50 | \$1,531.50 | \$1,571.50 | \$1,616.00 |
| " 48 "                    | \$1,615.00      | \$1,696.00 | \$1,751.00 | \$1,803.50 | \$1,862.00 |
| Pension Band              | 115             | 115        | 115        | 115        | 115        |

(Continued on next page)

Present -- Effective 4/28/2024

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## APPENDIX B

### LEVERAGED SERVICE REPRESENTATIVE

| Wage Length<br>of Service | Effective Dates |           |           |            |            |
|---------------------------|-----------------|-----------|-----------|------------|------------|
|                           | Present         | 5/11/2025 | 5/10/2026 | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$400.00        | \$600.00  | \$600.00  | \$600.00   | \$600.00   |
| After 6 Months            | \$459.50        | \$650.00  | \$653.50  | \$656.50   | \$660.00   |
| " 12 "                    | \$528.50        | \$703.50  | \$711.50  | \$718.50   | \$726.00   |
| " 18 "                    | \$607.50        | \$762.00  | \$774.50  | \$786.00   | \$798.50   |
| " 24 "                    | \$698.00        | \$825.50  | \$843.00  | \$860.00   | \$878.50   |
| " 30 "                    | \$802.00        | \$894.00  | \$918.00  | \$941.00   | \$966.50   |
| " 36 "                    | \$922.00        | \$968.00  | \$999.50  | \$1,029.50 | \$1,063.00 |
| Pension Band              | 113             | 113       | 113       | 113        | 113        |

### MARKETING OPERATIONS GROUP

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$310.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$372.00        | \$667.00   | \$669.50   | \$672.00   | \$675.00   |
| " 12 "                    | \$446.50        | \$741.50   | \$747.50   | \$753.00   | \$759.00   |
| " 18 "                    | \$536.00        | \$824.50   | \$834.50   | \$843.50   | \$854.00   |
| " 24 "                    | \$643.00        | \$916.50   | \$931.50   | \$945.00   | \$960.50   |
| " 30 "                    | \$771.50        | \$1,019.00 | \$1,039.50 | \$1,059.00 | \$1,080.50 |
| " 36 "                    | \$926.00        | \$1,132.50 | \$1,160.00 | \$1,186.50 | \$1,215.00 |
| " 42 "                    | \$1,111.00      | \$1,259.50 | \$1,295.00 | \$1,329.00 | \$1,367.00 |
| " 48 "                    | \$1,333.50      | \$1,400.00 | \$1,445.50 | \$1,489.00 | \$1,537.50 |
| Pension Band              | 109             | 109        | 109        | 109        | 109        |

(Continued on next page)

Present -- Effective 4/28/2024

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## APPENDIX B

### REVENUE MANAGEMENT REPRESENTATIVE

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$297.50        | \$670.50   | \$673.00   | \$675.50   | \$678.00   |
| " 12 "                    | \$371.00        | \$749.00   | \$755.00   | \$760.50   | \$766.50   |
| " 18 "                    | \$462.00        | \$836.50   | \$846.50   | \$856.00   | \$866.50   |
| " 24 "                    | \$575.50        | \$934.50   | \$949.50   | \$963.50   | \$979.50   |
| " 30 "                    | \$717.00        | \$1,044.00 | \$1,065.00 | \$1,085.00 | \$1,107.00 |
| " 36 "                    | \$893.00        | \$1,166.50 | \$1,194.50 | \$1,221.50 | \$1,251.00 |
| " 42 "                    | \$1,112.50      | \$1,303.00 | \$1,340.00 | \$1,375.00 | \$1,414.00 |
| " 48 "                    | \$1,386.00      | \$1,455.50 | \$1,503.00 | \$1,548.00 | \$1,598.50 |
| Pension Band              | 110             | 110        | 110        | 110        | 110        |

### SALES CLERK

| Wage Length<br>of Service | Effective Dates |           |           |          |          |
|---------------------------|-----------------|-----------|-----------|----------|----------|
|                           | Present         | 5/11/2025 | 5/10/2026 | 5/9/2027 | 5/9/2028 |
| Minimum                   | \$239.00        | \$600.00  | \$600.00  | \$600.00 | \$600.00 |
| After 6 Months            | \$277.00        | \$624.00  | \$626.50  | \$629.00 | \$631.50 |
| " 12 "                    | \$321.50        | \$649.00  | \$654.50  | \$659.50 | \$664.50 |
| " 18 "                    | \$373.00        | \$675.50  | \$683.50  | \$691.00 | \$699.50 |
| " 24 "                    | \$432.50        | \$702.50  | \$713.50  | \$724.50 | \$736.00 |
| " 30 "                    | \$502.00        | \$730.50  | \$745.50  | \$759.50 | \$774.50 |
| " 36 "                    | \$582.50        | \$760.00  | \$778.50  | \$796.00 | \$815.50 |
| " 42 "                    | \$675.50        | \$790.50  | \$813.00  | \$834.50 | \$858.00 |
| " 48 "                    | \$783.50        | \$822.50  | \$849.00  | \$874.50 | \$903.00 |
| Pension Band              | 96              | 96        | 96        | 96       | 96       |

(Continued on next page)

Present -- Effective 4/28/2024

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## APPENDIX B

### SERVICE REPRESENTATIVE GROUP

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$250.50        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$314.50        | \$679.00   | \$682.00   | \$684.50   | \$687.00   |
| " 12 "                    | \$394.50        | \$768.50   | \$775.00   | \$780.50   | \$787.00   |
| " 18 "                    | \$495.00        | \$870.00   | \$880.50   | \$890.00   | \$901.00   |
| " 24 "                    | \$621.00        | \$984.50   | \$1,000.50 | \$1,015.50 | \$1,031.50 |
| " 30 "                    | \$779.00        | \$1,114.50 | \$1,137.00 | \$1,158.00 | \$1,181.50 |
| " 36 "                    | \$977.50        | \$1,261.00 | \$1,292.00 | \$1,320.50 | \$1,353.00 |
| " 42 "                    | \$1,226.00      | \$1,427.50 | \$1,468.00 | \$1,506.50 | \$1,549.00 |
| " 48 "                    | \$1,538.50      | \$1,615.50 | \$1,668.00 | \$1,718.00 | \$1,774.00 |
| Pension Band              | 113             | 113        | 113        | 113        | 113        |

### TELLER

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$294.50        | \$663.00   | \$665.50   | \$668.00   | \$671.00   |
| " 12 "                    | \$363.00        | \$732.50   | \$738.50   | \$744.00   | \$750.00   |
| " 18 "                    | \$447.00        | \$809.50   | \$819.50   | \$828.50   | \$838.50   |
| " 24 "                    | \$551.00        | \$894.50   | \$909.00   | \$922.50   | \$937.50   |
| " 30 "                    | \$679.00        | \$988.50   | \$1,008.50 | \$1,027.50 | \$1,048.00 |
| " 36 "                    | \$836.50        | \$1,092.50 | \$1,119.00 | \$1,144.50 | \$1,172.00 |
| " 42 "                    | \$1,031.00      | \$1,207.00 | \$1,241.50 | \$1,274.00 | \$1,310.50 |
| " 48 "                    | \$1,270.50      | \$1,334.00 | \$1,377.50 | \$1,419.00 | \$1,465.00 |
| Pension Band              | 107             | 107        | 107        | 107        | 107        |

Present -- Effective 4/28/2024

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## APPENDIX B

### WAGE PROGRESSION SCHEDULES GRAPHICS AND DRAFTING CLASSIFICATION

Basic Wage Rates for Normal Work Week

#### GRAPHICS SPECIALIST - B

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$296.00        | \$666.50   | \$669.00   | \$671.50   | \$674.00   |
| " 12 "                    | \$366.50        | \$740.00   | \$746.00   | \$751.50   | \$757.50   |
| " 18 "                    | \$454.00        | \$822.00   | \$832.00   | \$841.00   | \$851.50   |
| " 24 "                    | \$562.50        | \$913.00   | \$927.50   | \$941.50   | \$956.50   |
| " 30 "                    | \$696.50        | \$1,014.00 | \$1,034.50 | \$1,053.50 | \$1,075.00 |
| " 36 "                    | \$862.50        | \$1,126.00 | \$1,153.50 | \$1,179.00 | \$1,208.00 |
| " 42 "                    | \$1,068.00      | \$1,250.50 | \$1,286.00 | \$1,319.50 | \$1,357.00 |
| " 48 "                    | \$1,323.00      | \$1,389.00 | \$1,434.00 | \$1,477.00 | \$1,525.00 |
| Pension Band              | 108             | 108        | 108        | 108        | 108        |

Present -- Effective 4/28/2024

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## APPENDIX C

### WAGE PROGRESSION SCHEDULES CRAFT CLASSIFICATIONS

#### Basic Wage Rates for Normal Work Week

| GROUP 1                   |                 |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$276.50        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$334.50        | \$674.50   | \$677.00   | \$679.00   | \$681.00   |
| " 12 "                    | \$404.00        | \$758.50   | \$763.50   | \$768.00   | \$773.00   |
| " 18 "                    | \$488.50        | \$853.00   | \$861.00   | \$869.00   | \$877.50   |
| " 24 "                    | \$591.00        | \$959.00   | \$971.50   | \$983.00   | \$995.50   |
| " 30 "                    | \$714.50        | \$1,078.50 | \$1,096.00 | \$1,112.00 | \$1,130.00 |
| " 36 "                    | \$864.00        | \$1,212.50 | \$1,236.00 | \$1,258.50 | \$1,282.50 |
| " 42 "                    | \$1,044.50      | \$1,363.50 | \$1,394.50 | \$1,423.50 | \$1,456.00 |
| " 48 "                    | \$1,263.00      | \$1,533.00 | \$1,573.00 | \$1,610.50 | \$1,652.50 |
| " 54 "                    | \$1,527.00      | \$1,724.00 | \$1,774.50 | \$1,822.00 | \$1,875.50 |
| " 60 "                    | \$1,846.00      | \$1,938.50 | \$2,001.50 | \$2,061.50 | \$2,128.50 |
| Pension Band              | 120             | 120        | 120        | 120        | 120        |

| GROUP 2                   |                 |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$276.50        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$333.00        | \$672.00   | \$674.50   | \$676.50   | \$678.50   |
| " 12 "                    | \$401.50        | \$753.00   | \$758.00   | \$762.50   | \$767.50   |
| " 18 "                    | \$483.50        | \$844.00   | \$852.00   | \$859.50   | \$868.00   |
| " 24 "                    | \$582.50        | \$945.50   | \$957.50   | \$969.00   | \$981.50   |
| " 30 "                    | \$701.50        | \$1,059.00 | \$1,076.00 | \$1,092.50 | \$1,110.00 |
| " 36 "                    | \$845.50        | \$1,186.50 | \$1,209.50 | \$1,231.50 | \$1,255.00 |
| " 42 "                    | \$1,018.50      | \$1,329.50 | \$1,359.50 | \$1,388.00 | \$1,419.50 |
| " 48 "                    | \$1,227.00      | \$1,489.50 | \$1,528.00 | \$1,565.00 | \$1,605.00 |
| " 54 "                    | \$1,478.00      | \$1,668.50 | \$1,717.50 | \$1,764.00 | \$1,815.50 |
| " 60 "                    | \$1,780.50      | \$1,869.50 | \$1,930.50 | \$1,988.50 | \$2,053.00 |
| Pension Band              | 119             | 119        | 119        | 119        | 119        |

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Present -- Effective 4/28/2024

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## APPENDIX C

| GROUP 2-A                 |                 |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$276.50        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$335.50        | \$672.00   | \$674.00   | \$676.50   | \$679.00   |
| " 12 "                    | \$407.50        | \$752.00   | \$757.50   | \$762.50   | \$768.00   |
| " 18 "                    | \$494.50        | \$842.00   | \$851.00   | \$859.50   | \$869.00   |
| " 24 "                    | \$600.00        | \$943.00   | \$956.50   | \$969.00   | \$983.00   |
| " 30 "                    | \$728.00        | \$1,055.50 | \$1,074.50 | \$1,092.50 | \$1,112.00 |
| " 36 "                    | \$883.50        | \$1,182.00 | \$1,207.50 | \$1,231.50 | \$1,258.00 |
| " 42 "                    | \$1,072.50      | \$1,323.00 | \$1,356.50 | \$1,388.00 | \$1,423.00 |
| " 48 "                    | \$1,301.50      | \$1,481.50 | \$1,524.00 | \$1,565.00 | \$1,610.00 |
| " 54 "                    | \$1,579.50      | \$1,658.50 | \$1,712.50 | \$1,764.00 | \$1,821.50 |
| Pension Band              | 114             | 114        | 114        | 114        | 114        |

Present -- Effective 4/28/2024

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## APPENDIX C

### WAGE PROGRESSION SCHEDULES NONCRAFT CLASSIFICATIONS

Basic Wage Rates for Normal Work Week

#### AIR CONDITIONING SPECIALIST MOTOR EQUIPMENT INSPECTOR/MAINTAINER

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$276.50        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$334.00        | \$674.00   | \$676.00   | \$678.00   | \$680.50   |
| " 12 "                    | \$403.50        | \$757.50   | \$762.00   | \$766.50   | \$771.50   |
| " 18 "                    | \$487.50        | \$850.50   | \$859.00   | \$866.50   | \$875.00   |
| " 24 "                    | \$589.00        | \$956.00   | \$968.00   | \$979.50   | \$992.00   |
| " 30 "                    | \$711.50        | \$1,073.50 | \$1,091.00 | \$1,107.50 | \$1,125.00 |
| " 36 "                    | \$859.50        | \$1,206.50 | \$1,229.50 | \$1,251.50 | \$1,276.00 |
| " 42 "                    | \$1,038.00      | \$1,355.00 | \$1,386.00 | \$1,415.00 | \$1,447.00 |
| " 48 "                    | \$1,254.00      | \$1,522.50 | \$1,562.00 | \$1,599.50 | \$1,641.00 |
| " 54 "                    | \$1,515.00      | \$1,710.50 | \$1,760.50 | \$1,808.00 | \$1,860.50 |
| " 60 "                    | \$1,830.00      | \$1,921.50 | \$1,984.00 | \$2,043.50 | \$2,110.00 |
| Pension Band              | 120             | 120        | 120        | 120        | 120        |

#### ASSISTANT CUSTOMER SERVICE TECHNICIAN

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$261.50        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$312.50        | \$651.00   | \$653.50   | \$656.00   | \$658.50   |
| " 12 "                    | \$374.00        | \$706.00   | \$711.50   | \$717.00   | \$722.50   |
| " 18 "                    | \$447.50        | \$765.50   | \$775.00   | \$783.50   | \$793.00   |
| " 24 "                    | \$535.00        | \$830.50   | \$843.50   | \$856.50   | \$870.00   |
| " 30 "                    | \$640.00        | \$900.50   | \$919.00   | \$936.00   | \$954.50   |
| " 36 "                    | \$765.00        | \$976.50   | \$1,000.50 | \$1,023.00 | \$1,047.50 |
| " 42 "                    | \$915.00        | \$1,059.50 | \$1,089.50 | \$1,118.00 | \$1,149.50 |
| " 48 "                    | \$1,094.50      | \$1,149.00 | \$1,186.50 | \$1,222.00 | \$1,261.50 |
| Pension Band              | 103             | 103        | 103        | 103        | 103        |

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Present -- Effective 4/28/2024

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## APPENDIX C

### BUILDING MAINTAINER AND GARAGE ATTENDANT

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$290.50        | \$653.50   | \$656.00   | \$658.50   | \$661.50   |
| " 12 "                    | \$352.50        | \$712.00   | \$717.50   | \$723.00   | \$729.00   |
| " 18 "                    | \$428.50        | \$775.50   | \$785.00   | \$794.00   | \$803.50   |
| " 24 "                    | \$520.50        | \$845.00   | \$858.50   | \$871.50   | \$885.50   |
| " 30 "                    | \$632.50        | \$920.50   | \$939.00   | \$956.50   | \$976.00   |
| " 36 "                    | \$768.00        | \$1,003.00 | \$1,027.00 | \$1,050.00 | \$1,075.50 |
| " 42 "                    | \$933.00        | \$1,092.50 | \$1,123.00 | \$1,153.00 | \$1,185.50 |
| " 48 "                    | \$1,133.50      | \$1,190.00 | \$1,228.50 | \$1,265.50 | \$1,306.50 |
| Pension Band              | 104             | 104        | 104        | 104        | 104        |

### BUILDING MECHANIC

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$273.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$328.00        | \$669.50   | \$671.50   | \$673.50   | \$676.00   |
| " 12 "                    | \$394.00        | \$747.00   | \$752.00   | \$756.50   | \$761.00   |
| " 18 "                    | \$473.50        | \$833.50   | \$841.50   | \$849.00   | \$857.50   |
| " 24 "                    | \$568.50        | \$930.00   | \$942.00   | \$953.50   | \$965.50   |
| " 30 "                    | \$683.00        | \$1,038.00 | \$1,054.50 | \$1,070.50 | \$1,087.50 |
| " 36 "                    | \$821.00        | \$1,158.00 | \$1,180.50 | \$1,201.50 | \$1,225.00 |
| " 42 "                    | \$986.00        | \$1,292.50 | \$1,321.50 | \$1,349.00 | \$1,380.00 |
| " 48 "                    | \$1,185.00      | \$1,442.00 | \$1,479.50 | \$1,515.00 | \$1,554.00 |
| " 54 "                    | \$1,423.50      | \$1,609.00 | \$1,656.00 | \$1,701.00 | \$1,750.50 |
| " 60 "                    | \$1,710.00      | \$1,795.50 | \$1,854.00 | \$1,909.50 | \$1,971.50 |
| Pension Band              | 117             | 117        | 117        | 117        | 117        |

(Continued on next page)

Present -- Effective 4/28/2024

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## APPENDIX C

### CAD TECHNICAL SPECIALIST

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$297.00        | \$668.50   | \$671.50   | \$674.00   | \$676.50   |
| " 12 "                    | \$369.00        | \$745.00   | \$751.00   | \$756.50   | \$763.00   |
| " 18 "                    | \$458.50        | \$830.50   | \$840.50   | \$850.00   | \$860.00   |
| " 24 "                    | \$570.00        | \$925.50   | \$940.50   | \$954.50   | \$970.00   |
| " 30 "                    | \$708.50        | \$1,031.50 | \$1,052.00 | \$1,072.00 | \$1,093.50 |
| " 36 "                    | \$880.50        | \$1,149.50 | \$1,177.50 | \$1,203.50 | \$1,233.00 |
| " 42 "                    | \$1,094.00      | \$1,281.00 | \$1,317.50 | \$1,351.50 | \$1,390.00 |
| " 48 "                    | \$1,359.50      | \$1,427.50 | \$1,474.00 | \$1,518.00 | \$1,567.50 |
| Pension Band              | 109             | 109        | 109        | 109        | 109        |

### CUSTOMER SERVICES REPRESENTATIVE CIRCUIT DESIGN SPECIALIST FACILITIES SPECIALIST

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$249.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$310.00        | \$673.50   | \$676.00   | \$678.50   | \$681.50   |
| " 12 "                    | \$386.00        | \$755.50   | \$761.50   | \$767.50   | \$773.50   |
| " 18 "                    | \$480.50        | \$848.00   | \$858.00   | \$868.00   | \$878.50   |
| " 24 "                    | \$598.50        | \$951.50   | \$967.00   | \$981.50   | \$997.00   |
| " 30 "                    | \$745.00        | \$1,068.00 | \$1,089.50 | \$1,110.00 | \$1,132.50 |
| " 36 "                    | \$927.50        | \$1,198.50 | \$1,227.50 | \$1,255.50 | \$1,285.50 |
| " 42 "                    | \$1,154.50      | \$1,345.00 | \$1,383.00 | \$1,419.50 | \$1,460.00 |
| " 48 "                    | \$1,437.50      | \$1,509.50 | \$1,558.50 | \$1,605.50 | \$1,657.50 |
| Pension Band              | 111             | 111        | 111        | 111        | 111        |

(Continued on next page)

Present -- Effective 4/28/2024

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## APPENDIX C

### DRIVER-TRACTOR TRAILER

| Wage Length<br>of Service | Effective Dates |           |           |          |          |
|---------------------------|-----------------|-----------|-----------|----------|----------|
|                           | Present         | 5/11/2025 | 5/10/2026 | 5/9/2027 | 5/9/2028 |
| Pension Band              | 111             | 111       | 111       | 111      | 111      |

### HOUSE SERVICE ATTENDANT

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$287.50        | \$647.50   | \$650.00   | \$652.50   | \$655.00   |
| " 12 "                    | \$346.00        | \$698.50   | \$704.00   | \$709.50   | \$715.00   |
| " 18 "                    | \$416.50        | \$754.00   | \$763.00   | \$771.50   | \$780.50   |
| " 24 "                    | \$501.00        | \$813.50   | \$826.50   | \$838.50   | \$852.00   |
| " 30 "                    | \$603.00        | \$877.50   | \$895.50   | \$912.00   | \$930.50   |
| " 36 "                    | \$725.50        | \$947.00   | \$970.00   | \$991.50   | \$1,015.50 |
| " 42 "                    | \$872.50        | \$1,022.00 | \$1,051.00 | \$1,078.50 | \$1,109.00 |
| " 48 "                    | \$1,050.00      | \$1,102.50 | \$1,138.50 | \$1,172.50 | \$1,210.50 |
| Pension Band              | 102             | 102        | 102        | 102        | 102        |

### HOUSE SERVICE MAINTAINER

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$289.50        | \$652.00   | \$654.50   | \$657.00   | \$659.50   |
| " 12 "                    | \$351.00        | \$708.50   | \$714.00   | \$719.50   | \$725.00   |
| " 18 "                    | \$425.00        | \$770.00   | \$779.00   | \$787.50   | \$797.50   |
| " 24 "                    | \$515.00        | \$836.50   | \$850.00   | \$862.50   | \$876.50   |
| " 30 "                    | \$624.00        | \$909.00   | \$927.50   | \$944.50   | \$963.50   |
| " 36 "                    | \$756.00        | \$987.50   | \$1,011.50 | \$1,034.00 | \$1,059.50 |
| " 42 "                    | \$916.50        | \$1,073.00 | \$1,103.50 | \$1,132.50 | \$1,164.50 |
| " 48 "                    | \$1,110.50      | \$1,166.00 | \$1,204.00 | \$1,240.00 | \$1,280.50 |
| Pension Band              | 104             | 104        | 104        | 104        | 104        |

(Continued on next page)

Present -- Effective 4/28/2024

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## APPENDIX C

### INSTALLATION COORDINATOR

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$310.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$372.00        | \$667.00   | \$669.50   | \$672.00   | \$675.00   |
| " 12 "                    | \$446.50        | \$741.50   | \$747.50   | \$753.00   | \$759.00   |
| " 18 "                    | \$536.00        | \$824.50   | \$834.50   | \$843.50   | \$854.00   |
| " 24 "                    | \$643.00        | \$916.50   | \$931.50   | \$945.00   | \$960.50   |
| " 30 "                    | \$771.50        | \$1,019.00 | \$1,039.50 | \$1,059.00 | \$1,080.50 |
| " 36 "                    | \$926.00        | \$1,132.50 | \$1,160.00 | \$1,186.50 | \$1,215.00 |
| " 42 "                    | \$1,111.00      | \$1,259.50 | \$1,295.00 | \$1,329.00 | \$1,367.00 |
| " 48 "                    | \$1,333.50      | \$1,400.00 | \$1,445.50 | \$1,489.00 | \$1,537.50 |
| Pension Band              | 109             | 109        | 109        | 109        | 109        |

### CENTRAL OFFICE TRANSLATIONS SPECIALIST LINE TRANSLATIONS SPECIALIST

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$250.50        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$313.00        | \$676.00   | \$678.50   | \$681.00   | \$683.50   |
| " 12 "                    | \$390.50        | \$761.00   | \$767.50   | \$773.00   | \$779.00   |
| " 18 "                    | \$487.50        | \$857.50   | \$868.00   | \$877.50   | \$888.00   |
| " 24 "                    | \$609.00        | \$966.00   | \$981.50   | \$996.00   | \$1,012.00 |
| " 30 "                    | \$760.50        | \$1,088.00 | \$1,110.00 | \$1,130.50 | \$1,153.00 |
| " 36 "                    | \$949.50        | \$1,225.50 | \$1,255.00 | \$1,283.00 | \$1,314.00 |
| " 42 "                    | \$1,185.50      | \$1,380.00 | \$1,419.50 | \$1,456.50 | \$1,497.50 |
| " 48 "                    | \$1,480.50      | \$1,554.50 | \$1,605.00 | \$1,653.00 | \$1,706.50 |
| Pension Band              | 112             | 112        | 112        | 112        | 112        |

(Continued on next page)

Present -- Effective 4/28/2024

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## APPENDIX C

### PAY TELEPHONE TECHNICIAN

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$273.50        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$328.50        | \$670.00   | \$672.00   | \$674.00   | \$676.00   |
| " 12 "                    | \$395.00        | \$748.00   | \$752.50   | \$757.00   | \$762.00   |
| " 18 "                    | \$474.50        | \$835.00   | \$843.00   | \$850.50   | \$858.50   |
| " 24 "                    | \$570.50        | \$932.00   | \$944.00   | \$955.00   | \$967.50   |
| " 30 "                    | \$685.50        | \$1,040.50 | \$1,057.00 | \$1,073.00 | \$1,090.00 |
| " 36 "                    | \$824.00        | \$1,161.50 | \$1,184.00 | \$1,205.00 | \$1,228.50 |
| " 42 "                    | \$990.00        | \$1,296.50 | \$1,326.00 | \$1,353.50 | \$1,384.50 |
| " 48 "                    | \$1,189.50      | \$1,447.50 | \$1,485.00 | \$1,520.50 | \$1,560.00 |
| " 54 "                    | \$1,429.50      | \$1,616.00 | \$1,663.00 | \$1,708.00 | \$1,758.00 |
| " 60 "                    | \$1,718.00      | \$1,804.00 | \$1,862.50 | \$1,918.50 | \$1,981.00 |
| Pension Band              | 117             | 117        | 117        | 117        | 117        |

### SUPPLIES ATTENDANT

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$297.50        | \$670.00   | \$672.50   | \$675.00   | \$678.00   |
| " 12 "                    | \$370.50        | \$748.00   | \$754.00   | \$759.50   | \$765.50   |
| " 18 "                    | \$461.00        | \$835.00   | \$845.00   | \$854.50   | \$865.00   |
| " 24 "                    | \$574.00        | \$932.50   | \$947.50   | \$961.50   | \$977.00   |
| " 30 "                    | \$715.00        | \$1,041.00 | \$1,062.00 | \$1,081.50 | \$1,103.50 |
| " 36 "                    | \$890.00        | \$1,162.00 | \$1,190.00 | \$1,217.00 | \$1,246.50 |
| " 42 "                    | \$1,108.00      | \$1,297.50 | \$1,334.00 | \$1,369.00 | \$1,408.00 |
| " 48 "                    | \$1,379.50      | \$1,448.50 | \$1,495.50 | \$1,540.50 | \$1,590.50 |
| Pension Band              | 110             | 110        | 110        | 110        | 110        |

(Continued on next page)

Present -- Effective 4/28/2024

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## APPENDIX C

| TECHNICAL ASSOCIATE       |                 |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$297.00        | \$668.50   | \$671.50   | \$674.00   | \$676.50   |
| " 12 "                    | \$369.00        | \$745.00   | \$751.00   | \$756.50   | \$763.00   |
| " 18 "                    | \$458.50        | \$830.50   | \$840.50   | \$850.00   | \$860.00   |
| " 24 "                    | \$570.00        | \$925.50   | \$940.50   | \$954.50   | \$970.00   |
| " 30 "                    | \$708.50        | \$1,031.50 | \$1,052.00 | \$1,072.00 | \$1,093.50 |
| " 36 "                    | \$880.50        | \$1,149.50 | \$1,177.50 | \$1,203.50 | \$1,233.00 |
| " 42 "                    | \$1,094.00      | \$1,281.00 | \$1,317.50 | \$1,351.50 | \$1,390.00 |
| " 48 "                    | \$1,359.50      | \$1,427.50 | \$1,474.00 | \$1,518.00 | \$1,567.50 |
| Pension Band              | 109             | 109        | 109        | 109        | 109        |

Present -- Effective 4/28/2024

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## APPENDIX D

### WAGE PROGRESSION SCHEDULES CENTRAL OFFICE ASSISTANT CLASSIFICATION

Basic Wage Rates for Normal Work Week

| CENTRAL OFFICE ASSISTANT  |                 |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$245.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$306.00        | \$663.50   | \$667.00   | \$669.50   | \$672.50   |
| " 12 "                    | \$382.00        | \$734.50   | \$741.00   | \$747.50   | \$754.00   |
| " 18 "                    | \$477.00        | \$812.50   | \$823.50   | \$834.00   | \$845.50   |
| " 24 "                    | \$595.50        | \$898.50   | \$915.00   | \$930.50   | \$948.00   |
| " 30 "                    | \$743.00        | \$994.00   | \$1,017.00 | \$1,038.50 | \$1,062.50 |
| " 36 "                    | \$928.00        | \$1,099.50 | \$1,130.00 | \$1,159.00 | \$1,191.00 |
| " 42 "                    | \$1,158.50      | \$1,216.50 | \$1,256.00 | \$1,293.50 | \$1,335.50 |
| Pension Band              | 105             | 105        | 105        | 105        | 105        |

Present -- Effective 4/28/2024

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## APPENDIX D

### WAGE PROGRESSION SCHEDULES CONSOLE OPERATOR CLASSIFICATION

Basic Wage Rates for Normal Work Week

| CONSOLE OPERATOR          |                 |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$296.50        | \$657.00   | \$660.00   | \$663.00   | \$666.00   |
| " 12 "                    | \$367.50        | \$719.50   | \$726.00   | \$732.00   | \$739.00   |
| " 18 "                    | \$456.00        | \$788.00   | \$798.50   | \$809.00   | \$820.00   |
| " 24 "                    | \$565.50        | \$862.50   | \$878.50   | \$893.50   | \$910.00   |
| " 30 "                    | \$701.00        | \$944.50   | \$966.50   | \$987.00   | \$1,010.00 |
| " 36 "                    | \$869.50        | \$1,034.50 | \$1,063.00 | \$1,090.50 | \$1,120.50 |
| " 42 "                    | \$1,078.50      | \$1,132.50 | \$1,169.50 | \$1,204.50 | \$1,243.50 |
| Pension Band              | 103             | 103        | 103        | 103        | 103        |

Present -- Effective 4/28/2024

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## APPENDIX D

### WAGE PROGRESSION SCHEDULES CONTACT CLASSIFICATION

Basic Wage Rates for Normal Work Week

#### BUSINESS SERVICES INSTRUCTOR

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$261.50        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$323.00        | \$671.50   | \$674.50   | \$677.00   | \$679.50   |
| " 12 "                    | \$398.50        | \$752.00   | \$758.00   | \$763.50   | \$770.00   |
| " 18 "                    | \$492.00        | \$842.00   | \$852.00   | \$861.50   | \$872.00   |
| " 24 "                    | \$607.00        | \$942.50   | \$957.50   | \$972.00   | \$987.50   |
| " 30 "                    | \$749.50        | \$1,055.00 | \$1,076.50 | \$1,096.50 | \$1,118.50 |
| " 36 "                    | \$925.50        | \$1,181.50 | \$1,210.00 | \$1,237.00 | \$1,267.00 |
| " 42 "                    | \$1,142.00      | \$1,322.50 | \$1,360.00 | \$1,395.50 | \$1,435.00 |
| " 48 "                    | \$1,410.00      | \$1,480.50 | \$1,528.50 | \$1,574.50 | \$1,625.50 |
| Pension Band              | 110             | 110        | 110        | 110        | 110        |

Present -- Effective 4/28/2024

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## APPENDIX D

### WAGE PROGRESSION SCHEDULES OPERATING CLASSIFICATIONS

Basic Wage Rates for Normal Work Week

#### CENTRAL OFFICE CLERK SERVICE ASSISTANT

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$249.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$307.50        | \$667.50   | \$670.00   | \$672.50   | \$675.00   |
| " 12 "                    | \$379.00        | \$742.50   | \$748.50   | \$754.00   | \$760.00   |
| " 18 "                    | \$468.00        | \$826.00   | \$836.00   | \$845.00   | \$855.00   |
| " 24 "                    | \$577.50        | \$918.50   | \$933.50   | \$947.50   | \$962.50   |
| " 30 "                    | \$712.50        | \$1,022.00 | \$1,042.50 | \$1,062.00 | \$1,083.00 |
| " 36 "                    | \$879.50        | \$1,136.50 | \$1,164.00 | \$1,190.00 | \$1,219.00 |
| " 42 "                    | \$1,085.50      | \$1,264.50 | \$1,300.00 | \$1,334.00 | \$1,372.00 |
| " 48 "                    | \$1,339.50      | \$1,406.50 | \$1,452.00 | \$1,495.50 | \$1,544.00 |
| Pension Band              | 109             | 109        | 109        | 109        | 109        |

#### OPERATOR

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$295.50        | \$664.50   | \$667.50   | \$670.00   | \$672.50   |
| " 12 "                    | \$364.50        | \$736.50   | \$742.50   | \$748.00   | \$754.00   |
| " 18 "                    | \$450.50        | \$816.00   | \$825.50   | \$835.00   | \$845.00   |
| " 24 "                    | \$556.50        | \$904.00   | \$918.50   | \$932.00   | \$947.00   |
| " 30 "                    | \$687.50        | \$1,001.50 | \$1,021.50 | \$1,040.50 | \$1,061.50 |
| " 36 "                    | \$849.50        | \$1,109.50 | \$1,136.00 | \$1,161.50 | \$1,189.50 |
| " 42 "                    | \$1,049.50      | \$1,229.00 | \$1,263.50 | \$1,296.50 | \$1,333.50 |
| " 48 "                    | \$1,296.50      | \$1,361.50 | \$1,405.50 | \$1,447.50 | \$1,494.50 |
| Pension Band              | 108             | 108        | 108        | 108        | 108        |

Present -- Effective 4/28/2024

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## APPENDIX E

### WAGE PROGRESSION SCHEDULES CLERICAL CLASSIFICATIONS

#### APPENDICES A, B, C, and D

#### Basic Wage Rates for Normal Work Week

##### E-1 CLERICAL

| Wage Length<br>of Service | Present    | Effective Dates |            |            |            |
|---------------------------|------------|-----------------|------------|------------|------------|
|                           |            | 5/11/2025       | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00   | \$600.00        | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$288.00   | \$649.00        | \$651.50   | \$654.00   | \$656.50   |
| " 12 "                    | \$347.50   | \$702.00        | \$707.50   | \$712.50   | \$718.50   |
| " 18 "                    | \$419.00   | \$759.00        | \$768.00   | \$777.00   | \$786.00   |
| " 24 "                    | \$505.50   | \$821.00        | \$834.00   | \$846.50   | \$860.50   |
| " 30 "                    | \$609.50   | \$888.00        | \$905.50   | \$922.50   | \$941.50   |
| " 36 "                    | \$735.50   | \$960.00        | \$983.50   | \$1,005.50 | \$1,030.00 |
| " 42 "                    | \$887.00   | \$1,038.50      | \$1,068.00 | \$1,096.00 | \$1,127.00 |
| " 48 "                    | \$1,069.50 | \$1,123.00      | \$1,159.50 | \$1,194.50 | \$1,233.50 |
| Pension Band              | 103        | 103             | 103        | 103        | 103        |

##### E-2 CLERICAL

| Wage Length<br>of Service | Present    | Effective Dates |            |            |            |
|---------------------------|------------|-----------------|------------|------------|------------|
|                           |            | 5/11/2025       | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00   | \$600.00        | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$293.50   | \$660.50        | \$663.00   | \$665.50   | \$668.00   |
| " 12 "                    | \$360.00   | \$726.50        | \$732.50   | \$738.00   | \$744.00   |
| " 18 "                    | \$441.50   | \$799.50        | \$809.50   | \$818.50   | \$828.00   |
| " 24 "                    | \$542.00   | \$880.00        | \$894.00   | \$907.50   | \$922.00   |
| " 30 "                    | \$665.00   | \$968.50        | \$988.00   | \$1,006.50 | \$1,026.50 |
| " 36 "                    | \$816.00   | \$1,065.50      | \$1,091.50 | \$1,116.00 | \$1,143.00 |
| " 42 "                    | \$1,001.50 | \$1,172.50      | \$1,206.00 | \$1,237.50 | \$1,272.50 |
| " 48 "                    | \$1,229.00 | \$1,290.50      | \$1,332.50 | \$1,372.50 | \$1,417.00 |
| Pension Band              | 106        | 106             | 106        | 106        | 106        |

(Continued on next page)

Present -- Effective 4/28/2024

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## APPENDIX E

### E-3 CLERICAL

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$294.50        | \$663.00   | \$665.50   | \$668.00   | \$671.00   |
| " 12 "                    | \$363.00        | \$732.50   | \$738.50   | \$744.00   | \$750.00   |
| " 18 "                    | \$447.00        | \$809.50   | \$819.50   | \$828.50   | \$838.50   |
| " 24 "                    | \$551.00        | \$894.50   | \$909.00   | \$922.50   | \$937.50   |
| " 30 "                    | \$679.00        | \$988.50   | \$1,008.50 | \$1,027.50 | \$1,048.00 |
| " 36 "                    | \$836.50        | \$1,092.50 | \$1,119.00 | \$1,144.50 | \$1,172.00 |
| " 42 "                    | \$1,031.00      | \$1,207.00 | \$1,241.50 | \$1,274.00 | \$1,310.50 |
| " 48 "                    | \$1,270.50      | \$1,334.00 | \$1,377.50 | \$1,419.00 | \$1,465.00 |
| Pension Band              | 107             | 107        | 107        | 107        | 107        |

### SS-1 CLERICAL

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$295.50        | \$665.00   | \$667.50   | \$670.00   | \$673.00   |
| " 12 "                    | \$365.00        | \$737.00   | \$743.00   | \$748.50   | \$754.50   |
| " 18 "                    | \$451.00        | \$817.00   | \$826.50   | \$836.00   | \$846.00   |
| " 24 "                    | \$557.50        | \$905.50   | \$920.00   | \$933.50   | \$948.50   |
| " 30 "                    | \$689.00        | \$1,003.50 | \$1,023.50 | \$1,043.00 | \$1,064.00 |
| " 36 "                    | \$851.50        | \$1,112.00 | \$1,139.00 | \$1,165.00 | \$1,193.00 |
| " 42 "                    | \$1,052.50      | \$1,232.50 | \$1,267.50 | \$1,301.00 | \$1,337.50 |
| " 48 "                    | \$1,301.00      | \$1,366.00 | \$1,410.50 | \$1,453.00 | \$1,500.00 |
| Pension Band              | 108             | 108        | 108        | 108        | 108        |

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Present -- Effective 4/28/2024

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## APPENDIX E

### SS-2 CLERICAL

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$296.50        | \$667.50   | \$670.50   | \$673.00   | \$675.50   |
| " 12 "                    | \$368.00        | \$743.00   | \$749.00   | \$754.50   | \$760.50   |
| " 18 "                    | \$457.00        | \$827.00   | \$837.00   | \$846.00   | \$856.50   |
| " 24 "                    | \$567.00        | \$920.50   | \$935.00   | \$949.00   | \$964.50   |
| " 30 "                    | \$703.50        | \$1,024.00 | \$1,045.00 | \$1,064.50 | \$1,086.00 |
| " 36 "                    | \$873.00        | \$1,139.50 | \$1,167.50 | \$1,193.50 | \$1,222.50 |
| " 42 "                    | \$1,083.50      | \$1,268.50 | \$1,304.50 | \$1,338.50 | \$1,376.50 |
| " 48 "                    | \$1,344.50      | \$1,411.50 | \$1,457.50 | \$1,501.00 | \$1,550.00 |
| Pension Band              | 109             | 109        | 109        | 109        | 109        |

### S-1 CLERICAL

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$245.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$304.00        | \$670.00   | \$672.50   | \$675.00   | \$678.00   |
| " 12 "                    | \$377.50        | \$748.50   | \$754.50   | \$760.00   | \$766.00   |
| " 18 "                    | \$469.00        | \$835.50   | \$845.50   | \$855.00   | \$865.50   |
| " 24 "                    | \$582.00        | \$933.00   | \$948.00   | \$962.50   | \$978.00   |
| " 30 "                    | \$722.50        | \$1,042.00 | \$1,063.00 | \$1,083.00 | \$1,105.00 |
| " 36 "                    | \$897.00        | \$1,164.00 | \$1,192.00 | \$1,219.00 | \$1,248.50 |
| " 42 "                    | \$1,113.50      | \$1,299.50 | \$1,336.50 | \$1,371.50 | \$1,410.50 |
| " 48 "                    | \$1,382.50      | \$1,451.50 | \$1,498.50 | \$1,543.50 | \$1,593.50 |
| Pension Band              | 110             | 110        | 110        | 110        | 110        |

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Present -- Effective 4/28/2024

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## APPENDIX E

| S-2 CLERICAL              |                 |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$254.50        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$315.50        | \$672.50   | \$675.50   | \$678.00   | \$680.50   |
| " 12 "                    | \$391.50        | \$754.00   | \$760.00   | \$766.00   | \$772.00   |
| " 18 "                    | \$485.50        | \$845.50   | \$856.00   | \$865.50   | \$876.00   |
| " 24 "                    | \$602.50        | \$948.00   | \$963.50   | \$977.50   | \$993.50   |
| " 30 "                    | \$747.50        | \$1,063.00 | \$1,084.50 | \$1,104.50 | \$1,127.00 |
| " 36 "                    | \$927.00        | \$1,191.50 | \$1,220.50 | \$1,248.00 | \$1,278.50 |
| " 42 "                    | \$1,150.00      | \$1,336.00 | \$1,374.00 | \$1,410.00 | \$1,450.00 |
| " 48 "                    | \$1,426.50      | \$1,498.00 | \$1,546.50 | \$1,593.00 | \$1,645.00 |
| Pension Band              | 111             | 111        | 111        | 111        | 111        |

Present -- Effective 4/28/2024

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## APPENDIX I

### WAGE PROGRESSION SCHEDULES CLERICAL CLASSIFICATIONS

Basic Wage Rates for Normal Work Week

#### E-1 CLERICAL

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$288.00        | \$648.50   | \$651.00   | \$653.50   | \$656.00   |
| " 12 "                    | \$347.00        | \$700.50   | \$706.50   | \$711.50   | \$717.50   |
| " 18 "                    | \$418.50        | \$757.00   | \$766.50   | \$775.00   | \$784.50   |
| " 24 "                    | \$504.00        | \$818.50   | \$831.50   | \$844.00   | \$857.50   |
| " 30 "                    | \$607.50        | \$884.50   | \$902.50   | \$919.00   | \$937.50   |
| " 36 "                    | \$732.00        | \$955.50   | \$979.00   | \$1,001.00 | \$1,025.00 |
| " 42 "                    | \$882.00        | \$1,032.50 | \$1,062.00 | \$1,090.00 | \$1,121.00 |
| " 48 "                    | \$1,063.00      | \$1,116.00 | \$1,152.50 | \$1,187.00 | \$1,225.50 |
| Pension Band              | 703             | 703        | 703        | 703        | 703        |

#### E-2 CLERICAL

| Wage Length<br>of Service | Effective Dates |            |            |            |            |
|---------------------------|-----------------|------------|------------|------------|------------|
|                           | Present         | 5/11/2025  | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00        | \$600.00   | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$293.00        | \$659.50   | \$662.00   | \$664.50   | \$667.50   |
| " 12 "                    | \$359.00        | \$725.00   | \$731.00   | \$736.50   | \$742.00   |
| " 18 "                    | \$440.50        | \$797.00   | \$807.00   | \$815.50   | \$825.50   |
| " 24 "                    | \$540.00        | \$876.50   | \$890.50   | \$903.50   | \$918.00   |
| " 30 "                    | \$661.50        | \$963.50   | \$983.00   | \$1,001.00 | \$1,021.00 |
| " 36 "                    | \$811.00        | \$1,059.00 | \$1,085.00 | \$1,109.00 | \$1,136.00 |
| " 42 "                    | \$994.50        | \$1,164.50 | \$1,197.50 | \$1,228.50 | \$1,263.00 |
| " 48 "                    | \$1,219.00      | \$1,280.00 | \$1,321.50 | \$1,361.00 | \$1,405.00 |
| Pension Band              | 706             | 706        | 706        | 706        | 706        |

(Continued on next page)

Present -- Effective 4/28/2024

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## APPENDIX I

### E-3 CLERICAL

| Wage Length<br>of Service | Present    | Effective Dates |            |            |            |
|---------------------------|------------|-----------------|------------|------------|------------|
|                           |            | 5/11/2025       | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00   | \$600.00        | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$294.50   | \$662.50        | \$665.00   | \$667.50   | \$670.50   |
| " 12 "                    | \$362.50   | \$731.50        | \$737.50   | \$742.50   | \$748.50   |
| " 18 "                    | \$446.00   | \$807.50        | \$817.50   | \$826.50   | \$836.50   |
| " 24 "                    | \$549.00   | \$891.50        | \$906.00   | \$919.50   | \$934.50   |
| " 30 "                    | \$676.00   | \$984.50        | \$1,004.50 | \$1,023.00 | \$1,043.50 |
| " 36 "                    | \$823.50   | \$1,087.00      | \$1,113.50 | \$1,138.00 | \$1,166.00 |
| " 42 "                    | \$1,025.00 | \$1,200.00      | \$1,234.00 | \$1,266.50 | \$1,302.50 |
| " 48 "                    | \$1,262.00 | \$1,325.00      | \$1,368.00 | \$1,409.00 | \$1,455.00 |
| Pension Band              | 707        | 707             | 707        | 707        | 707        |

### SS-1 CLERICAL

| Wage Length<br>of Service | Present    | Effective Dates |            |            |            |
|---------------------------|------------|-----------------|------------|------------|------------|
|                           |            | 5/11/2025       | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00   | \$600.00        | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$295.00   | \$664.50        | \$667.00   | \$669.50   | \$672.50   |
| " 12 "                    | \$364.50   | \$736.00        | \$742.00   | \$747.50   | \$753.50   |
| " 18 "                    | \$450.00   | \$815.00        | \$824.50   | \$834.00   | \$844.00   |
| " 24 "                    | \$556.00   | \$902.50        | \$917.00   | \$930.50   | \$945.50   |
| " 30 "                    | \$686.50   | \$999.50        | \$1,019.50 | \$1,038.50 | \$1,059.50 |
| " 36 "                    | \$848.00   | \$1,107.00      | \$1,133.50 | \$1,159.00 | \$1,187.00 |
| " 42 "                    | \$1,047.00 | \$1,226.00      | \$1,260.50 | \$1,293.50 | \$1,330.50 |
| " 48 "                    | \$1,293.00 | \$1,357.50      | \$1,401.50 | \$1,443.50 | \$1,490.50 |
| Pension Band              | 708        | 708             | 708        | 708        | 708        |

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Present -- Effective 4/28/2024

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## APPENDIX I

| SS-2 CLERICAL             |            |                              |            |            |            |
|---------------------------|------------|------------------------------|------------|------------|------------|
| Wage Length<br>of Service | Present    | Effective Dates<br>5/11/2025 | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$239.00   | \$600.00                     | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$296.50   | \$667.00                     | \$670.00   | \$672.50   | \$675.00   |
| " 12 "                    | \$367.50   | \$742.00                     | \$748.00   | \$753.50   | \$759.50   |
| " 18 "                    | \$455.50   | \$825.00                     | \$835.00   | \$844.50   | \$854.50   |
| " 24 "                    | \$565.00   | \$917.50                     | \$932.50   | \$946.00   | \$961.50   |
| " 30 "                    | \$700.50   | \$1,020.50                   | \$1,041.00 | \$1,060.50 | \$1,081.50 |
| " 36 "                    | \$869.00   | \$1,134.50                   | \$1,162.00 | \$1,188.00 | \$1,217.00 |
| " 42 "                    | \$1,077.50 | \$1,261.50                   | \$1,297.50 | \$1,331.50 | \$1,369.00 |
| " 48 "                    | \$1,336.00 | \$1,403.00                   | \$1,448.50 | \$1,492.00 | \$1,540.50 |
| Pension Band              | 709        | 709                          | 709        | 709        | 709        |

Present -- Effective 4/28/2024

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## APPENDIX I

### WAGE PROGRESSION SCHEDULES CONTACT CLASSIFICATIONS

#### Basic Wage Rates for Normal Work Week

| SALES AGENT               |          |                 |           |          |            |
|---------------------------|----------|-----------------|-----------|----------|------------|
| Wage Length<br>of Service | Present  | Effective Dates |           |          |            |
|                           |          | 5/11/2025       | 5/10/2026 | 5/9/2027 | 5/9/2028   |
| Minimum                   | \$279.50 | \$600.00        | \$600.00  | \$600.00 | \$600.00   |
| After 6 Months            | \$322.00 | \$632.00        | \$635.00  | \$637.00 | \$639.50   |
| " 12 "                    | \$371.00 | \$666.00        | \$671.50  | \$676.50 | \$682.00   |
| " 18 "                    | \$427.50 | \$702.00        | \$710.50  | \$718.50 | \$727.00   |
| " 24 "                    | \$492.50 | \$739.50        | \$751.50  | \$762.50 | \$775.00   |
| " 30 "                    | \$567.50 | \$779.50        | \$795.00  | \$810.00 | \$826.00   |
| " 36 "                    | \$654.00 | \$821.50        | \$841.00  | \$860.00 | \$881.00   |
| " 42 "                    | \$753.50 | \$865.50        | \$890.00  | \$913.00 | \$939.00   |
| " 48 "                    | \$868.50 | \$912.00        | \$941.50  | \$969.50 | \$1,001.00 |
| Pension Band              | 7A8      | 7A8             | 7A8       | 7A8      | 7A8        |

| SALES AND SERVICE CONSULTANT |          |                 |            |            |            |
|------------------------------|----------|-----------------|------------|------------|------------|
| Wage Length<br>of Service    | Present  | Effective Dates |            |            |            |
|                              |          | 5/11/2025       | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                      | \$302.50 | \$600.00        | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months               | \$349.00 | \$639.50        | \$642.00   | \$644.50   | \$647.00   |
| " 12 "                       | \$403.00 | \$681.50        | \$687.00   | \$692.00   | \$697.50   |
| " 18 "                       | \$465.00 | \$726.50        | \$735.00   | \$743.50   | \$752.00   |
| " 24 "                       | \$536.50 | \$774.00        | \$786.50   | \$798.00   | \$811.00   |
| " 30 "                       | \$619.00 | \$825.00        | \$841.50   | \$857.50   | \$874.50   |
| " 36 "                       | \$714.00 | \$879.00        | \$900.50   | \$920.50   | \$943.00   |
| " 42 "                       | \$824.00 | \$937.00        | \$963.50   | \$989.00   | \$1,017.00 |
| " 48 "                       | \$951.00 | \$998.50        | \$1,031.00 | \$1,062.00 | \$1,096.50 |
| Pension Band                 | 700      | 700             | 700        | 700        | 700        |

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Present -- Effective 4/28/2024

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## APPENDIX I

| SENIOR CONSULTANT         |            |                 |            |            |            |
|---------------------------|------------|-----------------|------------|------------|------------|
| Wage Length<br>of Service | Present    | Effective Dates |            |            |            |
|                           |            | 5/11/2025       | 5/10/2026  | 5/9/2027   | 5/9/2028   |
| Minimum                   | \$250.50   | \$600.00        | \$600.00   | \$600.00   | \$600.00   |
| After 6 Months            | \$312.50   | \$675.00        | \$678.00   | \$680.50   | \$683.00   |
| " 12 "                    | \$390.00   | \$760.00        | \$766.00   | \$771.50   | \$778.00   |
| " 18 "                    | \$486.50   | \$855.00        | \$865.50   | \$875.00   | \$885.50   |
| " 24 "                    | \$607.00   | \$962.50        | \$978.00   | \$992.50   | \$1,008.50 |
| " 30 "                    | \$757.00   | \$1,083.00      | \$1,105.00 | \$1,125.50 | \$1,148.50 |
| " 36 "                    | \$944.50   | \$1,219.00      | \$1,248.50 | \$1,276.50 | \$1,307.50 |
| " 42 "                    | \$1,178.50 | \$1,371.50      | \$1,410.50 | \$1,447.50 | \$1,488.50 |
| " 48 "                    | \$1,470.00 | \$1,543.50      | \$1,593.50 | \$1,641.50 | \$1,695.00 |
| Pension Band              | 712        | 712             | 712        | 712        | 712        |

Present -- Effective 4/28/2024

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**APPENDIX J****WAGE PROGRESSION SCHEDULES****Basic Wage Rates for Normal Work Week****PREMISES TECHNICIAN**

| Wage Length<br>of Service | Present     | Effective Dates |             |             |             |
|---------------------------|-------------|-----------------|-------------|-------------|-------------|
|                           |             | 5/11/2025       | 5/10/2026   | 5/9/2027    | 5/9/2028    |
| Minimum                   | \$ 514.00   | \$ 600.00       | \$ 600.00   | \$ 600.00   | \$ 600.00   |
| After 6 Months            | \$ 557.50   | \$ 646.00       | \$ 648.00   | \$ 650.00   | \$ 652.00   |
| " 12 "                    | \$ 605.00   | \$ 695.50       | \$ 700.00   | \$ 704.00   | \$ 708.50   |
| " 18 "                    | \$ 656.00   | \$ 749.00       | \$ 756.00   | \$ 763.00   | \$ 770.00   |
| " 24 "                    | \$ 712.00   | \$ 806.00       | \$ 816.50   | \$ 826.50   | \$ 837.00   |
| " 30 "                    | \$ 772.50   | \$ 868.00       | \$ 882.00   | \$ 895.00   | \$ 909.50   |
| " 36 "                    | \$ 838.00   | \$ 934.50       | \$ 952.50   | \$ 969.50   | \$ 988.50   |
| " 42 "                    | \$ 909.00   | \$ 1,006.00     | \$ 1,029.00 | \$ 1,050.50 | \$ 1,074.50 |
| " 48 "                    | \$ 986.00   | \$ 1,083.00     | \$ 1,111.50 | \$ 1,138.00 | \$ 1,167.50 |
| " 54 "                    | \$ 1,069.50 | \$ 1,166.00     | \$ 1,200.50 | \$ 1,233.00 | \$ 1,269.00 |
| " 60 "                    | \$ 1,160.50 | \$ 1,255.50     | \$ 1,296.50 | \$ 1,335.50 | \$ 1,379.00 |

**WAREHOUSE ASSISTANT**

| Wage Length<br>of Service | Present   | Effective Dates |           |           |             |
|---------------------------|-----------|-----------------|-----------|-----------|-------------|
|                           |           | 5/11/2025       | 5/10/2026 | 5/9/2027  | 5/9/2028    |
| Minimum                   | \$ 490.50 | \$ 600.00       | \$ 600.00 | \$ 600.00 | \$ 600.00   |
| After 6 Months            | \$ 518.50 | \$ 626.50       | \$ 628.50 | \$ 630.50 | \$ 632.50   |
| " 12 "                    | \$ 548.50 | \$ 654.50       | \$ 658.50 | \$ 662.50 | \$ 667.00   |
| " 18 "                    | \$ 580.00 | \$ 683.50       | \$ 690.00 | \$ 696.00 | \$ 703.00   |
| " 24 "                    | \$ 613.00 | \$ 714.00       | \$ 723.00 | \$ 731.50 | \$ 741.00   |
| " 30 "                    | \$ 648.50 | \$ 745.50       | \$ 757.50 | \$ 769.00 | \$ 781.00   |
| " 36 "                    | \$ 685.50 | \$ 778.50       | \$ 793.50 | \$ 808.00 | \$ 823.50   |
| " 42 "                    | \$ 725.00 | \$ 813.50       | \$ 831.50 | \$ 849.00 | \$ 868.00   |
| " 48 "                    | \$ 766.50 | \$ 849.50       | \$ 871.50 | \$ 892.00 | \$ 915.00   |
| " 54 "                    | \$ 810.50 | \$ 887.00       | \$ 913.00 | \$ 937.50 | \$ 964.50   |
| " 60 "                    | \$ 857.00 | \$ 926.50       | \$ 956.50 | \$ 985.00 | \$ 1,017.00 |

Present -- Effective 4/28/2024



## OFFICE COORDINATOR

| Wage Length<br>of Service | Effective Dates |           |           |           |             |
|---------------------------|-----------------|-----------|-----------|-----------|-------------|
|                           | Present         | 5/11/2025 | 5/10/2026 | 5/9/2027  | 5/9/2028    |
| Minimum                   | \$ 500.00       | \$ 600.00 | \$ 600.00 | \$ 600.00 | \$ 600.00   |
| After 6 Months            | \$ 527.50       | \$ 626.50 | \$ 628.50 | \$ 630.50 | \$ 632.50   |
| " 12 "                    | \$ 557.00       | \$ 654.50 | \$ 658.50 | \$ 662.50 | \$ 667.00   |
| " 18 "                    | \$ 587.50       | \$ 683.50 | \$ 690.00 | \$ 696.00 | \$ 703.00   |
| " 24 "                    | \$ 620.50       | \$ 714.00 | \$ 723.00 | \$ 731.50 | \$ 741.00   |
| " 30 "                    | \$ 654.50       | \$ 745.50 | \$ 757.50 | \$ 769.00 | \$ 781.00   |
| " 36 "                    | \$ 691.00       | \$ 778.50 | \$ 793.50 | \$ 808.00 | \$ 823.50   |
| " 42 "                    | \$ 729.00       | \$ 813.50 | \$ 831.50 | \$ 849.00 | \$ 868.00   |
| " 48 "                    | \$ 769.50       | \$ 849.50 | \$ 871.50 | \$ 892.00 | \$ 915.00   |
| " 54 "                    | \$ 812.00       | \$ 887.00 | \$ 913.00 | \$ 937.50 | \$ 964.50   |
| " 60 "                    | \$ 857.00       | \$ 926.50 | \$ 956.50 | \$ 985.00 | \$ 1,017.00 |

## ADMINISTRATIVE SUPPORT ASSISTANT

| Wage Length<br>of Service | Effective Dates |           |           |           |           |
|---------------------------|-----------------|-----------|-----------|-----------|-----------|
|                           | Present         | 5/11/2025 | 5/10/2026 | 5/9/2027  | 5/9/2028  |
| Minimum                   | \$ 449.50       | \$ 600.00 | \$ 600.00 | \$ 600.00 | \$ 600.00 |
| After 6 Months            | \$ 471.50       | \$ 616.50 | \$ 618.50 | \$ 620.00 | \$ 622.00 |
| " 12 "                    | \$ 494.50       | \$ 633.00 | \$ 637.00 | \$ 641.00 | \$ 645.00 |
| " 18 "                    | \$ 519.00       | \$ 650.50 | \$ 656.50 | \$ 662.50 | \$ 669.00 |
| " 24 "                    | \$ 544.00       | \$ 668.00 | \$ 676.50 | \$ 684.50 | \$ 693.50 |
| " 30 "                    | \$ 571.00       | \$ 686.00 | \$ 697.00 | \$ 707.50 | \$ 719.00 |
| " 36 "                    | \$ 599.00       | \$ 704.50 | \$ 718.50 | \$ 731.50 | \$ 745.50 |
| " 42 "                    | \$ 628.00       | \$ 724.00 | \$ 740.50 | \$ 756.00 | \$ 773.00 |
| " 48 "                    | \$ 659.00       | \$ 743.50 | \$ 763.00 | \$ 781.00 | \$ 801.50 |
| " 54 "                    | \$ 691.00       | \$ 763.50 | \$ 786.00 | \$ 807.50 | \$ 831.00 |
| " 60 "                    | \$ 725.00       | \$ 784.50 | \$ 810.00 | \$ 834.50 | \$ 861.50 |

Present -- Effective 4/28/2024

## BENEFIT AGREEMENTS

The means for fulfilling the terms of this Benefit Agreement ("Agreement") may be the Company's adoption of its own plan and associated plan document or participation in an equivalent plan having a plan document that includes, for bargained-for employees, the benefits agreed to be provided pursuant to this Agreement and substantially the terms, provisions and conditions under which such benefits are to be provided. The sole remedy for issues with respect to the validity or amount of any claim for benefits is the claim and appeal process as defined in the individual benefits plans and programs. The parties agree to the plans and programs described below. Copies of the plan documents, Summary Plan Descriptions (SPDs) and Summary of Material Modifications (SMMs) of these plans, policies and programs have been provided to the Union. If there is any difference between these SPDs and the ERISA plans or programs (including amendments thereto), the plan texts shall govern.

For purposes of this Agreement:

- Southwest region core bargained employees hired/rehired on or before August 8, 2009 shall be referred to as "Current Employees";
- Southwest region core bargained employees hired/rehired or transferred into the 2009 Collective Bargaining Agreement (CBA) (including transfers to a job title under Appendix J and transfers pursuant to the National Transfer Plan) after August 8, 2009 and on or before April 6, 2013 shall be referred to as "2009 New Hires". "2009 New Hires" shall also include individuals who were classified as Temporary or Term Employees as of August 8, 2009 and who were subsequently reclassified to Regular Employee status on or before April 6, 2013. In addition, "2009 New Hires" shall also include DIRECTV LLC ("DTV") employees whose Term of Employment (TOE) (as of January 1, 2017) was on or before April 6, 2013;
- Southwest region core bargained employees hired/rehired or transferred into the 2013 CBA (including transfers to a job title under Appendix J and transfers pursuant to the National Transfer Plan) after April 6, 2013 and on or before April 8, 2017 shall be referred to as "2013 New Hires". In addition, "2013 New Hires" shall also include DTV employees whose TOE (as of January 1, 2017) is after April 6, 2013 or any DTV employee that is hired or rehired on or after January 1, 2017 and on or before April 8, 2017;
- Southwest region core bargained employees hired/rehired or transferred into the 2017 CBA (including transfers to a job title under Appendix J and transfers pursuant to the National Transfer Plan) after April 8, 2017 and on or before April 10, 2021 shall be referred to as "2017 New Hires";
- Southwest region core bargained employees hired/rehired or transferred into the 2017 CBA (including transfers to a job title under Appendix J and transfers pursuant to the National Transfer Plan) after April 10, 2021 shall be referred to as "2021 New Hires";
- Current Employees who are laid off, excluding those in titles under Appendix J, who are recalled and whose service is immediately bridged will be treated as Current Employees. 2009 New Hires who are laid off, excluding Employees in titles under Appendix J, who are recalled and whose service is immediately

bridged will be treated as 2009 New Hires. 2013 New Hires who are laid off, excluding Employees under Appendix J, who are recalled and whose service is immediately bridged will be treated as 2013 New Hires. 2017 New Hires who are laid off, excluding Employees under Appendix J, who are recalled and whose service is immediately bridged will be treated as 2017 New Hires;

- Southwest region core bargained employees includes titles in Appendix J;
- Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires shall be referred to collectively as “Employees”;
- Employees who terminate employment during the term of this Agreement and who meet the applicable requirements to be eligible for post-retirement benefits are referred to as “Eligible Retired Employees”.

## 1. HEALTH AND WELFARE BENEFIT PLANS

- A. Effective January 1, 2026, Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires shall be eligible to participate in the benefit plans, programs and policies identified in the chart below by an X, with the plan terms, conditions and provisions which were in effect on April 12, 2025, as described in the applicable SPDs and SMMs, except as noted herein.

| Plan/Program/Policy                                                 | Current Employees & 2009 New Hires | 2013 New Hires | 2017 New Hires & 2021 New Hires |
|---------------------------------------------------------------------|------------------------------------|----------------|---------------------------------|
| AT&T Bargained Employees Medical Program                            | X                                  | X              | X                               |
| AT&T Dental Program (Bargained Employees)                           | X                                  | X              | X                               |
| AT&T Vision Program (Bargained Employees)                           | X                                  | X              | X                               |
| AT&T CarePlus – A Supplemental Benefit Program                      | X                                  | X              | X                               |
| AT&T Group Life Insurance Program for Active Employees <sup>1</sup> | X                                  | X              | X                               |
| AT&T Flexible Spending Account Plan                                 | X                                  | X              | X                               |
| AT&T Disability Income Program for Southwest Bargained Employees    | X                                  | X              |                                 |
| AT&T Disability Income Program                                      |                                    |                | X                               |
| AT&T Leaves of Absence Policy                                       | X                                  | X              | X                               |
| AT&T Commuter Benefit Program                                       | X                                  | X              | X                               |
| AT&T Adoption Reimbursement Program                                 | X                                  | X              | X                               |
| AT&T Surrogacy Reimbursement Policy                                 |                                    |                |                                 |
| AT&T Cryopreservation Reimbursement Policy                          |                                    |                |                                 |
| AT&T Employee Assistance Program                                    | X                                  | X              | X                               |
| AT&T Ancillary Benefits Program                                     | X                                  | X              | X                               |

<sup>1</sup>This program includes Supplemental Life Insurance and Dependent Life Insurance provisions.

- B. Employees, including newly eligible Employees, and Eligible Retired Employees (as provided for in Paragraph 1.D.) shall continue to participate in the same benefit plans, programs and policies on the same terms and conditions which were in effect on April 12, 2025, until the benefits identified in Paragraph 1.A. above become effective, subject to changes to benefits resulting from the operation of existing plan provisions and amendments necessary due to changes in the law.

- C. The Company may unilaterally modify or discontinue AT&T CarePlus - A Supplemental Benefit Program, and the AT&T Ancillary Benefits Program without further discussions with the Union.
- D. Employees who terminate employment with the Company during the term of this Agreement (an "Eligible Retired Employee") and are eligible for post-retirement medical coverage under the terms of the medical program the Employee was eligible for as an active Employee as of the date of termination, will be eligible, during the term of this Agreement, for coverage under the AT&T Bargained Employees Medical Program, AT&T CarePlus – A Supplemental Benefit Program, AT&T Dental Program (Bargained Employees), AT&T Group Life Insurance Program for Former Bargained Employees, and AT&T Eligible Former Employee Vision Program, subject to changes to benefits resulting from the operation of existing plan provisions and amendments necessary to comply with changes in the law, and with the exceptions identified in Exhibit 1. Nothing in this Paragraph 1.D. shall be construed to provide benefits for any period subsequent to the term of this Agreement or for any employee other than those referenced above who terminate employment during the term of this Agreement.
- E. Exhibit 1 provides a summary of certain plan, program and/or policy terms, conditions and provisions, including any which are exceptions to terms, conditions and provisions described in the applicable SPDs and SMMs as well as any which differ among groups of employees eligible to participate in a particular plan, program or policy, such as the applicable deductible or copayment amount. If there are discrepancies between the specific information provided in Exhibit 1 and the plan documents, SPDs or SMMs, the information provided in Exhibit 1 will govern.

It is understood that certain benefits are subject to change to comply with implementation of the PPACA and associated regulations and agency guidance. The Company will notify the Union of the changes the Company makes to conform the benefits under this Agreement with final regulations and guidance under PPACA and any amendment determined to be necessary due to changes in the law. Should any of these changes require bargaining, all other terms and provisions of the 2025 CBA will remain in effect through expiration.

## 2. PENSION AND SAVINGS BENEFIT PLANS

### A. Current Employees excluding those working in Appendix J

Except as provided below, Current Employees, but excluding those working in Appendix J (but not excluding Surplus Appendix J Current Employees as defined in Section 3.B.), shall participate in the following pension and savings benefit plans, programs, and policies on the same terms and conditions that were in effect on April 12, 2025

- AT&T Retirement Savings Plan ("ARSP")
  - i. Effective January 1, 2026, Current Employees shall be eligible to participate in the ARSP. The Company will match employee contributions in the ARSP at a rate of 80% of Basic contributions in

Company stock. In addition, these Employees will not be eligible to participate in the AT&T Savings and Security Plan and will have their prior AT&T Savings and Security Plan account balances transferred to the ARSP as soon as administratively feasible thereafter.

- Southwest Program of the AT&T Component Part of the AT&T Pension Benefit Plan (the “Southwest Program”)
  - i. Current Employees that continue to participate in the Southwest Program will be eligible for the following pension band increase:
    - 1.0% effective January 1, 2026
    - 1.0% effective January 1, 2027
    - 1.0% effective January 1, 2028
    - 1.0% effective January 1, 2029

- B. Current Employees working in Appendix J (excluding Surplus Appendix J Current Employees as defined in Section 3.B.), 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires

Except as provided below, Current Employees working in Appendix J (excluding Surplus Appendix J Current Employees as defined in Section 3.B.), 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires (excluding 2009, 2013, 2017, and 2021 New Hires working in Appendix J job titles but not classified as Regular Employees) shall participate in the following pension and savings benefit plans, programs, and policies on the same terms and conditions that were in effect on April 12, 2025.

- AT&T Retirement Savings Plan
- Bargained Cash Balance Program #2 of the AT&T Component Part of the AT&T Pension Benefit Plan (the BCB#2 Program)

### 3. BENEFITS RULES FOR MOVEMENT OF EMPLOYEES

- A. General Provision – Any employee who moves after April 12, 2025 from a job title not covered by this Agreement to a job title covered by this Agreement where the circumstances of the move are not specifically accounted for in one of the following paragraphs will be treated as a 2021 New Hire for benefit purposes. In addition, any Employee who moves from a non-Appendix J job title to an Appendix J job title where the circumstances of the move are not specifically accounted for in one of the following paragraphs will be treated as a 2021 New Hire under this Agreement.

- B. Treatment of Surplus Appendix J Employees

i. *Definitions*

- *Surplus Appendix J Current Employee*: A “Surplus Appendix J Current Employee” means an individual who was a Current Employee under

this Agreement and who was transferred or transfers during the term of this Agreement to an Appendix J job title pursuant to the force adjustment surplus process from a non-Appendix J job title under the 2009, 2013, 2017 (including the term of the Extension Agreement) or 2025 Southwest Core CWA CBAs.

- *Surplus Appendix J 2009 New Hire:* A “Surplus Appendix J 2009 New Hire” means an individual who was a 2009 New Hire under this Agreement and who was transferred or transfers during the term of this Agreement to an Appendix J job title pursuant to the force adjustment surplus process from a non-Appendix J job title under the 2009, 2013, 2017 (including the term of the Extension Agreement) or 2025 Southwest Core CWA CBAs.
- *Surplus Appendix J 2013 New Hire:* A “Surplus Appendix J 2013 New Hire” means an individual who was a 2013 New Hire under this Agreement and who was transferred or transfers during the term of this Agreement to an Appendix J job title pursuant to the force adjustment surplus process from a non-Appendix J job title under the 2013, 2017 (including the term of the Extension Agreement) or 2025 Southwest Core CWA CBAs.
- *Surplus Appendix J 2017 New Hire:* A “Surplus Appendix J 2017 New Hire” means an individual who was a 2017 New Hire under this Agreement and who was transferred or transfers during the term of this Agreement to an Appendix J job title pursuant to the force adjustment surplus process from a non-Appendix J job title under the 2017 (including the term of the Extension Agreement), or 2025 Southwest Core CWA CBAs.

C. Treatment Of Inter-Region Transferred Converted Temp/Term Employees, and Inter-Region Transferred Appendix Employees and Transferred 2009, 2013, and 2017 New Hire Employees

i. *Definitions:*

- An “Inter-Region Transferred Converted Temp/Term Employee” means an individual who was classified as a temp or term employee as of August 8, 2009 in one of the 2009 Core CWA Collective Bargaining Agreements in the East, Midwest, West, Southeast and Legacy T regions (“Core CWA CBAs”) who was subsequently reclassified to “regular employee” status during the term of such applicable 2009 Core CWA CBA and then moved pursuant to the National Transfer Plan to any job title covered by the 2025 Southwest Core CWA CBA.
- An “Inter-Region Transferred Appendix Employee” means an individual who was employed as of August 8, 2009 in one of the following appendices under any of the 2009 Core CWA CBAs: East Region Appendix F, Midwest Region Appendix F, or West Region Appendix E



and while in such job title did not have economic protections as a result of a surplus and then moved pursuant to the National Transfer Plan to any job title covered by the 2025 Southwest Core CWA CBA.

- A “Transferred 2009 New Hire Employee” means an individual who was
  - hired or rehired after August 8, 2009 and on or before April 6, 2013 in a job title in one of the 2009 Core CWA CBAs and who moved pursuant to the National Transfer Plan into any job title covered by the 2025 Southwest Core CWA CBA,
  - or
  - hired or rehired after August 8, 2009 and on or before April 6, 2013 under this Agreement and who was transferred or transfers during the term of this Agreement to an Appendix J job title covered by the 2025 Southwest Core CWA CBA, but excluding transfers pursuant to the force adjustment surplus process,
  - or
  - a DTV employee whose TOE (as of January 1, 2017) was on or before April 6, 2013 in a job title in one of the 2015/2016 Core CWA CBAs and who moved pursuant to the National Transfer Plan into any job title covered by the 2025 Southwest Core CWA CBA.
- A “Transferred 2013 New Hire Employee” means an individual who was:
  - hired or rehired after April 6, 2013 and on or before April 8, 2017 in a job title in one of the 2012/2013/2015/2016 Core CWA CBAs and who moved pursuant to the National Transfer Plan into any job title covered by the 2025 Southwest Core CWA CBA,
  - or
  - hired or rehired after April 6, 2013 and on or before April 8, 2017 under this Agreement and who was transferred or transfers during the term of this Agreement to an Appendix J job title covered by the 2025 Southwest Core CWA CBA, but excluding transfers pursuant to the force adjustment surplus process.
  - or
  - DTV employee whose TOE (as of January 1, 2017) or subsequent rehire date was after April 6, 2013 and on or before April 8, 2017 in a job title in one of the 2015/2016 Core CWA CBAs and who moved pursuant to the National Transfer Plan into any job title covered by the 2025 Southwest Core CWA CBA.

- A “Transferred 2017 New Hire Employee” means an individual who was:
  - hired or rehired after April 8, 2017 and on or before April 10, 2021 in a job title in one of the 2015/2016/2018/2019/2020 Core CWA CBAs and who moved pursuant to the National Transfer Plan into any job title covered by the 2025 Southwest Core CWA CBA,
  - or
  - hired or rehired after April 8, 2017 and on or before April 10, 2021 under the 2017 Southwest Core CWA CBA and who was transferred or transfers during the term of this Agreement to an Appendix J job title covered by the 2025 Southwest Core CWA CBA, but excluding transfers pursuant to the force adjustment surplus process.

D. Treatment of Inter-Region Transferred Current Employees and Transferred Core to Appendix Employee

i. *Definitions:*

- An “Inter-Region Transferred Current Employee” means an individual who was employed as of August 8, 2009 in one of the 2009 Core CWA CBAs who moved pursuant to the National Transfer Plan into any job title covered by the 2025 Southwest Core CWA CBA, except an Appendix J job title, and immediately preceding such movement was being treated as a “current employee” for benefit plan purposes under the transferring applicable CBA.
- A “Transferred Core to Appendix Employee” means an individual who was:
  - employed as of August 8, 2009 in one of the 2009 Core CWA CBAs other than one of the following appendices under the 2009 Core CWA CBAs: East Region Appendix F, Midwest Region Appendix F, or West Region Appendix E who moved pursuant to the National Transfer Plan into a job title covered by the 2025 Southwest Core CWA CBA in Appendix J, and immediately preceding such movement was being treated as a “current employee” for benefit plan purposes under the transferring applicable CBA,
  - or
  - employed as of August 8, 2009 under this Agreement and who was transferred or transfers during the term of this Agreement to an Appendix J job title covered by the 2025 Southwest Core CWA CBA, but excluding transfers pursuant to the force adjustment surplus process. Immediately preceding such movement,



employee was being treated as a “current employee” for benefit plan purposes under this Agreement.

- E. The following employee groups will be eligible to participate in the same plans, policies and provisions on the same terms and conditions as will be provided:

| Employee Group                                        | Benefit Treatment Of Initial Move                         | Benefit Treatment Of Subsequent Moves to Any Other Job Title Covered Under the 2025 CBA |
|-------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------------------------------------------------|
| Surplus Appendix J Current Employee                   | Current Employees                                         | Current Employees                                                                       |
| Surplus Appendix J 2009 New Hire                      | 2009 New Hires                                            | 2009 New Hires                                                                          |
| Surplus Appendix J 2013 New Hire                      | 2013 New Hires                                            | 2013 New Hires                                                                          |
| Surplus Appendix J 2017 New Hire                      | 2017 New Hires                                            | 2017 New Hires                                                                          |
| Inter-Region Transferred Converted Temp/Term Employee | 2009 New Hires                                            | 2009 New Hires                                                                          |
| Inter-Region Transferred Appendix Employee            | 2009 New Hires                                            | 2009 New Hires                                                                          |
| Transferred 2009 New Hire Employee                    | 2009 New Hires                                            | 2009 New Hires                                                                          |
| Transferred 2013 New Hire Employee                    | 2013 New Hires                                            | 2013 New Hires                                                                          |
| Transferred 2017 New Hire Employee                    | 2017 New Hires                                            | 2017 New Hires                                                                          |
| Inter-Region Transferred Current Employee             | Current Employee                                          | Current Employee (if subsequent move is to a job title outside of Appendix J)           |
| Transferred Core to Appendix Employee                 | Current Employees<br>2009 New Hires<br>(Pension /Savings) | Current Employees (if subsequent move is to a job title outside of Appendix J)          |

4. The term of this agreement shall be contemporaneous with the term of the 2025 Labor Agreements.

## Southwest CWA Benefits Outline Summary

| Provision                                                                                                 | Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Active Employees</b>                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Effective Date(s)</b>                                                                                  | Health & Welfare: 1/1/2026, unless noted otherwise                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Eligibility</b>                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>For Medical, Dental, Vision, Disability, CarePlus, and Life Insurance (unless otherwise specified)</b> | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>Applicable programs:</p> <p>Medical – AT&amp;T Bargained Employees Medical Program*<br/> Dental – AT&amp;T Dental Program (Bargained Employees)<br/> Vision – AT&amp;T Vision Program (Bargained Employees)<br/> Disability – AT&amp;T Disability Income Program for Southwest Bargained Employees<br/> CarePlus – AT&amp;T CarePlus – A Supplemental Benefit Program<br/> Life Insurance – AT&amp;T Group Life Insurance Program for Active Employees**</p> <p><u>2021 New Hires and 2017 New Hires</u></p> <p>Applicable programs:</p> <p>Medical – AT&amp;T Bargained Employees Medical Program*<br/> Dental – AT&amp;T Dental Program (Bargained Employees)<br/> Vision – AT&amp;T Vision Program (Bargained Employees)<br/> Disability – AT&amp;T Disability Income Program<br/> CarePlus – AT&amp;T CarePlus – A Supplemental Benefit Program<br/> Life Insurance – AT&amp;T Group Life Insurance Program for Active Employees**</p> <p>*This document highlights key elements of program design. For complete program details, refer to the applicable Summary Plan Description (SPD) &amp; associated Summary of Material Modifications (SMMs).<br/> **Includes Supplemental Life and Dependent Life provisions.</p> |
| <b>Medical</b>                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Program</b>                                                                                            | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>AT&amp;T Bargained Employees Medical Program</p> <ul style="list-style-type: none"> <li>• Choice of <ul style="list-style-type: none"> <li>○ Option 1 - Broad or</li> <li>○ Option 1 – Select or</li> <li>○ Option 2 – Broad or</li> <li>○ Option 2 – Select</li> </ul> </li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Dependent Eligibility</b>                                                                              | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>Provisions as described in the AT&amp;T Bargained Employees Medical Program SPD.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Eligibility for Company Subsidy</b>                                                                    | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>Eligibility for Company subsidy begins on the Employee's date of hire, provided the Employee enrolls within the Eligibility 31-day enrollment period.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Wellbeing Incentives</b>                                                                               | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>Employees will be eligible to earn incentives for participating in the AT&amp;T sponsored wellbeing program following management provisions as they change from time to time, at the sole discretion of the Company.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Wellbeing Choice Account</b>                                                                           | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>Employees shall have access to the Wellbeing Choice Credit Account (Wellbeing Choice Account) for accumulating credits resulting from the employee and his or her spouse/partner, if applicable, completing certain wellbeing activities through the AT&amp;T sponsored wellbeing program and to use after-tax accumulated credits to reimburse for eligible wellbeing expenses under the same conditions as management employees. No additional credits to the Wellbeing Choice Account shall be permissible, including, but not limited to employee contributions, company contributions, standard company contributions, and enhanced company contributions.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

## Southwest CWA Benefits Outline Summary

| Provision                                                                           | Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                     |         |         |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|---------|---------|------|------|------------|---------|---------|---------|---------|-----------------------------|---------|---------|---------|---------|-------------------------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------------------|------|------|------|------|------------|-------|-------|-------|-------|-----------------------------|-------|-------|-------|-------|-------------------------|-------|-------|-------|-------|--------|-------|-------|-------|-------|------------------|------|------|------|------|------------|------|------|------|------|-----------------------------|-------|-------|-------|-------|-------------------------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------------------|------|------|------|------|------------|------|------|------|------|-----------------------------|-------|-------|-------|-------|-------------------------|------|-------|-------|-------|--------|-------|-------|-------|-------|
| Health Savings Account                                                              | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>Employees who meet the legal requirements can continue to elect to make pre-tax payroll contributions to a self-funded HSA via the Section 125 Cafeteria Plan up to the HSA annual maximum set by the IRS. HSA funding occurs through employee payroll contributions only.</p> <p>The Company will provide a standard company contribution to Active Employees' HSA who meet the following criteria:</p> <ul style="list-style-type: none"><li>• Enroll in an AT&amp;T medical option that meets IRS qualifications for pre-tax HSA contributions.</li><li>• Have or establish an HSA account with the Companies' HSA administrator.</li><li>• Provided the below options meet annual IRS criteria as HSA-qualified HDHPs, the Company will match up to the below amounts for employees who elect to make payroll deduction contributions in an amount equal or greater than the minimum amounts, outlined below:</li></ul> <table><tr><td>Option 2 – Broad, Option 2 – Select and Fully Insured HMOs considered to be a HDHP*</td><td>2026</td><td>2027</td><td>2028</td><td>2029</td></tr><tr><td>Individual</td><td>\$1,000</td><td>\$1,000</td><td>\$1,000</td><td>\$1,000</td></tr><tr><td>Family</td><td>\$2,000</td><td>\$2,000</td><td>\$2,000</td><td>\$2,000</td></tr></table> <p>* Fully-insured coverage options (such as HMOs) are available at the discretion of the Companies.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Option 2 – Broad, Option 2 – Select and Fully Insured HMOs considered to be a HDHP* | 2026    | 2027    | 2028 | 2029 | Individual | \$1,000 | \$1,000 | \$1,000 | \$1,000 | Family                      | \$2,000 | \$2,000 | \$2,000 | \$2,000 |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Option 2 – Broad, Option 2 – Select and Fully Insured HMOs considered to be a HDHP* | 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2027                                                                                | 2028    | 2029    |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Individual                                                                          | \$1,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | \$1,000                                                                             | \$1,000 | \$1,000 |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Family                                                                              | \$2,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | \$2,000                                                                             | \$2,000 | \$2,000 |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Active (Full-Time) Monthly Contributions                                            | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>Monthly Contribution Amounts</p> <table><tr><td>Option 1 – Broad</td><td>2026</td><td>2027</td><td>2028</td><td>2029</td></tr><tr><td>Individual</td><td>\$168</td><td>\$178</td><td>\$184</td><td>\$197</td></tr><tr><td>Individual + Spouse/Partner</td><td>\$436</td><td>\$463</td><td>\$478</td><td>\$512</td></tr><tr><td>Individual + Child(ren)</td><td>\$285</td><td>\$303</td><td>\$312</td><td>\$335</td></tr><tr><td>Family</td><td>\$470</td><td>\$498</td><td>\$515</td><td>\$552</td></tr></table> <p>Monthly Contribution Amounts</p> <table><tr><td>Option 1 – Select</td><td>2026</td><td>2027</td><td>2028</td><td>2029</td></tr><tr><td>Individual</td><td>\$148</td><td>\$157</td><td>\$162</td><td>\$174</td></tr><tr><td>Individual + Spouse/Partner</td><td>\$385</td><td>\$409</td><td>\$421</td><td>\$453</td></tr><tr><td>Individual + Child(ren)</td><td>\$252</td><td>\$267</td><td>\$275</td><td>\$296</td></tr><tr><td>Family</td><td>\$414</td><td>\$440</td><td>\$453</td><td>\$487</td></tr></table> <p>Monthly Contribution Amounts</p> <table><tr><td>Option 2 – Broad</td><td>2026</td><td>2027</td><td>2028</td><td>2029</td></tr><tr><td>Individual</td><td>\$72</td><td>\$83</td><td>\$81</td><td>\$93</td></tr><tr><td>Individual + Spouse/Partner</td><td>\$201</td><td>\$231</td><td>\$228</td><td>\$261</td></tr><tr><td>Individual + Child(ren)</td><td>\$122</td><td>\$140</td><td>\$138</td><td>\$158</td></tr><tr><td>Family</td><td>\$215</td><td>\$248</td><td>\$244</td><td>\$280</td></tr></table> <p>Monthly Contribution Amounts</p> <table><tr><td>Option 2 – Select</td><td>2026</td><td>2027</td><td>2028</td><td>2029</td></tr><tr><td>Individual</td><td>\$53</td><td>\$63</td><td>\$61</td><td>\$71</td></tr><tr><td>Individual + Spouse/Partner</td><td>\$148</td><td>\$176</td><td>\$170</td><td>\$200</td></tr><tr><td>Individual + Child(ren)</td><td>\$90</td><td>\$107</td><td>\$103</td><td>\$121</td></tr><tr><td>Family</td><td>\$159</td><td>\$188</td><td>\$182</td><td>\$214</td></tr></table> | Option 1 – Broad                                                                    | 2026    | 2027    | 2028 | 2029 | Individual | \$168   | \$178   | \$184   | \$197   | Individual + Spouse/Partner | \$436   | \$463   | \$478   | \$512   | Individual + Child(ren) | \$285 | \$303 | \$312 | \$335 | Family | \$470 | \$498 | \$515 | \$552 | Option 1 – Select | 2026 | 2027 | 2028 | 2029 | Individual | \$148 | \$157 | \$162 | \$174 | Individual + Spouse/Partner | \$385 | \$409 | \$421 | \$453 | Individual + Child(ren) | \$252 | \$267 | \$275 | \$296 | Family | \$414 | \$440 | \$453 | \$487 | Option 2 – Broad | 2026 | 2027 | 2028 | 2029 | Individual | \$72 | \$83 | \$81 | \$93 | Individual + Spouse/Partner | \$201 | \$231 | \$228 | \$261 | Individual + Child(ren) | \$122 | \$140 | \$138 | \$158 | Family | \$215 | \$248 | \$244 | \$280 | Option 2 – Select | 2026 | 2027 | 2028 | 2029 | Individual | \$53 | \$63 | \$61 | \$71 | Individual + Spouse/Partner | \$148 | \$176 | \$170 | \$200 | Individual + Child(ren) | \$90 | \$107 | \$103 | \$121 | Family | \$159 | \$188 | \$182 | \$214 |
| Option 1 – Broad                                                                    | 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2027                                                                                | 2028    | 2029    |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Individual                                                                          | \$168                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$178                                                                               | \$184   | \$197   |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Individual + Spouse/Partner                                                         | \$436                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$463                                                                               | \$478   | \$512   |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Individual + Child(ren)                                                             | \$285                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$303                                                                               | \$312   | \$335   |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Family                                                                              | \$470                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$498                                                                               | \$515   | \$552   |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Option 1 – Select                                                                   | 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2027                                                                                | 2028    | 2029    |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Individual                                                                          | \$148                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$157                                                                               | \$162   | \$174   |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Individual + Spouse/Partner                                                         | \$385                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$409                                                                               | \$421   | \$453   |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Individual + Child(ren)                                                             | \$252                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$267                                                                               | \$275   | \$296   |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Family                                                                              | \$414                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$440                                                                               | \$453   | \$487   |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Option 2 – Broad                                                                    | 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2027                                                                                | 2028    | 2029    |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Individual                                                                          | \$72                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | \$83                                                                                | \$81    | \$93    |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Individual + Spouse/Partner                                                         | \$201                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$231                                                                               | \$228   | \$261   |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Individual + Child(ren)                                                             | \$122                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$140                                                                               | \$138   | \$158   |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Family                                                                              | \$215                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$248                                                                               | \$244   | \$280   |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Option 2 – Select                                                                   | 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2027                                                                                | 2028    | 2029    |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Individual                                                                          | \$53                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | \$63                                                                                | \$61    | \$71    |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Individual + Spouse/Partner                                                         | \$148                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$176                                                                               | \$170   | \$200   |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Individual + Child(ren)                                                             | \$90                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | \$107                                                                               | \$103   | \$121   |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Family                                                                              | \$159                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | \$188                                                                               | \$182   | \$214   |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |
| Active (Part-Time) Monthly Contributions                                            | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>Hired or rehired before Jan. 1, 1981: Same as Full-time Employees</p> <p>Hired, rehired or transferred on or after Jan. 1, 1981: Based on scheduled hours per week</p> <ul style="list-style-type: none"><li>• Greater than or equal to 20 hours = 50% of full cost of coverage*</li><li>• Less than 20 hours = 100% of full cost of coverage*</li></ul> <p>* Note: Calculation of full cost of coverage is subject to annual adjustment.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                     |         |         |      |      |            |         |         |         |         |                             |         |         |         |         |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |       |       |       |       |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                  |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |       |       |       |       |        |       |       |       |       |                   |      |      |      |      |            |      |      |      |      |                             |       |       |       |       |                         |      |       |       |       |        |       |       |       |       |

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## Southwest CWA Benefits Outline Summary

| Provision                                  | Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |             |             |             |             |       |       |       |       |
|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|-------------|-------------|-------|-------|-------|-------|
| <b>Working Spouse/Partner Contribution</b> | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br><br><u>Spouse/Partner Access to Medical Coverage Additional Medical Contribution:</u><br><br>Participants whose spouse/partner enrolls in AT&T-sponsored medical coverage (within either self-insured or fully insured programs) but otherwise has access to medical coverage through their employer, excluding AT&T, will pay an additional monthly contribution toward their cost of coverage. The monthly additional contribution is shown below. The participant must attest that his or her spouse/partner does not have access to medical coverage otherwise the additional contribution will be applied.<br><br>Additional Monthly Medical Contribution:<br><table><tr><td><u>2026</u></td><td><u>2027</u></td><td><u>2028</u></td><td><u>2029</u></td></tr><tr><td>\$125</td><td>\$130</td><td>\$135</td><td>\$140</td></tr></table>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <u>2026</u> | <u>2027</u> | <u>2028</u> | <u>2029</u> | \$125 | \$130 | \$135 | \$140 |
| <u>2026</u>                                | <u>2027</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <u>2028</u> | <u>2029</u> |             |             |       |       |       |       |
| \$125                                      | \$130                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$135       | \$140       |             |             |       |       |       |       |
| <b>Tobacco Use Contribution</b>            | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br><br><u>Tobacco Use Additional Medical Contribution:</u><br><br>Employees and/or spouses/partners who use tobacco, are enrolled in AT&T-sponsored medical coverage (within either self-insured or fully insured programs) and who choose not to participate in a designated Tobacco Cessation program will pay an additional monthly contribution toward their cost of coverage. The employee and/or spouse/partners must attest to no tobacco usage or engage in a Company-sponsored Tobacco Cessation program in the time defined during Annual Enrollment otherwise the additional monthly contribution will be applied. Engagement is currently defined as enrollment, participation and completion. A tobacco user is currently defined as someone who has used tobacco products once a month or more, on average. Tobacco products include cigarettes, cigars, pipes, e-cigarettes, vaporizers and smokeless tobacco. The definitions of engagement, tobacco user, tobacco products and the terms of the Company-sponsored Tobacco Cessation program may change from time to time, at the sole discretion of the Company.<br><br>Additional Monthly Medical Contribution for each employee and/or spouse/partner:<br><table><tr><td><u>2026</u></td><td><u>2027</u></td><td><u>2028</u></td><td><u>2029</u></td></tr><tr><td>\$75</td><td>\$75</td><td>\$75</td><td>\$75</td></tr></table> | <u>2026</u> | <u>2027</u> | <u>2028</u> | <u>2029</u> | \$75  | \$75  | \$75  | \$75  |
| <u>2026</u>                                | <u>2027</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <u>2028</u> | <u>2029</u> |             |             |       |       |       |       |
| \$75                                       | \$75                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | \$75        | \$75        |             |             |       |       |       |       |

## Southwest CWA Benefits Outline Summary

| Provision                 | Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                    |                          |                    |                          |                    |                          |                    |
|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------------|--------------------|--------------------------|--------------------|--------------------------|--------------------|
| <b>Annual Deductibles</b> | <b>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                    |                          |                    |                          |                    |                          |                    |
|                           | Option 1 - Broad:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                    |                          |                    |                          |                    |                          |                    |
|                           | <u>2026</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                    | <u>2027</u>              |                    | <u>2028</u>              |                    | <u>2029</u>              |                    |
|                           | <u>Network &amp; ONA</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <u>Non-Network</u> | <u>Network &amp; ONA</u> | <u>Non-Network</u> | <u>Network &amp; ONA</u> | <u>Non-Network</u> | <u>Network &amp; ONA</u> | <u>Non-Network</u> |
| Ind                       | \$1,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$3,000            | \$1,000                  | \$3,000            | \$1,100                  | \$3,300            | \$1,100                  | \$3,300            |
| Ind+Sp                    | \$2,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$6,000            | \$2,000                  | \$6,000            | \$2,200                  | \$6,600            | \$2,200                  | \$6,600            |
| Ind+Ch                    | \$2,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$6,000            | \$2,000                  | \$6,000            | \$2,200                  | \$6,600            | \$2,200                  | \$6,600            |
| Family                    | \$2,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$6,000            | \$2,000                  | \$6,000            | \$2,200                  | \$6,600            | \$2,200                  | \$6,600            |
|                           | Option 1 - Select:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                    |                          |                    |                          |                    |                          |                    |
|                           | <u>2026</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                    | <u>2027</u>              |                    | <u>2028</u>              |                    | <u>2029</u>              |                    |
|                           | <u>Network</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <u>Non-Network</u> | <u>Network</u>           | <u>Non-Network</u> | <u>Network</u>           | <u>Non-Network</u> | <u>Network</u>           | <u>Non-Network</u> |
| Ind                       | \$1,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | N/A                | \$1,000                  | N/A                | \$1,100                  | N/A                | \$1,100                  | N/A                |
| Ind+Sp                    | \$2,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | N/A                | \$2,000                  | N/A                | \$2,200                  | N/A                | \$2,200                  | N/A                |
| Ind+Ch                    | \$2,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | N/A                | \$2,000                  | N/A                | \$2,200                  | N/A                | \$2,200                  | N/A                |
| Family                    | \$2,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | N/A                | \$2,000                  | N/A                | \$2,200                  | N/A                | \$2,200                  | N/A                |
|                           | Option 1 – Broad, Option 1 - Select                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                    |                          |                    |                          |                    |                          |                    |
|                           | Annual Deductible Provisions:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                    |                          |                    |                          |                    |                          |                    |
|                           | No change from current program except as provided below:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                    |                          |                    |                          |                    |                          |                    |
|                           | <ul style="list-style-type: none"> <li>If the coverage tier is Individual + Child(ren), Individual + Spouse/Partner or Family, a covered person is eligible to receive benefits once their eligible/allowable expenses satisfy the Individual Deductible amount. The Individual + Child(ren), Individual + Spouse/Partner or Family Deductible is met once any combination of covered persons' eligible/allowable expenses meet the Individual + Child(ren), Individual + Spouse/Partner or Family amount. It is not necessary that any one individual reach the Individual Deductible but no one individual may contribute more than the Individual Deductible amount.</li> <li>The following costs paid by the participant apply toward the applicable Network/ONA or Non-Network Deductible amounts: <ul style="list-style-type: none"> <li>All prescription drug allowable charges of eligible expenses.</li> </ul> </li> <li>The following costs will never apply toward the Annual Deductible: <ul style="list-style-type: none"> <li>Copays for primary care, specialist and mental health/substance abuse office visits;</li> <li>Any applicable coinsurance paid for preventive care drugs as permitted under section 223(c)(2)(C) of the Internal Revenue Code.</li> </ul> </li> </ul> |                    |                          |                    |                          |                    |                          |                    |
|                           | Note: The Annual Deductibles will be included in the Out-Of-Pocket Maximums                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                    |                          |                    |                          |                    |                          |                    |
|                           | Option 2 - Broad:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                    |                          |                    |                          |                    |                          |                    |
|                           | <u>2026</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                    | <u>2027</u>              |                    | <u>2028</u>              |                    | <u>2029</u>              |                    |
|                           | <u>Network &amp; ONA</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <u>Non-Network</u> | <u>Network &amp; ONA</u> | <u>Non-Network</u> | <u>Network &amp; ONA</u> | <u>Non-Network</u> | <u>Network &amp; ONA</u> | <u>Non-Network</u> |
| Ind                       | \$3,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$9,000            | \$3,000                  | \$9,000            | \$3,300                  | \$9,900            | \$3,300                  | \$9,900            |
| Ind+Sp                    | \$6,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$18,000           | \$6,000                  | \$18,000           | \$6,600                  | \$19,800           | \$6,600                  | \$19,800           |
| Ind+Ch                    | \$6,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$18,000           | \$6,000                  | \$18,000           | \$6,600                  | \$19,800           | \$6,600                  | \$19,800           |
| Family                    | \$6,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$18,000           | \$6,000                  | \$18,000           | \$6,600                  | \$19,800           | \$6,600                  | \$19,800           |
|                           | Option 2 - Select:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                    |                          |                    |                          |                    |                          |                    |
|                           | <u>2026</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                    | <u>2027</u>              |                    | <u>2028</u>              |                    | <u>2029</u>              |                    |
|                           | <u>Network</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <u>Non-Network</u> | <u>Network</u>           | <u>Non-Network</u> | <u>Network</u>           | <u>Non-Network</u> | <u>Network</u>           | <u>Non-Network</u> |
| Ind                       | \$3,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | N/A                | \$3,000                  | N/A                | \$3,300                  | N/A                | \$3,300                  | N/A                |
| Ind+Sp                    | \$6,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | N/A                | \$6,000                  | N/A                | \$6,600                  | N/A                | \$6,600                  | N/A                |
| Ind+Ch                    | \$6,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | N/A                | \$6,000                  | N/A                | \$6,600                  | N/A                | \$6,600                  | N/A                |
| Family                    | \$6,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | N/A                | \$6,000                  | N/A                | \$6,600                  | N/A                | \$6,600                  | N/A                |
|                           | Option 2 – Broad, Option 2 - Select                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                    |                          |                    |                          |                    |                          |                    |
|                           | Annual Deductible Provisions:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                    |                          |                    |                          |                    |                          |                    |
|                           | No change from current program except as provided below:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                    |                          |                    |                          |                    |                          |                    |
|                           | <ul style="list-style-type: none"> <li>If the coverage tier is Individual + Child(ren), Individual + Spouse/Partner or Family, no individual can receive benefits until the Individual + Child(ren), Individual + Spouse/Partner or Family Annual Deductible is met. The Individual + Child(ren), Individual + Spouse/Partner or Family Annual Deductible can be met by one or a combination of covered family members.</li> <li>The following costs paid by the participant apply toward the applicable Network/ONA or Non-Network Deductible amounts: <ul style="list-style-type: none"> <li>All prescription drug allowable charges of eligible expenses.</li> </ul> </li> <li>The following costs will never apply toward the Annual Deductible: <ul style="list-style-type: none"> <li>Any applicable coinsurance paid for preventive care drugs as permitted under section 223(c)(2)(C) of the Internal Revenue Code.</li> </ul> </li> </ul>                                                                                                                                                                                                                                                                                                                                               |                    |                          |                    |                          |                    |                          |                    |
|                           | Note: The Annual Deductibles are included in the Out-Of-Pocket Maximums                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                    |                          |                    |                          |                    |                          |                    |

## Southwest CWA Benefits Outline Summary

| Provision                                                                                                                                                                                                                                                                                                                | Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires                                                                                                                                                                                                                                    |                          |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------|--|--------------------------|--------------------------|--------------------|------------------|------------------|----------------------|----------------------|------------------|------------------|
| General<br>Copay/Coinsurance –<br>Med/Surg and MH/SA                                                                                                                                                                                                                                                                     | 2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees                                                                                                                                                                                                                                     |                          |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
|                                                                                                                                                                                                                                                                                                                          | Option 1 - Broad:                                                                                                                                                                                                                                                                                                        |                          |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
|                                                                                                                                                                                                                                                                                                                          | <table><tr><td></td><td colspan="2"><u>2026-2029</u></td></tr><tr><td></td><td><u>Network &amp; ONA</u></td><td><u>Non-Network</u></td></tr><tr><td>Preventive</td><td>0%<br/>Ded waived</td><td>No Benefit</td></tr><tr><td>Sickness/<br/>Illness</td><td>10%<br/>After Ded</td><td>50%<br/>After Ded</td></tr></table> |                          | <u>2026-2029</u>   |  |                          | <u>Network &amp; ONA</u> | <u>Non-Network</u> | Preventive       | 0%<br>Ded waived | No Benefit           | Sickness/<br>Illness | 10%<br>After Ded | 50%<br>After Ded |
|                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                          | <u>2026-2029</u>         |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
|                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                          | <u>Network &amp; ONA</u> | <u>Non-Network</u> |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
|                                                                                                                                                                                                                                                                                                                          | Preventive                                                                                                                                                                                                                                                                                                               | 0%<br>Ded waived         | No Benefit         |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
|                                                                                                                                                                                                                                                                                                                          | Sickness/<br>Illness                                                                                                                                                                                                                                                                                                     | 10%<br>After Ded         | 50%<br>After Ded   |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
|                                                                                                                                                                                                                                                                                                                          | Option 1 - Select:                                                                                                                                                                                                                                                                                                       |                          |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
|                                                                                                                                                                                                                                                                                                                          | <table><tr><td></td><td colspan="2"><u>2026-2029</u></td></tr><tr><td></td><td><u>Network</u></td><td><u>Non-Network</u></td></tr><tr><td>Preventive</td><td>0%<br/>Ded waived</td><td>N/A</td></tr><tr><td>Sickness/<br/>Illness</td><td>10%<br/>After Ded</td><td>N/A</td></tr></table>                                |                          | <u>2026-2029</u>   |  |                          | <u>Network</u>           | <u>Non-Network</u> | Preventive       | 0%<br>Ded waived | N/A                  | Sickness/<br>Illness | 10%<br>After Ded | N/A              |
|                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                          | <u>2026-2029</u>         |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
|                                                                                                                                                                                                                                                                                                                          | <u>Network</u>                                                                                                                                                                                                                                                                                                           | <u>Non-Network</u>       |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
| Preventive                                                                                                                                                                                                                                                                                                               | 0%<br>Ded waived                                                                                                                                                                                                                                                                                                         | N/A                      |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
| Sickness/<br>Illness                                                                                                                                                                                                                                                                                                     | 10%<br>After Ded                                                                                                                                                                                                                                                                                                         | N/A                      |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
| Option 2 - Broad:                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                          |                          |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
| <table><tr><td></td><td colspan="2"><u>2026-2029</u></td></tr><tr><td></td><td><u>Network &amp; ONA</u></td><td><u>Non-Network</u></td></tr><tr><td>Preventive</td><td>0%<br/>Ded waived</td><td>No Benefit</td></tr><tr><td>Sickness/<br/>Illness</td><td>30%<br/>After Ded</td><td>50%<br/>After Ded</td></tr></table> |                                                                                                                                                                                                                                                                                                                          | <u>2026-2029</u>         |                    |  | <u>Network &amp; ONA</u> | <u>Non-Network</u>       | Preventive         | 0%<br>Ded waived | No Benefit       | Sickness/<br>Illness | 30%<br>After Ded     | 50%<br>After Ded |                  |
|                                                                                                                                                                                                                                                                                                                          | <u>2026-2029</u>                                                                                                                                                                                                                                                                                                         |                          |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
|                                                                                                                                                                                                                                                                                                                          | <u>Network &amp; ONA</u>                                                                                                                                                                                                                                                                                                 | <u>Non-Network</u>       |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
| Preventive                                                                                                                                                                                                                                                                                                               | 0%<br>Ded waived                                                                                                                                                                                                                                                                                                         | No Benefit               |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
| Sickness/<br>Illness                                                                                                                                                                                                                                                                                                     | 30%<br>After Ded                                                                                                                                                                                                                                                                                                         | 50%<br>After Ded         |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
| Option 2 – Select:                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                          |                          |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
| <table><tr><td></td><td colspan="2"><u>2026-2029</u></td></tr><tr><td></td><td><u>Network</u></td><td><u>Non-Network</u></td></tr><tr><td>Preventive</td><td>0%<br/>Ded waived</td><td>N/A</td></tr><tr><td>Sickness/<br/>Illness</td><td>30%<br/>After Ded</td><td>N/A</td></tr></table>                                |                                                                                                                                                                                                                                                                                                                          | <u>2026-2029</u>         |                    |  | <u>Network</u>           | <u>Non-Network</u>       | Preventive         | 0%<br>Ded waived | N/A              | Sickness/<br>Illness | 30%<br>After Ded     | N/A              |                  |
|                                                                                                                                                                                                                                                                                                                          | <u>2026-2029</u>                                                                                                                                                                                                                                                                                                         |                          |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
|                                                                                                                                                                                                                                                                                                                          | <u>Network</u>                                                                                                                                                                                                                                                                                                           | <u>Non-Network</u>       |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
| Preventive                                                                                                                                                                                                                                                                                                               | 0%<br>Ded waived                                                                                                                                                                                                                                                                                                         | N/A                      |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
| Sickness/<br>Illness                                                                                                                                                                                                                                                                                                     | 30%<br>After Ded                                                                                                                                                                                                                                                                                                         | N/A                      |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |
| Non-network: The methodology for calculating the Allowable Charge for all categories of Non-Network expenses may be changed from time to time at the Company's discretion.                                                                                                                                               |                                                                                                                                                                                                                                                                                                                          |                          |                    |  |                          |                          |                    |                  |                  |                      |                      |                  |                  |

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Southwest CWA Benefits Outline Summary

| Provision                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires                                                                                                                                                                                                                                                                                                                                                                                                                       |                    |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|------------------|--|---------------|---------------|-------------|-------------------|-------------------|------------------------------|------------------------------|-------------------|------------------|-------------------|--------------------|----------------------------------------|----------------------------------------|-------------------|------------------|
| Office Visit<br>Copay / Coinsurance                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees                                                                                                                                                                                                                                                                                                                                                                                                                        |                    |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Option 1 - Broad:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                    |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <table><tr><td></td><td colspan="2">2026-2029</td></tr><tr><td></td><td>Network &amp; ONA</td><td>Non-Network</td></tr><tr><td>Preventive</td><td>\$0<br/>Ded waived</td><td>No Benefit</td></tr><tr><td>Primary Care Physician (PCP)</td><td>\$0<br/>Ded waived</td><td>50%<br/>After Ded</td></tr><tr><td>Specialist</td><td>\$50<br/>Ded waived</td><td>50%<br/>After Ded</td></tr><tr><td>Mental Health/ Substance Abuse (MH/SA)</td><td>\$0<br/>Ded waived</td><td>50%<br/>After Ded</td></tr></table> |                    | 2026-2029        |  |               | Network & ONA | Non-Network | Preventive        | \$0<br>Ded waived | No Benefit                   | Primary Care Physician (PCP) | \$0<br>Ded waived | 50%<br>After Ded | Specialist        | \$50<br>Ded waived | 50%<br>After Ded                       | Mental Health/ Substance Abuse (MH/SA) | \$0<br>Ded waived | 50%<br>After Ded |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 2026-2029          |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Network & ONA      | Non-Network      |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Preventive                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | \$0<br>Ded waived  | No Benefit       |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Primary Care Physician (PCP)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | \$0<br>Ded waived  | 50%<br>After Ded |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Specialist                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | \$50<br>Ded waived | 50%<br>After Ded |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Mental Health/ Substance Abuse (MH/SA)                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | \$0<br>Ded waived  | 50%<br>After Ded |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Option 1 - Select:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                    |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <table><tr><td></td><td colspan="2">2026-2029</td></tr><tr><td></td><td>Network</td><td>Non-Network</td></tr><tr><td>Preventive</td><td>\$0<br/>Ded waived</td><td>N/A</td></tr><tr><td>Primary Care Physician (PCP)</td><td>\$0<br/>Ded waived</td><td>N/A</td></tr><tr><td>Specialist</td><td>\$50<br/>Ded waived</td><td>N/A</td></tr><tr><td>Mental Health/ Substance Abuse (MH/SA)</td><td>\$0<br/>Ded waived</td><td>N/A</td></tr></table>                                                            |                    | 2026-2029        |  |               | Network       | Non-Network | Preventive        | \$0<br>Ded waived | N/A                          | Primary Care Physician (PCP) | \$0<br>Ded waived | N/A              | Specialist        | \$50<br>Ded waived | N/A                                    | Mental Health/ Substance Abuse (MH/SA) | \$0<br>Ded waived | N/A              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 2026-2029          |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Network            | Non-Network      |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Preventive                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | \$0<br>Ded waived  | N/A              |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Primary Care Physician (PCP)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | \$0<br>Ded waived  | N/A              |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
| Specialist                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$50<br>Ded waived                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | N/A                |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
| Mental Health/ Substance Abuse (MH/SA)                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | \$0<br>Ded waived                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | N/A                |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
| Option 2 - Broad:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
| <table><tr><td></td><td colspan="2">2026-2029</td></tr><tr><td></td><td>Network &amp; ONA</td><td>Non-Network</td></tr><tr><td>Preventive</td><td>\$0<br/>Ded waived</td><td>No Benefit</td></tr><tr><td>Primary Care Physician (PCP)</td><td>\$0<br/>After Ded</td><td>50%<br/>After Ded</td></tr><tr><td>Specialist</td><td>\$50<br/>After Ded</td><td>50%<br/>After Ded</td></tr><tr><td>Mental Health/ Substance Abuse (MH/SA)</td><td>\$0<br/>After Ded</td><td>50%<br/>After Ded</td></tr></table> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 2026-2029          |                  |  | Network & ONA | Non-Network   | Preventive  | \$0<br>Ded waived | No Benefit        | Primary Care Physician (PCP) | \$0<br>After Ded             | 50%<br>After Ded  | Specialist       | \$50<br>After Ded | 50%<br>After Ded   | Mental Health/ Substance Abuse (MH/SA) | \$0<br>After Ded                       | 50%<br>After Ded  |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 2026-2029                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                    |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Network & ONA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Non-Network        |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
| Preventive                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$0<br>Ded waived                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | No Benefit         |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
| Primary Care Physician (PCP)                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | \$0<br>After Ded                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 50%<br>After Ded   |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
| Specialist                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$50<br>After Ded                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 50%<br>After Ded   |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
| Mental Health/ Substance Abuse (MH/SA)                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | \$0<br>After Ded                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 50%<br>After Ded   |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
| Option 2 - Select:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
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|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 2026-2029                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                    |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Network                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Non-Network        |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
| Preventive                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$0<br>Ded waived                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | N/A                |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
| Primary Care Physician (PCP)                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | \$0<br>After Ded                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | N/A                |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
| Specialist                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$50<br>After Ded                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | N/A                |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |
| Mental Health/ Substance Abuse (MH/SA)                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | \$0<br>After Ded                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | N/A                |                  |  |               |               |             |                   |                   |                              |                              |                   |                  |                   |                    |                                        |                                        |                   |                  |

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Southwest CWA Benefits Outline Summary

| Provision                                                                  | Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
|----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|--|--------------------------|--------------------|----------------|----------------|------------------|--|--------------------------|--------------------|----------------|----------------|------------------|--|--------------------------|--------------------|---------------|---------------|------------------|--|----------------|--------------------|---------------|-----|
| <b>Urgent Care Facility/Professional Services Copay / Coinsurance</b>      | <p>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</p> <p>Option 1 - Broad:</p> <table> <tr> <td colspan="2"><u>2026-2029</u></td></tr> <tr> <td><u>Network &amp; ONA</u></td><td><u>Non-Network</u></td></tr> <tr> <td>10% After Ded</td><td>50% After Ded</td></tr> </table> <p>Option 1 - Select:</p> <table> <tr> <td colspan="2"><u>2026-2029</u></td></tr> <tr> <td><u>Network</u></td><td><u>Non-Network</u></td></tr> <tr> <td>10% After Ded</td><td>N/A</td></tr> </table> <p>Option 2 - Broad:</p> <table> <tr> <td colspan="2"><u>2026-2029</u></td></tr> <tr> <td><u>Network &amp; ONA</u></td><td><u>Non-Network</u></td></tr> <tr> <td>30% After Ded</td><td>50% After Ded</td></tr> </table> <p>Option 2 - Select:</p> <table> <tr> <td colspan="2"><u>2026-2029</u></td></tr> <tr> <td><u>Network</u></td><td><u>Non-Network</u></td></tr> <tr> <td>30% After Ded</td><td>N/A</td></tr> </table> | <u>2026-2029</u> |  | <u>Network &amp; ONA</u> | <u>Non-Network</u> | 10% After Ded  | 50% After Ded  | <u>2026-2029</u> |  | <u>Network</u>           | <u>Non-Network</u> | 10% After Ded  | N/A            | <u>2026-2029</u> |  | <u>Network &amp; ONA</u> | <u>Non-Network</u> | 30% After Ded | 50% After Ded | <u>2026-2029</u> |  | <u>Network</u> | <u>Non-Network</u> | 30% After Ded | N/A |
| <u>2026-2029</u>                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| <u>Network &amp; ONA</u>                                                   | <u>Non-Network</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| 10% After Ded                                                              | 50% After Ded                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| <u>2026-2029</u>                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| <u>Network</u>                                                             | <u>Non-Network</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| 10% After Ded                                                              | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| <u>2026-2029</u>                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| <u>Network &amp; ONA</u>                                                   | <u>Non-Network</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| 30% After Ded                                                              | 50% After Ded                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| <u>2026-2029</u>                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| <u>Network</u>                                                             | <u>Non-Network</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| 30% After Ded                                                              | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| <b>Emergency Room Facility/Professional Services - Copay / Coinsurance</b> | <p>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</p> <p>Option 1 – Broad and Option 1 – Select:</p> <table> <tr> <td colspan="2"><u>2026-2029</u></td></tr> <tr> <td><u>Network &amp; ONA</u></td><td><u>Non-Network</u></td></tr> <tr> <td>10%* After Ded</td><td>10%* After Ded</td></tr> </table> <p>Option 2 – Broad and Option 2 – Select:</p> <table> <tr> <td colspan="2"><u>2026-2029</u></td></tr> <tr> <td><u>Network &amp; ONA</u></td><td><u>Non-Network</u></td></tr> <tr> <td>30%* After Ded</td><td>30%* After Ded</td></tr> </table> <p>* True emergencies only. Non-emergencies are not covered.</p>                                                                                                                                                                                                                                                                                          | <u>2026-2029</u> |  | <u>Network &amp; ONA</u> | <u>Non-Network</u> | 10%* After Ded | 10%* After Ded | <u>2026-2029</u> |  | <u>Network &amp; ONA</u> | <u>Non-Network</u> | 30%* After Ded | 30%* After Ded |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| <u>2026-2029</u>                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| <u>Network &amp; ONA</u>                                                   | <u>Non-Network</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| 10%* After Ded                                                             | 10%* After Ded                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| <u>2026-2029</u>                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| <u>Network &amp; ONA</u>                                                   | <u>Non-Network</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |
| 30%* After Ded                                                             | 30%* After Ded                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                  |  |                          |                    |                |                |                  |  |                          |                    |                |                |                  |  |                          |                    |               |               |                  |  |                |                    |               |     |

*JB*



Southwest CWA Benefits Outline Summary

| Provision                                                                                                                                                                                                                                                                          | Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires                                                                                                                                                                                              |               |               |               |               |               |               |               |               |                  |                  |               |               |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------------------|------------------|---------------|---------------|
| Hospital Inpatient/Outpatient Facility/Professional Services - Copay / Coinsurance                                                                                                                                                                                                 | 2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees                                                                                                                                                                                               |               |               |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | Option 1 - Broad:                                                                                                                                                                                                                                                                  |               |               |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | <table><tr><td colspan="2">2026-2029</td></tr><tr><td>Network &amp; ONA</td><td>Non-Network</td></tr><tr><td>10% After Ded</td><td>50% After Ded</td></tr></table>                                                                                                                 | 2026-2029     |               | Network & ONA | Non-Network   | 10% After Ded | 50% After Ded |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | 2026-2029                                                                                                                                                                                                                                                                          |               |               |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | Network & ONA                                                                                                                                                                                                                                                                      | Non-Network   |               |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | 10% After Ded                                                                                                                                                                                                                                                                      | 50% After Ded |               |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | Option 1 - Select:                                                                                                                                                                                                                                                                 |               |               |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | <table><tr><td colspan="2">2026-2029</td></tr><tr><td>Network</td><td>Non-Network</td></tr><tr><td>10% After Ded</td><td>N/A</td></tr></table>                                                                                                                                     | 2026-2029     |               | Network       | Non-Network   | 10% After Ded | N/A           |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | 2026-2029                                                                                                                                                                                                                                                                          |               |               |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | Network                                                                                                                                                                                                                                                                            | Non-Network   |               |               |               |               |               |               |               |                  |                  |               |               |
| 10% After Ded                                                                                                                                                                                                                                                                      | N/A                                                                                                                                                                                                                                                                                |               |               |               |               |               |               |               |               |                  |                  |               |               |
| Option 2 - Broad:                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                    |               |               |               |               |               |               |               |               |                  |                  |               |               |
| <table><tr><td colspan="2">2026-2029</td></tr><tr><td>Network &amp; ONA</td><td>Non-Network</td></tr><tr><td>30% After Ded</td><td>50% After Ded</td></tr></table>                                                                                                                 | 2026-2029                                                                                                                                                                                                                                                                          |               | Network & ONA | Non-Network   | 30% After Ded | 50% After Ded |               |               |               |                  |                  |               |               |
| 2026-2029                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                    |               |               |               |               |               |               |               |               |                  |                  |               |               |
| Network & ONA                                                                                                                                                                                                                                                                      | Non-Network                                                                                                                                                                                                                                                                        |               |               |               |               |               |               |               |               |                  |                  |               |               |
| 30% After Ded                                                                                                                                                                                                                                                                      | 50% After Ded                                                                                                                                                                                                                                                                      |               |               |               |               |               |               |               |               |                  |                  |               |               |
| Option 2 - Select:                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                    |               |               |               |               |               |               |               |               |                  |                  |               |               |
| <table><tr><td colspan="2">2026-2029</td></tr><tr><td>Network</td><td>Non-Network</td></tr><tr><td>30% After Ded</td><td>N/A</td></tr></table>                                                                                                                                     | 2026-2029                                                                                                                                                                                                                                                                          |               | Network       | Non-Network   | 30% After Ded | N/A           |               |               |               |                  |                  |               |               |
| 2026-2029                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                    |               |               |               |               |               |               |               |               |                  |                  |               |               |
| Network                                                                                                                                                                                                                                                                            | Non-Network                                                                                                                                                                                                                                                                        |               |               |               |               |               |               |               |               |                  |                  |               |               |
| 30% After Ded                                                                                                                                                                                                                                                                      | N/A                                                                                                                                                                                                                                                                                |               |               |               |               |               |               |               |               |                  |                  |               |               |
| Tests (all tests including x-ray, radiology, lab test, etc) Copay / Coinsurance                                                                                                                                                                                                    | 2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees                                                                                                                                                                                               |               |               |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | Option 1 - Broad:                                                                                                                                                                                                                                                                  |               |               |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | <table><tr><td></td><td colspan="2">2026-2029</td></tr><tr><td></td><td>Network &amp; ONA</td><td>Non-Network</td></tr><tr><td>Preventive</td><td>0% Ded waived</td><td>No Benefit</td></tr><tr><td>Sickness/Illness</td><td>10% After Ded</td><td>50% After Ded</td></tr></table> |               | 2026-2029     |               |               | Network & ONA | Non-Network   | Preventive    | 0% Ded waived | No Benefit       | Sickness/Illness | 10% After Ded | 50% After Ded |
|                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                    | 2026-2029     |               |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                    | Network & ONA | Non-Network   |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | Preventive                                                                                                                                                                                                                                                                         | 0% Ded waived | No Benefit    |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | Sickness/Illness                                                                                                                                                                                                                                                                   | 10% After Ded | 50% After Ded |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | Option 1 - Select:                                                                                                                                                                                                                                                                 |               |               |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | <table><tr><td></td><td colspan="2">2026-2029</td></tr><tr><td></td><td>Network</td><td>Non-Network</td></tr><tr><td>Preventive</td><td>0% Ded waived</td><td>N/A</td></tr><tr><td>Sickness/Illness</td><td>10% After Ded</td><td>N/A</td></tr></table>                            |               | 2026-2029     |               |               | Network       | Non-Network   | Preventive    | 0% Ded waived | N/A              | Sickness/Illness | 10% After Ded | N/A           |
|                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                    | 2026-2029     |               |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | Network                                                                                                                                                                                                                                                                            | Non-Network   |               |               |               |               |               |               |               |                  |                  |               |               |
| Preventive                                                                                                                                                                                                                                                                         | 0% Ded waived                                                                                                                                                                                                                                                                      | N/A           |               |               |               |               |               |               |               |                  |                  |               |               |
| Sickness/Illness                                                                                                                                                                                                                                                                   | 10% After Ded                                                                                                                                                                                                                                                                      | N/A           |               |               |               |               |               |               |               |                  |                  |               |               |
| Option 2 - Broad:                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                    |               |               |               |               |               |               |               |               |                  |                  |               |               |
| <table><tr><td></td><td colspan="2">2026-2029</td></tr><tr><td></td><td>Network &amp; ONA</td><td>Non-Network</td></tr><tr><td>Preventive</td><td>0% Ded waived</td><td>No Benefit</td></tr><tr><td>Sickness/Illness</td><td>30% After Ded</td><td>50% After Ded</td></tr></table> |                                                                                                                                                                                                                                                                                    | 2026-2029     |               |               | Network & ONA | Non-Network   | Preventive    | 0% Ded waived | No Benefit    | Sickness/Illness | 30% After Ded    | 50% After Ded |               |
|                                                                                                                                                                                                                                                                                    | 2026-2029                                                                                                                                                                                                                                                                          |               |               |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | Network & ONA                                                                                                                                                                                                                                                                      | Non-Network   |               |               |               |               |               |               |               |                  |                  |               |               |
| Preventive                                                                                                                                                                                                                                                                         | 0% Ded waived                                                                                                                                                                                                                                                                      | No Benefit    |               |               |               |               |               |               |               |                  |                  |               |               |
| Sickness/Illness                                                                                                                                                                                                                                                                   | 30% After Ded                                                                                                                                                                                                                                                                      | 50% After Ded |               |               |               |               |               |               |               |                  |                  |               |               |
| Option 2 - Select:                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                    |               |               |               |               |               |               |               |               |                  |                  |               |               |
| <table><tr><td></td><td colspan="2">2026-2029</td></tr><tr><td></td><td>Network</td><td>Non-Network</td></tr><tr><td>Preventive</td><td>0% Ded waived</td><td>N/A</td></tr><tr><td>Sickness/Illness</td><td>30% After Ded</td><td>N/A</td></tr></table>                            |                                                                                                                                                                                                                                                                                    | 2026-2029     |               |               | Network       | Non-Network   | Preventive    | 0% Ded waived | N/A           | Sickness/Illness | 30% After Ded    | N/A           |               |
|                                                                                                                                                                                                                                                                                    | 2026-2029                                                                                                                                                                                                                                                                          |               |               |               |               |               |               |               |               |                  |                  |               |               |
|                                                                                                                                                                                                                                                                                    | Network                                                                                                                                                                                                                                                                            | Non-Network   |               |               |               |               |               |               |               |                  |                  |               |               |
| Preventive                                                                                                                                                                                                                                                                         | 0% Ded waived                                                                                                                                                                                                                                                                      | N/A           |               |               |               |               |               |               |               |                  |                  |               |               |
| Sickness/Illness                                                                                                                                                                                                                                                                   | 30% After Ded                                                                                                                                                                                                                                                                      | N/A           |               |               |               |               |               |               |               |                  |                  |               |               |

*JB*



## Southwest CWA Benefits Outline Summary

### Prescription Drug Program (Rx)

2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees

Option 1 – Broad and Option 1 – Select:

Deductible: Integrated with Med/Surg and MH/SA

- Any applicable coinsurance paid for preventive care drugs as permitted under section 223(c)(2)(C) of the Internal Revenue Code is not subject to the deductible.

Out-of-Pocket Maximum: Integrated with Med/Surg and MH/SA

Retail – Network Coinsurance:

(Up to 30-day supply, limited to 2 fills for maintenance)

|               | <u>2026-2029</u> |
|---------------|------------------|
| Generic       | 10%              |
| Preferred     | 10%              |
| Non-Preferred | 50%              |

Retail – Network Coinsurance Maximum:

|               | <u>2026</u> | <u>2027</u> | <u>2028</u> | <u>2029</u> |
|---------------|-------------|-------------|-------------|-------------|
| Generic       | \$50        | \$50        | \$50        | \$50        |
| Preferred     | \$100       | \$100       | \$200       | \$200       |
| Non-Preferred | No maximum  | No maximum  | No maximum  | No maximum  |

Retail – Non-Network Coinsurance:

Participant pays the greater of the applicable Network coinsurance or balance remaining after the program pays 75% of network retail cost.

Mail Order Coinsurance:

(Up to 90-day supply)

|               | <u>2026-2029</u> |
|---------------|------------------|
| Generic       | 10%              |
| Preferred     | 10%              |
| Non-Preferred | 50%              |

Mail Order Coinsurance Maximum:

|               | <u>2026</u> | <u>2027</u> | <u>2028</u> | <u>2029</u> |
|---------------|-------------|-------------|-------------|-------------|
| Generic       | \$100       | \$100       | \$100       | \$100       |
| Preferred     | \$200       | \$200       | \$400       | \$400       |
| Non-Preferred | No maximum  | No maximum  | No maximum  | No maximum  |

Option 2 – Broad and Option 2 – Select:

Deductible: Integrated with Med/Surg, MH/SA, and CarePlus

- Any applicable coinsurance paid for preventive care drugs as permitted under section 223(c)(2)(C) of the Internal Revenue Code is not subject to the deductible.

Out-of-Pocket Maximum: Integrated with Med/Surg, MH/SA, CarePlus

Retail – Network Coinsurance:

(Up to 30-day supply, limited to 2 fills for maintenance)

|               | <u>2026-2029</u> |
|---------------|------------------|
| Generic       | 30%              |
| Preferred     | 30%              |
| Non-Preferred | 50%              |

Retail – Network Coinsurance Maximum:

|               | <u>2026</u> | <u>2027</u> | <u>2028</u> | <u>2029</u> |
|---------------|-------------|-------------|-------------|-------------|
| Generic       | \$50        | \$50        | \$50        | \$50        |
| Preferred     | \$100       | \$100       | \$200       | \$200       |
| Non-Preferred | No maximum  | No maximum  | No maximum  | No maximum  |

Retail – Non-Network Coinsurance:

Participant pays the greater of the applicable Network coinsurance or balance remaining after the program pays 75% of network retail cost.

Mail Order Coinsurance:

(Up to 90-day supply)

|  | <u>2026 - 2029</u> |
|--|--------------------|
|--|--------------------|

*Q. B. M.*

## Southwest CWA Benefits Outline Summary

| Provision                   | Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |            |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|------------|------------|--|----------|--|--------------------|------|-----|--------------------|---------|----------|-------------------|---------|----------|--------------------|----------|----------|------------------|----------|---------|
|                             | Generic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 30%        |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
|                             | Preferred                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 30%        |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
|                             | Non-Preferred                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 50%        |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
|                             | Mail Order Coinsurance Maximum:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |            |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
|                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 2026       | 2027       | 2028       | 2029       |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
|                             | Generic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | \$100      | \$100      | \$100      | \$100      |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
|                             | Preferred                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | \$200      | \$200      | \$400      | \$400      |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
|                             | Non-Preferred                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | No Maximum | No Maximum | No Maximum | No Maximum |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
|                             | The following provisions will continue to apply to Option 1 – Broad, Option 1 – Select, Option 2 – Broad, and Option 2 - Select: <ul style="list-style-type: none"><li>• Mandatory mail order for maintenance Rx – Applies after second fill at retail.</li><li>• Specialty pharmacy program</li><li>• Personal Choice – 100% participant-paid</li><li>• Mandatory Generic</li><li>• Compound medication limitation</li><li>• Advanced Control Specialty Formulary</li><li>• New Standard Prescription Drug Formulary</li><li>• Generic Step Therapy</li></ul>                                                                                                                                                                    |            |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
|                             | Employee Assistance Plan (EAP)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |            |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
| Program                     | 2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees<br>AT&T Employee Assistance Program.<br><br>No change from current program.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |            |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
| Visit Limit                 | 2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees<br>The maximum number of sessions available to eligible Active Employees and their Household Members will be 12 sessions per Plan Year or the number available to management employees as it changes from time to time, whichever is higher.                                                                                                                                                                                                                                                                                                                                                                                                 |            |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
| Disability                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |            |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
| Program                     | 2013 New Hires, 2009 New Hires and Current Employees<br>AT&T Disability Income Program for Southwest Bargained Employees.<br><br>No change from current program.<br><br>2021 New Hires and 2017 New Hires<br>AT&T Disability Income Program<br><br>No change from current program.                                                                                                                                                                                                                                                                                                                                                                                                                                                |            |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
| Short Term Disability (STD) | 2013 New Hires, 2009 New Hires and Current Employees<br>No change from current program<br><br>2021 New Hires and 2017 New Hires<br>Short-term disability Benefits and the other sources of income received and designed to replace 60 percent or 100 percent of Pay, based on your service as shown below: <table><tr><td></td><td colspan="2">% of Pay</td></tr><tr><td>Term of Employment</td><td>100%</td><td>60%</td></tr><tr><td>6 months &lt; 2 years</td><td>0 weeks</td><td>26 weeks</td></tr><tr><td>2 years &lt; 5 years</td><td>4 weeks</td><td>22 weeks</td></tr><tr><td>5 years &lt; 15 years</td><td>13 weeks</td><td>13 weeks</td></tr><tr><td>15 years or more</td><td>26 weeks</td><td>0 weeks</td></tr></table> |            |            |            |            |  | % of Pay |  | Term of Employment | 100% | 60% | 6 months < 2 years | 0 weeks | 26 weeks | 2 years < 5 years | 4 weeks | 22 weeks | 5 years < 15 years | 13 weeks | 13 weeks | 15 years or more | 26 weeks | 0 weeks |
|                             | % of Pay                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |            |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
| Term of Employment          | 100%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 60%        |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
| 6 months < 2 years          | 0 weeks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 26 weeks   |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
| 2 years < 5 years           | 4 weeks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 22 weeks   |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
| 5 years < 15 years          | 13 weeks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 13 weeks   |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
| 15 years or more            | 26 weeks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 0 weeks    |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
| Long-Term Disability (LTD)  | 2013 New Hires, 2009 New Hires and Current Employees<br>No change from current program.<br><br>2021 New Hires and 2017 New Hires<br>The AT&T Disability Income Program as described in the Summary Plan Description except that Temporary and Term employees are not eligible for LTD benefits.                                                                                                                                                                                                                                                                                                                                                                                                                                   |            |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |
| Leaves of Absence (LOAs)    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |            |            |            |            |  |          |  |                    |      |     |                    |         |          |                   |         |          |                    |          |          |                  |          |         |

## Southwest CWA Benefits Outline Summary

| Provision                                | Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires                                                                                                                                                                                                                                                                                                                                                                                                                                                       |             |             |             |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |
|------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|-------------|-------------|-------------|------------|-----|------|------|------|---------------|------|------|------|------|--------|------|------|------|------|
| Policy                                   | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>AT&T Leaves of Absence Policy.                                                                                                                                                                                                                                                                                                                                                                                                               |             |             |             |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |
| Types of LOAs                            | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>No change from current policy.                                                                                                                                                                                                                                                                                                                                                                                                               |             |             |             |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |
| Dental                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |             |             |             |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |
| Program                                  | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>AT&T Dental Program (Bargained Employees) * except as provided below. <ul style="list-style-type: none"><li>Dental PPO</li><li>DHMO (available at the discretion of the Company)</li></ul><br>*This document highlights key elements of program design. For complete program details, refer to the Summary Plan Description (SPD) & associated Summary of Material Modifications (SMMs).                                                     |             |             |             |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |
| Eligibility for Coverage                 | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br><br>Active Regular, Term and Temporary Full-Time and Part-Time Employees are eligible for coverage. Eligibility for coverage begins on the Employee's date of hire, provided the Employee enrolls within the 31-day enrollment period. Dependent children will be eligible to participate in the AT&T Dental Program (Bargained Employees) until the end of the month in which the child reaches the age of 26 regardless of marital status. |             |             |             |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |
| Eligibility for Company Subsidy          | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br><br>Company subsidy begins on the Employee's date of hire, provided the Employee enrolls within the 31-day enrollment period.                                                                                                                                                                                                                                                                                                                |             |             |             |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |
| Active (Full-Time) Monthly Contributions | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br><br>Contributions for Dental PPO or DHMO (if available): <table><tr><td></td><td><u>2026</u></td><td><u>2027</u></td><td><u>2028</u></td><td><u>2029</u></td></tr><tr><td>Individual</td><td>\$9</td><td>\$10</td><td>\$10</td><td>\$10</td></tr><tr><td>Individual +1</td><td>\$19</td><td>\$21</td><td>\$21</td><td>\$21</td></tr><tr><td>Family</td><td>\$30</td><td>\$33</td><td>\$33</td><td>\$33</td></tr></table>                     |             | <u>2026</u> | <u>2027</u> | <u>2028</u> | <u>2029</u> | Individual | \$9 | \$10 | \$10 | \$10 | Individual +1 | \$19 | \$21 | \$21 | \$21 | Family | \$30 | \$33 | \$33 | \$33 |
|                                          | <u>2026</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <u>2027</u> | <u>2028</u> | <u>2029</u> |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |
| Individual                               | \$9                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | \$10        | \$10        | \$10        |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |
| Individual +1                            | \$19                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | \$21        | \$21        | \$21        |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |
| Family                                   | \$30                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | \$33        | \$33        | \$33        |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |
| Active (Part-Time) Monthly Contributions | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br><br>Based on Scheduled hours/week: <ul style="list-style-type: none"><li>Greater than or equal to 20 hours = 50% of full cost of coverage*</li><li>Less than 20 hours = 100% of full cost of coverage* with no Company subsidy</li></ul><br>*Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.                                                                              |             |             |             |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |
| Deductible                               | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br><br>Network and ONA: \$25 per individual per year<br>Non-Network: \$50 per individual per year                                                                                                                                                                                                                                                                                                                                               |             |             |             |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |
| Annual Maximum Benefit                   | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br><br>Network and ONA: \$1,750 per individual*<br>Non-Network: \$1,300 per individual*<br><br>*Not to exceed \$1,750 combined Network/Non-Network                                                                                                                                                                                                                                                                                              |             |             |             |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |
| Orthodontic Lifetime Maximum             | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br><br>Network and ONA: \$2,000 per individual*<br>Non-Network: \$1,400 per individual*<br><br>*Not to exceed \$2,000 combined Network/Non-Network                                                                                                                                                                                                                                                                                              |             |             |             |             |             |            |     |      |      |      |               |      |      |      |      |        |      |      |      |      |

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## Southwest CWA Benefits Outline Summary

| Provision                                | Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |         |         |         |      |      |            |        |        |        |        |               |        |        |        |        |        |         |         |         |         |
|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|---------|---------|------|------|------------|--------|--------|--------|--------|---------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|
| Coverage Levels                          | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>Dental PPO Coinsurance<br><br>Class I (Diagnostic/Preventive):<br>Network and ONA*: 100%, deductible waived<br>Non-Network**: 100%, deductible waived<br><br>Class II (Basic restorative – fillings, extractions, periodontal treatment/maintenance):<br>Network and ONA*: 90%, after deductible<br>Non-Network**: 70%, after deductible<br><br>Class III (Major restorative – crowns, dentures, bridgework):<br>Network and ONA*: 80%, after deductible<br>Non-Network**: 50%, after deductible<br><br>Class IV (Orthodontia):<br>Network and ONA*: 80%, after deductible<br>Non-Network**: 50%, after deductible<br><br>Notes:<br>*For ONA, paid at Network contracted rate.<br>**For Non-Network paid based on reasonable and customary amounts. |         |         |         |      |      |            |        |        |        |        |               |        |        |        |        |        |         |         |         |         |
| Outside Network Area (ONA)               | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u> <ul style="list-style-type: none"><li>• ONA benefit provided to employees who reside in a zip code which does not meet the network standards</li><li>• ONA benefits are equivalent to PPO Network benefits</li><li>• Enrollees who are in Network will be offered the PPO option only</li><li>• Enrollees who are located outside the Network zip code criteria will be offered the ONA option only</li></ul>                                                                                                                                                                                                                                                                                                                                          |         |         |         |      |      |            |        |        |        |        |               |        |        |        |        |        |         |         |         |         |
| Vision                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |         |         |         |      |      |            |        |        |        |        |               |        |        |        |        |        |         |         |         |         |
| Program                                  | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>AT&T Vision* (Bargained Employees) except as provided below.<br><br>*This document highlights key elements of program design. For complete program details, refer to the Summary Plan Description (SPD) & associated Summary of Material Modifications (SMMs).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |         |         |         |      |      |            |        |        |        |        |               |        |        |        |        |        |         |         |         |         |
| Eligibility for Coverage                 | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br><br>Active Regular, Term and Temporary Full-Time and Part-Time Employees are eligible for coverage. Eligibility for coverage begins on the Employee's date of hire, provided the Employee enrolls within the 31-day enrollment period. Dependent children will be eligible to participate in the AT&T Vision Program (Bargained Employees) until the end of the month in which the child reaches the age of 26 regardless of marital status.                                                                                                                                                                                                                                                                                                        |         |         |         |      |      |            |        |        |        |        |               |        |        |        |        |        |         |         |         |         |
| Eligibility for Company Subsidy          | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br><br>Eligibility for Company subsidy begins on the Employee's date of hire, provided the Employee enrolls within the 31-day enrollment period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |         |         |         |      |      |            |        |        |        |        |               |        |        |        |        |        |         |         |         |         |
| Active (Full-Time) Monthly Contributions | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br><br>Contributions for 2026-2029: <table><tr><td></td><td>2026</td><td>2027</td><td>2028</td><td>2029</td></tr><tr><td>Individual</td><td>\$3.00</td><td>\$3.50</td><td>\$3.50</td><td>\$3.50</td></tr><tr><td>Individual +1</td><td>\$7.50</td><td>\$9.50</td><td>\$9.50</td><td>\$9.50</td></tr><tr><td>Family</td><td>\$12.50</td><td>\$16.00</td><td>\$16.00</td><td>\$16.00</td></tr></table>                                                                                                                                                                                                                                                                                                                                                   |         | 2026    | 2027    | 2028 | 2029 | Individual | \$3.00 | \$3.50 | \$3.50 | \$3.50 | Individual +1 | \$7.50 | \$9.50 | \$9.50 | \$9.50 | Family | \$12.50 | \$16.00 | \$16.00 | \$16.00 |
|                                          | 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 2027    | 2028    | 2029    |      |      |            |        |        |        |        |               |        |        |        |        |        |         |         |         |         |
| Individual                               | \$3.00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | \$3.50  | \$3.50  | \$3.50  |      |      |            |        |        |        |        |               |        |        |        |        |        |         |         |         |         |
| Individual +1                            | \$7.50                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | \$9.50  | \$9.50  | \$9.50  |      |      |            |        |        |        |        |               |        |        |        |        |        |         |         |         |         |
| Family                                   | \$12.50                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | \$16.00 | \$16.00 | \$16.00 |      |      |            |        |        |        |        |               |        |        |        |        |        |         |         |         |         |
| Active (Part-Time) Monthly Contributions | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>Based on Scheduled hours/week: <ul style="list-style-type: none"><li>• Greater than or equal to 20 hours = 50% of full cost of coverage*</li><li>• Less than 20 hours = 100% of full cost of coverage* with no Company subsidy</li></ul><br>* Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion                                                                                                                                                                                                                                                                                                                                                                                     |         |         |         |      |      |            |        |        |        |        |               |        |        |        |        |        |         |         |         |         |

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## Southwest CWA Benefits Outline Summary

| Provision                                         | Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|---------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Coverage Levels</b>                            | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>Exam: 1 exam per 12 months</p> <ul style="list-style-type: none"> <li>• Network: \$0 copay</li> <li>• Non-Network: \$28 allowance</li> </ul> <p>Frame Allowance: 1 pair per 12 months</p> <ul style="list-style-type: none"> <li>• Network: \$130 allowance</li> <li>• Non-Network: \$ 30 allowance</li> </ul> <p>Lenses Allowance: 1 set per 12 months</p> <ul style="list-style-type: none"> <li>• Network: \$0/0% copay/coinsurance<br/>Covers std. plastic lenses: Single, Bi-focal, Tri-focal, Lenticular, Progressive + Polycarbonate at 100%</li> <li>• Non-Network: \$30-\$80 allowance</li> </ul> <p>Contact Lenses Allowance: Allowance per 12 months</p> <ul style="list-style-type: none"> <li>• Network: \$150 allowance</li> <li>• Non-Network: \$150 allowance</li> </ul> <p>2<sup>nd</sup> Pair Benefit: Allows for a 2<sup>nd</sup> pair of glasses or contact lenses allowance after the first pair benefit is utilized, per 24 months.</p> |
| <b>Flexible Spending Account (FSA)</b>            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Plan</b>                                       | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>AT&amp;T Flexible Spending Account Plan*</p> <p>No change from current plan, except those that are mandated by healthcare reform legislation (PPACA).</p> <p>*This document highlights key elements of plan design. For complete plan details, refer to the Summary Program Description (SPD) &amp; associated Summary of Material Modifications (SMMs).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Contribution Minimum/Maximums</b>              | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>No change from current plan, except those that are mandated by healthcare reform legislation (PPACA) and to annually adjust the maximum contribution amount to that permitted by law for each calendar year for which the IRS issues timely guidance such that the Company can implement the change.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Supplemental Medical Benefits</b>              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Program</b>                                    | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>AT&amp;T CarePlus – A Supplemental Benefit Program</p> <p>No change from current program.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Employee Monthly Contributions (FT and PT)</b> | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>No change from current plan. *</p> <p>*Note: Contribution amounts are subject to change from time to time at the sole discretion of the Company.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>General Benefits</b>                           | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>No change from current program, except those required to comply with healthcare reform legislation (PPACA).</p> <p>Company continues to retain the unilateral right to change, modify, amend and discontinue benefits offered under CarePlus.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Life Insurance</b>                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Program</b>                                    | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>AT&amp;T Group Life Insurance Program for Active Employees*</p> <p>*This document highlights key elements of program design. For complete program details, refer to the Summary Plan Description (SPD) &amp; associated Summary of Material Modifications (SMMs).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Eligibility for Coverage</b>                   | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>Active Regular, Term and Temporary Full-Time and Part-Time Employees are eligible for coverage. Eligibility for all coverages begin on the Employee's date of hire, provided the Employee enrolls within the 31-day enrollment period. Dependent children will be eligible to participate in the AT&amp;T Group Life Insurance Program for Active Employees until the end of the month in which the child reaches the age of 26 regardless of marital status.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Active Benefits</b>                            | <p><u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u></p> <p>No change from current plan.</p> <p>Note: Contributions amounts are subject to annual adjustment.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

## Southwest CWA Benefits Outline Summary

| Provision                                       | Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Definition of Pay</b>                        | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>No change from current plan.                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Adoption, Surrogacy and Cryopreservation</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Plan</b>                                     | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>AT&T Adoption Reimbursement Policy<br>AT&T Surrogacy Reimbursement Policy<br>AT&T Cryopreservation Reimbursement Policy                                                                                                                                                                                                                                                                                                           |
| <b>Coverage</b>                                 | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>Effective as soon as administratively feasible, active Regular, Term and Temporary Full-Time and Part-Time employees may receive reimbursement of qualifying adoption, surrogacy and tissue cryopreservation expenses up to the same amounts available to AT&T managers, as they change from time to time.<br><br>Note: The maximum annual reimbursement for qualifying adoption expenses may not be less than \$5,000 per child. |
| <b>Commuter</b>                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Policy</b>                                   | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>AT&T Commuter Benefit Policy.<br><br>No change from current policy.                                                                                                                                                                                                                                                                                                                                                               |
| <b>Coverage</b>                                 | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br><br>Pre-tax deductions for parking and mass transit.<br><br>Eligible expense and monthly limits follow IRS Code Section 132 Regulations.<br><br>Note: Annual adjustments apply.                                                                                                                                                                                                                                                   |

*J. BM*



## Southwest CWA Benefits Outline Summary

| Provision                                                           | Eligible Retired Employees                                                                                                                                                                                                                                                                                                                                      |
|---------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Retiree Provisions</b>                                           | Effective 1/1/2026:<br><br>Applicable for the term of the Agreement to Eligible Retired Employees who terminate during the term of the 2025 Labor Agreement                                                                                                                                                                                                     |
| <b>Medical</b>                                                      |                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Program</b>                                                      | Eligible Retired Employees shall be eligible to participate in the same program, options and provisions as a similarly situated active Current Employees, 2009 New Hire, 2013 New Hire, 2017 New Hire, or 2021 New Hire except as noted in the sections below:                                                                                                  |
| <b>Eligible Retired Employees (Full-Time) Monthly Contributions</b> | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>No change from current program                                                                                                                                                                                                                                   |
| <b>Eligible Retired Employees (Part-Time) Monthly Contributions</b> | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>No change from current program.                                                                                                                                                                                                                                  |
| <b>Medicare Part-B Premium Reimbursement</b>                        | <u>Current Employees</u><br>No change from current program.<br><br><u>2009 New Hires, 2013 New Hires, 2017 New Hires, and 2021 New Hires</u><br>Not Eligible.                                                                                                                                                                                                   |
| <b>Supplemental Medical Benefits</b>                                |                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Program</b>                                                      | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>AT&T CarePlus – A Supplemental Benefit Program<br><br>No change from current program.                                                                                                                                                                            |
| <b>Monthly Contributions</b>                                        | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>No change from current program.<br><br>Note: Contribution amounts are subject to change from time to time at the sole discretion of the Company.                                                                                                                 |
| <b>General Benefits</b>                                             | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br><br>No change from current program provisions, except those required to comply with healthcare reform legislation (PPACA).<br><br>Company continues to retain the unilateral right to change, modify, amend and discontinue the benefits offered under CarePlus. |
| <b>Dental</b>                                                       |                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Program</b>                                                      | Eligible Retired Employees shall continue to be eligible to participate in the same program provisions as similarly situated active Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, or 2021 New Hires except as noted in the sections below.                                                                                                 |
| <b>Eligible Retired Employees (Full-Time) Monthly Contributions</b> | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>No change from current program.                                                                                                                                                                                                                                  |
| <b>Eligible Retired Employees (Part-Time) Monthly Contributions</b> | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>No change from current plan.                                                                                                                                                                                                                                     |
| <b>Life Insurance</b>                                               |                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Eligible Retired Employees Basic Life (Company Paid)</b>         | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>No change from current program.                                                                                                                                                                                                                                  |
| <b>Supplemental Life (Retiree Paid)</b>                             | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>No change from current program.                                                                                                                                                                                                                                  |
| <b>Definition of Pay</b>                                            | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>No change from current program.                                                                                                                                                                                                                                  |
| <b>Vision</b>                                                       |                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Eligible Retired Employees Vision Program</b>                    | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>Eligible Retired Employees shall be eligible to participate in the AT&T Eligible Former Employee Vision Program.                                                                                                                                                 |
| <b>Eligible Retired Employees Monthly Contributions</b>             | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>No change from current program.                                                                                                                                                                                                                                  |

*JB*

Southwest CWA Benefits Outline Summary

| Provision                                                          | Eligible Retired Employees                                                                                                     |
|--------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| Eligible Retired Employees<br>(Part-Time)<br>Monthly Contributions | <u>2021 New Hires, 2017 New Hires, 2013 New Hires, 2009 New Hires and Current Employees</u><br>No change from current program. |
| Provision                                                          | Current Employees, 2009 New Hires, 2013 New Hires, 2017 New Hires, 2021 New Hires, and Eligible Retired Employees              |
| Ancillary Benefits                                                 |                                                                                                                                |
| Discretionary Program                                              | AT&T Ancillary Benefits Program (products offered as they may change from time to time).                                       |

*J. BM*

**MONTHLY BENEFIT TABLE A  
FOR PENSION EFFECTIVE DATES  
ON OR AFTER JANUARY 1, 2026  
AND BEFORE JANUARY 1, 2027**

| Increase =                 | 1%       |
|----------------------------|----------|
| PENSION<br>BAND<br>NUMBERS | ANY AGE  |
| 94                         | \$29.53  |
| 95                         | \$31.30  |
| 96                         | \$33.06  |
| 97                         | \$34.79  |
| 98                         | \$36.55  |
| 99                         | \$38.31  |
| 100                        | \$40.09  |
| 101                        | \$41.84  |
| 102                        | \$43.59  |
| 103                        | \$45.42  |
| 104                        | \$47.17  |
| 105                        | \$48.90  |
| 106                        | \$50.65  |
| 107                        | \$52.46  |
| 108                        | \$54.27  |
| 109                        | \$56.01  |
| 110                        | \$57.76  |
| 111                        | \$59.54  |
| 112                        | \$61.24  |
| 113                        | \$63.09  |
| 114                        | \$64.82  |
| 115                        | \$66.54  |
| 116                        | \$68.34  |
| 117                        | \$70.07  |
| 118                        | \$71.87  |
| 119                        | \$73.62  |
| 120                        | \$75.41  |
| 121                        | \$77.16  |
| 122                        | \$78.95  |
| 123                        | \$80.70  |
| 124                        | \$82.47  |
| 125                        | \$84.25  |
| 126                        | \$85.97  |
| 127                        | \$87.78  |
| 128                        | \$89.53  |
| 129                        | \$91.31  |
| 130                        | \$93.03  |
| 131                        | \$94.85  |
| 132                        | \$96.59  |
| 133                        | \$98.33  |
| 134                        | \$100.12 |
| 135                        | \$101.87 |

**MONTHLY BENEFIT TABLE B  
FOR PENSION EFFECTIVE DATES  
ON OR AFTER JANUARY 1, 2027  
AND BEFORE JANUARY 1, 2028**

| Increase =                 | 1%       |
|----------------------------|----------|
| PENSION<br>BAND<br>NUMBERS | ANY AGE  |
| 94                         | \$29.83  |
| 95                         | \$31.61  |
| 96                         | \$33.39  |
| 97                         | \$35.14  |
| 98                         | \$36.92  |
| 99                         | \$38.69  |
| 100                        | \$40.49  |
| 101                        | \$42.26  |
| 102                        | \$44.03  |
| 103                        | \$45.87  |
| 104                        | \$47.64  |
| 105                        | \$49.39  |
| 106                        | \$51.16  |
| 107                        | \$52.98  |
| 108                        | \$54.81  |
| 109                        | \$56.57  |
| 110                        | \$58.34  |
| 111                        | \$60.14  |
| 112                        | \$61.85  |
| 113                        | \$63.72  |
| 114                        | \$65.47  |
| 115                        | \$67.21  |
| 116                        | \$69.02  |
| 117                        | \$70.77  |
| 118                        | \$72.59  |
| 119                        | \$74.36  |
| 120                        | \$76.16  |
| 121                        | \$77.93  |
| 122                        | \$79.74  |
| 123                        | \$81.51  |
| 124                        | \$83.29  |
| 125                        | \$85.09  |
| 126                        | \$86.83  |
| 127                        | \$88.66  |
| 128                        | \$90.43  |
| 129                        | \$92.22  |
| 130                        | \$93.96  |
| 131                        | \$95.80  |
| 132                        | \$97.56  |
| 133                        | \$99.31  |
| 134                        | \$101.12 |
| 135                        | \$102.89 |

*JB*

**MONTHLY BENEFIT TABLE C  
FOR PENSION EFFECTIVE DATES  
ON OR AFTER JANUARY 1, 2028  
AND BEFORE JANUARY 1, 2029**

| Increase =                 | 1%       |
|----------------------------|----------|
| PENSION<br>BAND<br>NUMBERS | ANY AGE  |
| 94                         | \$30.13  |
| 95                         | \$31.93  |
| 96                         | \$33.72  |
| 97                         | \$35.49  |
| 98                         | \$37.29  |
| 99                         | \$39.08  |
| 100                        | \$40.89  |
| 101                        | \$42.68  |
| 102                        | \$44.47  |
| 103                        | \$46.33  |
| 104                        | \$48.12  |
| 105                        | \$49.88  |
| 106                        | \$51.67  |
| 107                        | \$53.51  |
| 108                        | \$55.36  |
| 109                        | \$57.14  |
| 110                        | \$58.92  |
| 111                        | \$60.74  |
| 112                        | \$62.47  |
| 113                        | \$64.36  |
| 114                        | \$66.12  |
| 115                        | \$67.88  |
| 116                        | \$69.71  |
| 117                        | \$71.48  |
| 118                        | \$73.32  |
| 119                        | \$75.10  |
| 120                        | \$76.92  |
| 121                        | \$78.71  |
| 122                        | \$80.54  |
| 123                        | \$82.33  |
| 124                        | \$84.12  |
| 125                        | \$85.94  |
| 126                        | \$87.70  |
| 127                        | \$89.55  |
| 128                        | \$91.33  |
| 129                        | \$93.14  |
| 130                        | \$94.90  |
| 131                        | \$96.76  |
| 132                        | \$98.54  |
| 133                        | \$100.30 |
| 134                        | \$102.13 |
| 135                        | \$103.92 |

**MONTHLY BENEFIT TABLE D  
FOR PENSION EFFECTIVE DATES  
ON OR AFTER JANUARY 1, 2029**

| Increase =                 | 1%       |
|----------------------------|----------|
| PENSION<br>BAND<br>NUMBERS | ANY AGE  |
| 94                         | \$30.43  |
| 95                         | \$32.25  |
| 96                         | \$34.06  |
| 97                         | \$35.84  |
| 98                         | \$37.66  |
| 99                         | \$39.47  |
| 100                        | \$41.30  |
| 101                        | \$43.11  |
| 102                        | \$44.91  |
| 103                        | \$46.79  |
| 104                        | \$48.60  |
| 105                        | \$50.38  |
| 106                        | \$52.19  |
| 107                        | \$54.05  |
| 108                        | \$55.91  |
| 109                        | \$57.71  |
| 110                        | \$59.51  |
| 111                        | \$61.35  |
| 112                        | \$63.09  |
| 113                        | \$65.00  |
| 114                        | \$66.78  |
| 115                        | \$68.56  |
| 116                        | \$70.41  |
| 117                        | \$72.19  |
| 118                        | \$74.05  |
| 119                        | \$75.85  |
| 120                        | \$77.69  |
| 121                        | \$79.50  |
| 122                        | \$81.35  |
| 123                        | \$83.15  |
| 124                        | \$84.96  |
| 125                        | \$86.80  |
| 126                        | \$88.58  |
| 127                        | \$90.45  |
| 128                        | \$92.24  |
| 129                        | \$94.07  |
| 130                        | \$95.85  |
| 131                        | \$97.73  |
| 132                        | \$99.53  |
| 133                        | \$101.30 |
| 134                        | \$103.15 |
| 135                        | \$104.96 |

**MONTHLY BENEFIT TABLE E  
FOR PENSION EFFECTIVE DATES  
ON OR AFTER JANUARY 1, 2026  
AND BEFORE JANUARY 1, 2027**

| Increase =                 | 1%      |
|----------------------------|---------|
| PENSION<br>BAND<br>NUMBERS | ANY AGE |
| 7A8                        | \$36.55 |
| 7A9                        | \$38.31 |
| 700                        | \$40.09 |
| 701                        | \$41.84 |
| 702                        | \$43.59 |
| 703                        | \$45.42 |
| 704                        | \$47.17 |
| 705                        | \$48.90 |
| 706                        | \$50.65 |
| 707                        | \$52.46 |
| 708                        | \$54.27 |
| 709                        | \$56.01 |
| 710                        | \$57.76 |
| 711                        | \$59.54 |
| 712                        | \$61.24 |

**MONTHLY BENEFIT TABLE F  
FOR PENSION EFFECTIVE DATES  
ON OR AFTER JANUARY 1, 2027  
AND BEFORE JANUARY 1, 2028**

| Increase =                 | 1%      |
|----------------------------|---------|
| PENSION<br>BAND<br>NUMBERS | ANY AGE |
| 7A8                        | \$36.92 |
| 7A9                        | \$38.69 |
| 700                        | \$40.49 |
| 701                        | \$42.26 |
| 702                        | \$44.03 |
| 703                        | \$45.87 |
| 704                        | \$47.64 |
| 705                        | \$49.39 |
| 706                        | \$51.16 |
| 707                        | \$52.98 |
| 708                        | \$54.81 |
| 709                        | \$56.57 |
| 710                        | \$58.34 |
| 711                        | \$60.14 |
| 712                        | \$61.85 |

**MONTHLY BENEFIT TABLE G  
FOR PENSION EFFECTIVE DATES  
ON OR AFTER JANUARY 1, 2028  
AND BEFORE JANUARY 1, 2029**

| Increase =                 | 1%      |
|----------------------------|---------|
| PENSION<br>BAND<br>NUMBERS | ANY AGE |
| 7A8                        | \$37.29 |
| 7A9                        | \$39.08 |
| 700                        | \$40.89 |
| 701                        | \$42.68 |
| 702                        | \$44.47 |
| 703                        | \$46.33 |
| 704                        | \$48.12 |
| 705                        | \$49.88 |
| 706                        | \$51.67 |
| 707                        | \$53.51 |
| 708                        | \$55.36 |
| 709                        | \$57.14 |
| 710                        | \$58.92 |
| 711                        | \$60.74 |
| 712                        | \$62.47 |

**MONTHLY BENEFIT TABLE H  
FOR PENSION EFFECTIVE DATES  
ON OR AFTER JANUARY 1, 2029**

| Increase =                 | 1%      |
|----------------------------|---------|
| PENSION<br>BAND<br>NUMBERS | ANY AGE |
| 7A8                        | \$37.66 |
| 7A9                        | \$39.47 |
| 700                        | \$41.30 |
| 701                        | \$43.11 |
| 702                        | \$44.91 |
| 703                        | \$46.79 |
| 704                        | \$48.60 |
| 705                        | \$50.38 |
| 706                        | \$52.19 |
| 707                        | \$54.05 |
| 708                        | \$55.91 |
| 709                        | \$57.71 |
| 710                        | \$59.51 |
| 711                        | \$61.35 |
| 712                        | \$63.09 |

*JB*

## **SUCCESS SHARING PLAN**

Based on the Union and Company's desire to have employees share in the success of AT&T Inc. (AT&T), the parties agree to a Success Sharing Plan (SSP). Eligible employees may receive annual lump sum payments based on AT&T stock price appreciation and AT&T dividend rate.

### A. Plan Components

#### 1. Success Units

Employees will be awarded 150 success units at the beginning of each award year (**October 1, 2025, October 1, 2026, October 1, 2027 and October 2, 2028**). Those success units will only be valid for that award year and will not carryover to the next award year. A success unit is only used as a multiplier in the payout calculation and is not a share of stock nor has any other value.

#### 2. Determining Award Value

| Award Year                                         | Beginning Award Value                       | Ending Award Value                             |
|----------------------------------------------------|---------------------------------------------|------------------------------------------------|
| 2026<br>(October 1, 2025 to<br>September 30, 2026) | October 1, 2025 closing<br>AT&T stock price | September 30, 2026<br>closing AT&T stock price |
| 2027<br>(October 1, 2026 to<br>September 30, 2027) | October 1, 2026 closing<br>AT&T stock price | September 30, 2027<br>closing AT&T stock price |
| 2028<br>(October 1, 2027 to<br>September 29, 2028) | October 1, 2027 closing<br>AT&T stock price | September 29, 2028<br>closing AT&T stock price |
| 2029<br>(October 2, 2028 to<br>September 28, 2029) | October 2, 2028 closing<br>AT&T stock price | September 28, 2029<br>closing AT&T stock price |

The stock price used in establishing the award value will be the closing AT&T stock price on the New York Stock Exchange.

The award value will be adjusted proportionally to reflect any stock split.

#### 3. Determining Dividend Rate Value

The dividend rate value will be determined by adding each AT&T declared quarterly dividend during the Award Year (historically December, March, June, and September) and multiplying this total by 150 success units.

4. Payout

Employees will receive a total payout based on the difference between the ending award value and the beginning award value for the award year times 150 success units plus the dividend rate value. For example:

**Stock Appreciation Value:**

Beginning award value – October 1, 2024 closing AT&T stock price \$22.00

Ending award value – September 30, 2025 closing AT&T stock price \$26.00

Payout –  $\$26 - \$22 = \$4 \times 150 \text{ success units} = \$600.00$

**Dividend Rate Value:**

December 2021 declared dividend \$ .28

March 2022 declared dividend \$ .28

June 2022 declared dividend \$ .28

September 2022 declared dividend \$ .28

Total Declared Dividend \$1.12

Payout -  $\$1.12 \times 150 \text{ success units} = \$168.00$

**Total Payout**

$\$600.00 \text{ stock appreciation value} + \$168.00 \text{ dividend rate value} = \$768.00$

Payment of the award will be made as soon as practicable after the award year and will normally occur the payday of the last full pay period in November.

B. Eligibility

Employees eligible for payouts as described above are those regular, temporary and term employees who are on the payroll on both the beginning and ending dates of the award year and who work for a minimum of three (3) months within the award year in a position covered by this Collective Bargaining Agreement. Eligible employees who are on approved leaves of absence, short-term disability absence or partial disability absence and meet the other eligibility requirements on the ending date of the award year shall receive a payout, provided they return to duty on or before December 31 of the year in which the payment is made.

An eligible employee who transfers between AT&T Companies participating in the SSP will be eligible to receive a payout under the terms of the SSP applicable to the employee's current bargaining unit at the time of a payout, so long as the combined service in both AT&T Companies satisfies the above eligibility provisions.

C. Part-Time Employees

Eligible part-time employees will receive prorated payments based on their part-time classification (or "part-time equivalent work week") on the ending date of the award year.

D. Benefits Treatment

SSP payments will be recognized as eligible compensation under the following benefit plans:

- Medical
- Life Insurance
- Pension
- Savings Plan

E. Taxes, Personal Allotments

Payments are subject to state and local taxes, Federal Income Tax, Social Security Tax, Medicare Tax, and any state disability deductions at the time of payment. Union dues will be deducted at the same rate as they are deducted for wages. Employees with 401(k) pre-tax elections will not have State or Federal Income Taxes deducted from that portion.

Personal allotments such as United Way contributions will not be made.

F. Dispute Resolution

Company determination under this plan shall be final and binding. The Union may present grievances relating to matters covered by the SSP, but neither the plan nor its administration shall be subject to arbitration.



**INCENTIVE PLANS**

1. Incentive Plans are intended to recognize and reward the contribution of employees to the financial performance and operational efficiency of the Company.
2. Incentive Plans are designed and can be implemented for employees within the Company, based on individual or team results.
3. Incentive Plans may be designed and/or paid on a monthly, quarterly, semi-annual or annual basis.
4. Measures that will be used for the Incentive Plans may include, but are not limited to, the following:
  - A. Productivity;
  - B. Quality; and/or
  - C. Financial
5. Incentive Plans are subject to state and local taxes, federal income and social security taxes in effect at the time of payment.
6. The Company reserves the right to amend, modify or discontinue any Incentive Plan.
7. Employees may not be excluded from participating in an Incentive Plan because of an unsatisfactory appraisal or for being on a step of discipline. Employees may be excluded from participating due to misconduct.
8. Participation in Incentive Plans is on a voluntary basis.
9. The Company will provide the Union with a copy of the major Incentive Plans that are implemented and will notify the Union of any new implemented material Incentive Plans.

**MEMORANDUM OF AGREEMENT**  
**EMPLOYMENT SECURITY COMMITMENT (ESC)**

This Memorandum of Agreement is entered into as of April 13, 2025 between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the "Company" or "Management"). This Agreement supersedes the Memorandum of Agreement entered into April 9, 2017 as set forth in the 2017 Settlement Agreement and 2021 Extension Agreement, and shall be effective April 13, 2025 through April 14, 2029, unless otherwise mutually agreed in writing by the parties.

1. The Company will guarantee employment security from involuntary layoff (Job Offer Guarantee), during the period stated herein to qualified surplus regular employees, subject to the conditions and provisions contained in this Commitment.

NOTE: This Commitment does not apply to an employee who has been offered the opportunity to follow the work within Texas, Oklahoma, Arkansas, Kansas or Missouri ("Southwest Region") or to an employee who has invoked the Hometown Job Security Commitment ("HJSC"), nor shall it continue to apply to an employee who is offered the opportunity to fill a position in the Southwest Region under Article XIII, **Job Vacancy**, or Article XVII, **Force Adjustment**, of the 2025 Departmental Agreement.

2. Any regular employee who was on the payroll prior to April 6, 2013 (except those excluded by the note in 1. above) who, after the effective date of this Agreement, is in a surplus status pursuant to Article XVII, **Force Adjustment**, shall, prior to involuntary layoff, be offered a job within the Southwest Region for which he/she is qualified, provided the employee has first fulfilled the following conditions:
  - A. Is already qualified for consideration, or becomes qualified (except for the interview requirement) for one of the following positions:
    - 1) Premises Technician
    - 2) Customer Service Representative I (Mobility)
    - 3) Customer Service Representative
    - 4) Service Representative
  - B. Meets expectations on his/her current job.
  - C. Within sixty (60) days of the date of surplus notification, or by such later date as is determined by Management, advises the Company of his/her election to invoke the Job Offer Guarantee, and to be considered for all jobs with any AT&T Company within the Southwest Region beginning on the ninety-first (91<sup>st</sup>) day following the date of surplus notification (or on the day following the anticipated force disposition date for those surplus

situations declared more than ninety [90] days in advance). A displaced employee shall have two (2) working days following first being advised that he/she is subject to displacement to advise the Company of his/her election to invoke the Job Offer Guarantee and to be considered for all jobs with any AT&T Company within the Southwest Region beginning on the fifteenth (15th) day following the date of notification. He/she shall be required to be qualified in accordance with 2.A. and 2.B., preceding, at the time of the guaranteed job offer.

NOTE: A surplus employee who elects to invoke the Job Offer Guarantee shall not be permitted to displace a junior employee as provided in Section 3.g. and h. of Article XVII, **Force Adjustment**.

3. The guaranteed job offer shall be made to those qualified employees in the Surplus Work Group, as defined in Article XVII, **Force Adjustment**, by order of seniority beginning on the ninety-first (91<sup>st</sup>) day after surplus notification (or on the day following the anticipated force disposition date for those surplus situations declared more than ninety [90] days in advance). The Company may make a guaranteed job offer for positions with any AT&T Company within the Southwest Region. Employees accepting a job offer outside their current bargaining unit shall be treated as if they had transferred under the terms and conditions of the IMF process and shall be subject to all applicable receiving company practices, policies, collective bargaining agreement provisions and benefit plan eligibility standards, including those related to or affected by Net Credited Service.
  - A. An employee to whom a guaranteed job offer has been made has one (1) working day to accept the offer after which it will be considered rejected.
  - B. Rejection of a guaranteed job offer voids this Employment Security Commitment, and shall be considered an election by the employee to continue under the terms of Article XVII, **Force Adjustment**, except for the displacement provisions outlined in Section 3.g. and h. of this Article.
  - C. A qualified surplus employee or displaced employee who, at his/her force disposition date, is entitled to, but has not yet received, a guaranteed job offer shall remain on the payroll at his/her existing wage rate and shall be assigned such work within the Force Adjustment Area as Management deems appropriate until the guaranteed job offer is made.


NOTE 1: Any employee who has been retained on the Company payroll beyond his/her force disposition date pursuant to this Employment Security Commitment and who then rejects the

guaranteed job offer shall be terminated. The amount of wages paid to the employee between the force disposition date and termination shall be deducted from any severance pay due.


NOTE 2: The terms of the Employment Security Commitment MOA contained in the 2013 Settlement Agreement will continue to apply to any regular employee on JOG as of April 8, 2017.

4. The terms of this Commitment shall not apply to "local Union-Management modifications" to the force surplus disposition procedures as provided for in Section 6. of Article XVII, **Force Adjustment**, unless said local Union and Management mutually agree.
5. The force surplus conditions contemplated and dealt with in this Commitment are those which occur in the normal course of business for reasons such as technological change, etc. The Company retains the right, however, to suspend or cancel at any time the application of this Commitment when a force surplus is declared because of any significant change or extraordinary fluctuation in economic or business conditions as determined by the President of the Company.
6. Wage treatment, including Reassignment Pay Protection Plan (RPPP) treatment, will be administered to eligible employees who accept or receive jobs under the provisions of this Commitment in accordance with Section 4., Article XVII, **Force Adjustment**, of the 2025 Departmental Agreement.
7. In the event of any conflict between the provisions of this Memorandum of Agreement and the provisions of Article XIII, **Job Vacancy**, or Article XVII, **Force Adjustment**, of the 2025 Departmental Agreement or the National Transfer Plan Memorandum of Agreement, the provisions of this Memorandum of Agreement shall control.
8. Paragraphs 2. and 6. of this Agreement shall be subject to arbitration. All other provisions of this Agreement shall be subject to the grievance procedures set forth in Article XIX, **Grievances**, of the 2025 Departmental Agreement, and any grievance shall initially be filed at the second step with the Vice President-Labor Relations and shall not be delegated. Except for matters pertaining to Paragraphs 2. and 6., no other such grievance shall be subject to arbitration.

**FOR THE UNION:**

By:   
 Derrick Osobase, Sr.  
 Vice President, District 6

**FOR THE COMPANY:**

By:   
 Randall S. White  
 Vice President – Labor Relations



**MEMORANDUM OF AGREEMENT**  
**NATIONAL TRANSFER PLAN**

This Memorandum of Agreement is entered into as of April 13, 2025 between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the "Company" or "Management"). This Agreement supersedes the Memorandum of Agreement entered into April 11, 2021 as set forth in the 2021 Extension Agreement and shall be effective April 13, 2025 through April 14, 2029, unless otherwise mutually agreed in writing by the parties.

In response to the CWA's concern for its members' employment security and its expressed interest in removing impediments to movement between various AT&T Companies identified in the attachments to this Memorandum, as long as such companies remain wholly-owned subsidiaries of AT&T, the Company agrees to extend the Intersubsidary Movement (IMF) process and the CWA Surplus Exchange (CSE) process with the following modifications:

**IMF:**

1. Eligible employees will receive priority placement before external hires after regional contract processes for any bargaining unit job for which they qualify. The qualification criteria utilized will be the same qualification criteria utilized for the regional contractual processes.
2. In situations where there are equally qualified employees eligible and interested in the same position at the receiving Company, eligible employees will be offered the position in order of seniority. If needed, the tie breaker for employees with the same seniority will be the last four digits of their social security number with the higher number being the more senior.
3. When a bargained-for employee moves among bargaining units of the Company covered by this Memorandum of Agreement, treatment of vacation time, the Designated Holiday (DH), Floating Holidays (FHs), and Excused Work Days (EWDs) or their equivalent (covered time) will be treated as follows:
  - A covered employee will be eligible for covered time for the current vacation year at the new entity based on the existing labor agreements at that entity. Any covered time already taken at the former entity will be deducted from equivalent covered time for which the employee is eligible at the new entity; the remaining covered time will be scheduled at the new entity subject to needs of the business.
  - Covered time carried over from the prior vacation year must be disposed of, i.e., paid in lieu of or taken at the former entity.



- In no case will an employee's movement from one entity to another result in the double payment for covered time.
4. Employees who have held the Premises/Wire Technician job title, or any job title in an agreement or appendix to an agreement that provides for the terms and conditions of employment for Premises/Wire Technicians ("Premises/Wire Technician Agreements"), are eligible for IMF, but shall be treated as provided in this paragraph. Any employee who has ever held a position in a Premises/Wire Technician Agreement will be treated by any receiving company that is party to this IMF agreement and that also is party to a Premises/Wire Technician Agreement as if they were received from their own Premises/Wire Technician Agreement for all purposes. If the receiving company does not have a Premises/Wire Technician Agreement, then employees transferring to that company shall receive the benefits applicable to other bargained-for employees with similar service in the receiving company, except for pension and post-retirement medical and dental benefits; instead, 1) such employees shall participate in the Bargained Cash Balance Program 2, and 2) if such employee meets the eligibility requirements for post-retirement benefits upon termination, the former employee will pay contributions equal to 50% of the total cost of coverage for post-retirement medical and dental coverage if the former employee is not Medicare eligible and will not be eligible for medical or dental post-retirement coverage if Medicare eligible.
  5. Employees selected to fill openings in accordance with terms outlined above, will have their Term of Employment (TOE, which was previously known as Net Credited Service or NCS) or Seniority at the departing company recognized by the receiving Company's pension plan or program, subject to the receiving Company's service bridging rules. However, where pensions are applicable, the TOE or Seniority will be recognized by the receiving company's pension program only for vesting, participation and eligibility service purposes, but not pension credit or accrual purposes. Further, the service performed at the receiving company will be counted in the departing company's pension plan or program, but only for vesting, participation and eligibility purposes (not for pension credit purposes). In no event will a period of service count as pension credit or accrual service in more than one AT&T pension plan or program (in other words, no double counting of service for pension credit or accrual purposes).
  6. Unless expressly provided to the contrary by the Benefits Agreement in the Core Collective Bargaining Agreement, employees transferring to companies under this Agreement will receive active benefits and any post-retirement benefits under the benefit plans or programs and subject to the terms of the contractual Benefits provisions of the receiving company.

**CSE:**

1. Surplus employees who express interest in available positions in participating companies will receive priority placement before external hires after regional contract processes for any bargaining unit job for which he/she qualifies. The qualification criteria utilized will be the same qualification criteria utilized for the regional contractual processes.
2. Employees who are declared surplus and subsequently involuntarily laid off who express interest in available positions in participating companies will receive priority placement before external hires after regional contract processes for any bargaining unit job for which he/she qualifies for a period of twelve (12) months following their involuntary lay off. The qualification criteria utilized will be the same qualification criteria utilized for the regional contractual processes.
3. In situations where there are equally qualified employees eligible and interested in the same position at the receiving Company, eligible employees will be offered the position in order of seniority. If needed, the tie breaker for employees with the same seniority will be the last four digits of their social security number with the higher number being the more senior.
4. Any CWA-represented regular employee covered by a CWA Labor Agreement held by a participating company whose work is moving from that company to another participating company may be offered the opportunity to follow their work. Such offer will be subject to the need for additional employees at the receiving Company and all applicable qualifications and selection criteria at the receiving Company. Employees who select this option in lieu of any severance payment and who are placed at and report to, the receiving Company, will receive payment for Relocation Allowance per the applicable terms and conditions of the collective bargaining agreement at their former Company. This Relocation Allowance will be paid when 1) the employee relocates his/her home residence as a result of following the work; and 2) the employee's new place of reporting is fifty (50) miles or greater road miles by the most direct route farther from their residence than was the old report location.
5. Any CWA-represented regular employee covered by a CWA Labor Agreement held by a participating company who becomes surplus and is offered a job, through the CSE process, in another participating company, will receive payment for Relocation Allowance per the applicable terms and conditions of the collective bargaining agreement at their former Company. Employees who accept a job offer in lieu of any severance payment and who are placed at and report to, the new location will receive payment for this Relocation Allowance when 1) the employee relocates his/her home residence; and 2) the employee's new place of reporting is fifty (50) miles or greater road miles by the most direct route farther from their residence than was the old report location.



6. When a bargained-for employee moves to another bargaining unit of the Company covered by this Memorandum of Agreement, treatment of vacation time, the Designated Holiday (DH), Floating Holidays (FHs), and Excused Work Days (EWDs) or their equivalent (covered time) will be treated as follows:
- A covered employee will be eligible for covered time for the current vacation year at the new entity based on the existing labor agreements at that entity. Any covered time already taken at the former entity will be deducted from equivalent covered time for which the employee is eligible at the new entity; the remaining covered time will be scheduled at the new entity subject to needs of the business.
  - Covered time carried over from the prior vacation year must be disposed of, i.e., paid in lieu of or taken at the former entity.
  - In no case will an employee's movement from one entity to another result in the double payment for covered time.
7. Employees who have held the Premises/Wire Technician job title, or any job title in an agreement or appendix to an agreement that provides for the terms and conditions of employment for Premises/Wire Technicians ("Premises/Wire Technician Agreements"), are eligible for CSE, but shall be treated as provided in this paragraph. Any employee who has ever held a position in a Premises/Wire Technician Agreement will be treated by any receiving company that is party to this CSE agreement and that also is party to a Premises/Wire Technician Agreement as if they were received from their own Premises/Wire Technician Agreement for all purposes. If the receiving company does not have a Premises/Wire Technician Agreement, then employees transferring to that company shall receive the benefits applicable to other bargained-for employees with similar service in the receiving company, except for pension and post-retirement medical and dental benefits; instead, 1) such employees shall participate in the Bargained Cash Balance Program 2, and 2) if such employee meets the eligibility requirements for post-retirement benefits upon termination, the former employee will pay contributions equal to 50% of the total cost of coverage for post-retirement medical and dental coverage if the former employee is not Medicare eligible and will not be eligible for medical or dental post-retirement coverage if Medicare eligible.
8. Employees selected to fill openings in accordance with terms outlined above, will have their Term of Employment (TOE, which was previously known as Net Credited Service or NCS) or Seniority at the departing company recognized by the receiving Company's pension plan or program, subject to the receiving Company's service bridging rules. However, the TOE or Seniority will be recognized by the receiving company's pension program only for vesting, participation and eligibility service purposes, but not pension credit or accrual purposes. Further, the service performed at the receiving company will be counted in the departing company's pension plan or program, but only for



vesting, participation and eligibility purposes (not for pension credit purposes). In no event will a period of service count as pension credit or accrual service in more than one AT&T pension plan or program (in other words, no double counting of service for pension credit or accrual purposes).

9. Unless expressly provided to the contrary by the Benefits Agreement in the Core Collective Bargaining Agreement, employees transferring to companies under this Agreement will receive active benefits and any post-retirement benefits under the benefit plans or programs and subject to the terms of the contractual Benefits provisions of the receiving company.

**Order of Consideration:**


Job offers made under IMF or CSE will follow the order of consideration below after regional contract processes for any bargaining unit job for which he/she qualifies.

- (1) Surplus employees currently on the payroll and surplus employees involuntarily laid off within the last twelve (12) months
- (2) Current employees using the IMF process


For both IMF and CSE, the Union agrees that it will not seek to alter any existing bargaining units in any AT&T Company on the basis of any movement or transfer of employees between said companies as a result of this Agreement. Further, the Union will not, on the basis of this Agreement or change in operations or practices made by Participating Companies as a result of this Agreement in any pleading, petition, complaint or proceeding before the National Labor Relations Board, an arbitrator or panel of arbitrators, or any court, assert, claim, charge or allege that such companies are a single or joint employer or enterprise, alter egos, accretions or successors of one another, or that any bargaining units of said entities represented by or sought to be represented by the Union are a single bargaining unit, or are or should be otherwise altered in their scope or composition. This commitment on the part of the Union will survive the expiration of this Memorandum, unless and until such time as this commitment is terminated by the mutual written agreement of the parties.

This Agreement shall be subject to the grievance and arbitration procedures of the affected employee's collective bargaining agreement.

**FOR THE UNION:**

By:   
Derrick Osobase, Sr.  
Vice President, District 6

**FOR THE COMPANY:**

By:   
Randall S. White  
Vice President – Labor Relations



**ATTACHMENT A  
CURRENT PARTICIPATING COMPANIES  
COVERED BY INTERSUBSIDIARY MOVEMENT**

AT&T Billing Southeast, LLC  
AT&T Billing Southwest, LLC  
AT&T Enterprises, LLC  
AT&T Global Communications Services, Inc.  
AT&T Mobility Services, LLC  
AT&T Services, Inc.  
AT&T of the Virgin Islands, Inc.  
BellSouth Telecommunications, LLC  
Illinois Bell Telephone Company, LLC  
Indiana Bell Telephone Company, LLC  
Michigan Bell Telephone Company  
Nevada Bell Telephone Company, LLC  
The Ohio Bell Telephone Company, LLC  
Pacific Bell Telephone Company  
Southwestern Bell Telephone Company, LLC  
Wisconsin Bell, LLC

*JB*

**ATTACHMENT B  
CURRENT PARTICIPATING COMPANIES  
COVERED BY CWA SURPLUS EXCHANGE**

AT&T Billing Southeast, LLC  
AT&T Billing Southwest, LLC  
AT&T Enterprises, LLC  
AT&T Global Communications Services, Inc.  
AT&T Mobility Services, LLC  
AT&T Services, Inc.  
AT&T of the Virgin Islands, Inc.  
BellSouth Telecommunications, LLC  
Illinois Bell Telephone Company, LLC  
Indiana Bell Telephone Company, LLC  
Michigan Bell Telephone Company  
Nevada Bell Telephone Company, LLC  
The Ohio Bell Telephone Company, LLC  
Pacific Bell Telephone Company  
Southwestern Bell Telephone Company, LLC  
Wisconsin Bell, LLC

*JB*

**MEMORANDUM OF AGREEMENT**  
**HOMETOWN JOB SECURITY COMMITMENT (HJSC)**

This Memorandum of Agreement is entered into as of April 13, 2025 between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the "Company" or "Management"). This Agreement supersedes the Memorandum of Agreement entered into April 9, 2017 as set forth in the 2017 Settlement Agreement and shall be effective April 13, 2025 through April 14, 2029, unless otherwise mutually agreed in writing by the parties.

In response to CWA and employee concerns regarding employment security, and in addition to the existing provisions of Article XVII, **Force Adjustment**, of the 2025 Departmental Agreement, and of the Memorandum of Agreement, Employment Security Commitment (ESC), the parties agree as follows:

1. The Company will provide two options for placement consideration to regular surplus employees who wish to restrict the area for such consideration to something less than the Force Adjustment Area, subject to the conditions and provisions contained in this Commitment. These options shall be as follows:

A. "Hometown A" Option

An employee may restrict the area within which he/she will be considered for placement to the Exchange in which the surplus is located and up to four additional Exchanges. A surplus employee selecting this option who has not received a job offer (lateral, downgrade or upgrade) in the designated Exchanges by the anticipated Force Disposition Date (FDD) will be removed from the active payroll and placed on a Surplus Leave of Absence (SLA) with a monthly Voluntary Severance Payment (VSP), will maintain a regular transfer in file and be considered for all jobs for which he/she is qualified in the designated Exchanges, and will be eligible for educational development. The terms and conditions of the SLA are described in Section 4.

B. "Hometown B" Option

An employee electing this option may restrict the area for placement consideration in the same manner as provided in the "Hometown A" option. If no job offer is received by the anticipated FDD, the surplus employee will terminate employment and will receive a lump sum VSP per Section 2.b. of Article XVIII, **Severance Payments**, of the 2025 Departmental Agreement. The employee will not be eligible for the SLA or educational development.

2. Any regular employee who, after the effective date of this Agreement, becomes surplus pursuant to Article XVII, **Force Adjustment**, shall be offered the two (2) options described above, provided the following conditions are met:

- A. An employee may elect either of these options by so advising the Company, not less than two (2) days and not more than twenty-eight (28) days following the date of formal Surplus Notification, or by such later date as is determined by Management. Prior to invoking the HJSC, employees will be treated under the terms of Article XVII, **Force Adjustment**.

Note: Once an employee selects an HJSC option, prior to the FDD he/she may change his/her election between the two options. However, once an employee selects an HJSC option, the employee cannot revoke that decision and revert to treatment under Article XVII, **Force Adjustment**, or the ESC.

- 1) A displaced employee shall have two (2) working days following first being advised that he/she is subject to displacement to advise the Company of his/her election to invoke one of the options of the HJSC. The employee will be considered for appropriate jobs for which he/she is qualified within the designated Exchange(s) up to the 14th day following the date of notification. If the employee selects "Hometown A," and has not received a job offer by the 14th day, on the 15th day he/she will be placed on an SLA and be treated as described in Section 4. He/she shall be required to be qualified in accordance with 2.C.1) and 2.C.2), following, immediately upon invoking the option. If the employee selects "Hometown B" and has not received a job offer by the 14th day, on the 15th day, he/she will be terminated and receive a VSP.

Note: A surplus employee who elects to invoke either HJSC option shall not be permitted to displace a junior employee as provided in Section 3.g. and h. of Article XVII, **Force Adjustment**.

- B. A surplus employee declining a lateral job offer within the FAA prior to invoking the HJSC will not be eligible for either option.

- C. Employees selecting the "Hometown A" option must also meet the following conditions:

- 1) Is already qualified for consideration, or becomes qualified (except for interview requirement) for one of the following positions:
- a. Premises Technician
  - b. Customer Service Representative I (Mobility)

- c. Customer Service Representative
- d. Service Representative

2) The employee must meet expectations on his/her current job.

3. Offers under the HJSC prior to the anticipated FDD shall be made to qualified employees as follows:
- A. An employee to whom an HJSC job offer is made has one (1) working day to accept the offer after which it will be considered rejected.
  - B. If an employee rejects an HJSC job offer, regardless of whether it is a lateral, downgrade, or upgrade, the employee is eligible to receive additional job offers until the anticipated FDD, at which time the employee will be terminated without a severance payment.
4. A regular surplus employee who has invoked the "Hometown A" option and has not received a job offer by the anticipated FDD will be removed from the active payroll and placed on a Surplus Leave of Absence. The terms and conditions of the SLA are as follows:
- A. The period of the SLA shall extend up to twenty-four (24) months from the date the employee leaves the active payroll. The employee shall receive service credit for the first thirty (30) days of the leave. The employee may maintain, at his/her expense, coverage under the Medical, Dental, Long-Term Care, CarePlus, and Supplementary and Dependent Group Life Insurance plans for the duration of the leave, as described in Exhibit 1 attached to this MOA.
- Note: Employees who are eligible to receive a Service Pension as of the beginning of an SLA, or who become Service Pension eligible at any time during the leave, will remain entitled to all benefits otherwise available to retirees as of the Pension Effective Date.
- B. While on the SLA, the employee will be eligible to participate in an educational development program that will provide training and/or tuition up to a maximum Company expense of \$5,000 per employee, not to exceed an overall Company total of \$3 million over the life of the contract. This educational development program will be jointly administered by the Union and the Company through the Training Advisory Board.
  - C. The employee shall receive a VSP calculated in accordance with the provisions of Article XVIII, **Severance Payments**, of the 2025 Departmental Agreement, payable in monthly installments of 1/24th of the total VSP. If, during the period of the leave, the employee declines any job offer from the Company in the designated Exchanges, the SLA shall



be canceled, the employee will be considered to have resigned, the monthly VSP installments shall cease, and no further payments will be due the employee. If, during the period of the leave, an eligible employee decides to retire, which may or may not occur as a result of declining a job offer in the designated Exchanges, the SLA shall be canceled and the monthly VSP installments shall cease, and no further VSP payments will be due the employee.

- D. During the period of the leave, the employee must maintain an active regular transfer on file for the Exchange(s) originally selected, and the employee shall be considered for all jobs for which he/she is qualified at all locations in the designated Exchange(s). Once selected, these Exchanges may not be altered or modified, but may be supplemented up to the maximum of five (5). Employees on an SLA shall be considered for applicable job offers in the same order as if they were active, non-surplus candidates.
- E. An employee on the SLA who receives and accepts a job offer from the Company shall suffer no break in his/her term of employment for pension purposes for the period of the leave, and his/her Net Credited Service shall be bridged immediately upon return to the active payroll.

For additional information on the SLA, refer to Exhibit 1.


- 5. The terms of this Commitment shall not apply to "local Union/Management modifications" to the force surplus disposition procedures as provided for in Section 6. of Article XVII, **Force Adjustment**, unless said local Union and Management mutually agree.
- 6. The force surplus conditions contemplated and dealt with in this Commitment are those which occur in the normal course of business for reasons such as technological change, etc. The Company retains the right, however, to suspend or cancel at any time the application of this Commitment when a force surplus is declared because of any significant change or extraordinary fluctuation in economic or business conditions as determined by the President of the Company.
- 7. Wage treatment, including Reassignment Pay Protection Plan (RPPP) treatment, will be administered to eligible employees who accept or receive jobs under the provisions of this Commitment in accordance with Section 4., Article XVII, **Force Adjustment**, of the 2025 Departmental Agreement.

Note: An employee returning from a Surplus Leave of Absence shall have the amount of monthly VSP payments received during the leave deducted from any RPPP payout.


In the event of any conflict between the provisions of this Memorandum of Agreement and the provisions of Article XIII, **Job Vacancy**, or Article XVII, **Force Adjustment**, of the 2025 Departmental Agreement, the provisions of this Memorandum of Agreement shall control.

Paragraphs 2. and 7. of this Agreement shall be subject to arbitration. All other provisions of this Agreement shall be subject to the grievance procedures set forth in Article XIX, **Grievances**, in the 2025 Departmental Agreement, and any grievance shall initially be filed at the second step with the Vice President-Labor Relations and shall not be delegated. However, with respect to the Surplus Leave of Absence, only the issue of the employee's eligibility for reinstatement shall be subject to the grievance procedure. Except for matters pertaining to Paragraphs 2. and 7., no other such grievance shall be subject to arbitration, nor shall any determination by the Leaves of Absence Policy Administrator and the Administrator of the AT&T Pension Benefit Plan-Bargained Program (as defined by ERISA Section 3(16)(A)) with respect to such leaves be subject to the formal grievance procedure.

**FOR THE UNION:**

By:   
Derrick Osobase, Sr.  
Vice President, District 6

**FOR THE COMPANY:**

By:   
Randall S. White  
Vice President – Labor Relations





**ELEMENTS OF THE SURPLUS LEAVE OF ABSENCE**

|                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Eligibility                                                                            | All bargained-for employees who are part of a surplus work group, and who request the leave on or before the twenty-eighth calendar day following the affected employee's surplus notification.                                                                                                                                                                                                                                                                                                                                                                      |
| Minimum Duration                                                                       | None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Length of Leave                                                                        | This leave may be granted for a maximum of 24 months.<br>The leave will terminate at the end of the 24 month leave period, or when either:<br>1) the employee receives a job offer within the Exchange(s) designated by the employee; or<br>2) the employee accepts employment with AT&T Inc., any of its subsidiaries, joint ventures or entities, any of their competitors, or any companies involved in divestiture; or<br>3) an eligible employee elects to retire.                                                                                              |
| Service Credit                                                                         | Upon return to work, the employee will receive service credit for the length of the leave, up to a maximum of 30 days.                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Severance Pay                                                                          | Company pays 1/24th of the employee's severance pay each month, as calculated from the day next following the force disposition date.                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Job Reinstatement                                                                      | Provides no guarantee that at the end of the leave the employee will be returned to the same or any other position of employment.                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Medical, Dental, and Vision                                                            | Company-extended coverages are available, subject to regular Company and employee contributions, as such contributions are applicable and existed immediately prior to the start of the leave, until the end of the month in which the leave begins, then for the duration of the leave Company-extended coverages are available, subject to the employee paying the full cost of coverage; COBRA continuation coverage is available as an alternative. The provision of Medical, Dental and Vision is subject to the terms and conditions of the Benefit Agreement. |
| Basic Group Life and AD&D Insurance                                                    | Company-paid coverage will continue through the end of the leave. The provision of Basic Group Life and AD&D Insurance is subject to the terms and conditions of the Benefit Agreement.                                                                                                                                                                                                                                                                                                                                                                              |
| Seat Belt Incentive                                                                    | Terminates the day before the effective date of the leave.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| CarePlus                                                                               | Company-extended coverage is available, subject to regular employee contributions, as such contributions are applicable and existed immediately prior to the start of the leave, for the duration of the leave. The provision of CarePlus is subject to the terms and conditions of the Benefit Agreement.                                                                                                                                                                                                                                                           |
| Supplementary Group Life, Dependent Group Life, and Long-Term Care Insurance           | Coverage may continue through the end of the leave by making the required contributions. The provision of Supplementary Group Life, Dependent Group Life, and Long-Term Care Insurance is subject to the terms and conditions of the Benefit Agreement.                                                                                                                                                                                                                                                                                                              |
| Dependent Care Reimbursement Account (DCRA), Medical Care Reimbursement Account (MCRA) | DCRA deposits cease at the beginning of the leave. MCRA pre-tax deposits cease immediately at the start of the leave; COBRA continued coverage is available for continuation of MCRA coverage, including deposits on an after-tax basis.                                                                                                                                                                                                                                                                                                                             |
| Savings Plan                                                                           | Participation is suspended during the leave. Employee obligation under the loan provision continues.                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Educational Development                                                                | Tuition assistance and training will be jointly administered by the Union and the Company through the Training Advisory Board, up to a maximum Company expense of \$5,000 per employee, not to exceed an overall Company total of \$3 million over the life of the contract.                                                                                                                                                                                                                                                                                         |
| Telephone Concession                                                                   | Telephone concession will continue until the end of the month in which the leave begins.                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

*JB*

**MEMORANDUM OF AGREEMENT**  
**INFORMAL SURPLUS**

This Memorandum of Agreement is entered into as of April 13, 2025 between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the "Company" or "Management"). This Agreement supersedes the Memorandum of Agreement entered into April 9, 2017 as set forth in the 2017 Settlement Agreement and 2021 Extension Agreement, and shall be effective April 13, 2025 through April 14, 2029, unless otherwise mutually agreed in writing by the parties.

Whenever it determines that a force reduction is necessary and Management feels they can clear the surplus with follow-the-work or voluntary severance, the Company can implement the following process:


1. Prior to a formal declaration of surplus and notification to the Union as described in Section 3.a. of Article XVII, **Force Adjustment**, of the 2025 Departmental Agreement, Management may, at its discretion, conduct an open canvass of the affected work group(s) in an effort to effect the force reduction without formally invoking the Force Adjustment process. If Management determines that such an open canvass is appropriate, it shall so notify the CWA Staff Representative(s) having responsibility for the affected work group(s) prior to the start of the canvass. Notification shall include the work group(s) involved, job title(s) and approximate number of employees affected, the location(s) and the force reduction date.

If Management determines that an open canvass is not feasible and decides to declare a formal surplus instead, its written notification to the Union will include an explanation of why a canvass was not conducted.


2. The canvass shall be conducted in order of seniority within the affected work group(s). The purpose of the canvass shall be to solicit volunteers to either follow their work to a new location, if such an opportunity exists, or to accept a Voluntary Severance Payment under the provisions of Section 1.b. of Article XVIII, **Severance Payments**, of the 2025 Departmental Agreement.
3. Employees who follow their work to a new location and who are required to relocate their residence as a result thereof, shall be reimbursed by the Company for reasonable moving expenses incurred consistent with Section 7. of Article XVII, **Force Adjustment**, of the 2025 Departmental Agreement.



**FOR THE UNION:**

By:   
Derrick Osobase, Sr.  
Vice President, District 6

**FOR THE COMPANY:**

By:   
Randall S. White  
Vice President – Labor Relations



**MEMORANDUM OF AGREEMENT**  
**REGARDING NEUTRALITY AND CARD CHECK RECOGNITION**

AT&T Inc. ("the Company") and Communications Workers of America ("the Union"), enter into this Memorandum of Agreement Regarding Neutrality and Card Check Recognition as of April 13, 2025.

**1. Duration.** This Agreement is effective as of the date stated above, and shall remain in effect through April 14, 2029, unless extended, modified or terminated by mutual written agreement of the parties or their successors. The parties expressly understand, however, that in the event this Agreement is terminated, all of the terms hereof nevertheless shall survive said termination and remain in effect with respect to any reorganization or restructuring of any bargaining unit as a result of which management creates any new subsidiary, division, or operating entity as to which no Union representation then exists.

**2. Applicability.**

(a). All card check procedures and any Union recognition provided for by this Agreement shall be applicable to all non-management employees of the Company effective with execution of this Agreement.

(b). As used herein, "the Company" means AT&T Inc. and all other present and future companies, divisions, subsidiaries or operating units thereof, except AT&T of Puerto Rico, Inc., AT&T of the Virgin Islands, Inc., AT&T Government Solutions, Inc., AT&T Support Services Company, Inc., and AT&T Global Com. Services Inc.

(c). As used herein, "non-management" means employees who normally perform work in non-management job titles as determined by the Company, in accordance with the statutory requirements of the National Labor Relations Act, as amended, and applicable decisions of the National Labor Relations Board and reviewing courts. If the Union disagrees with any such determination, the parties agree to submit the issues of unit definition to arbitration as set forth in paragraph 3. below, using the aforesaid statutory requirements and decisions as the governing principles. At the request of the Union, the Company will discuss with the Union neutrality as to Union representation of employees who are not defined above as "non-management."

(d). In addition to the foregoing, the parties further agree that any proposed bargaining unit shall exclude all professional, managerial, and confidential employees, guards and supervisors as defined in the National Labor Relations Act.

(e). The Company agrees that, for future divisions, subsidiaries or operating units that are not wholly owned, it will, at the request of the Union, discuss with the other owners the extension of this agreement to such divisions, subsidiaries, or operating units.

### **3. Card Check Recognition Procedure.**

(a). When requested by the Union, the Company agrees to furnish the Union lists of employees in the bargaining unit in each applicable company entity. This list of employees will include the work location, job title, and home address.

(b). The Union will give twenty-one (21) days notice for access to Company locations. Access will be limited to one sixty (60) day period in any twelve months for each unit agreed upon or determined as provided herein.

(c). (1). The Union and the Company shall meet within a reasonable period, but not to exceed ninety (90) days, after the effective date hereof for the purpose of defining appropriate bargaining units for all presently existing potential bargaining units. During this process, the Company will share job titles, job functions, work locations, and management structure with the Union representatives in order to facilitate agreements on the appropriate bargaining units. In the event that the parties are unable to agree, after negotiating in good faith for a reasonable time, upon the description of an appropriate unit for bargaining, the issue of the description of such unit shall be submitted to arbitration administered by, and in accordance with, the rules of the American Arbitration Association (AAA). The Arbitrator shall be confined solely to the determination of the appropriate unit for bargaining and shall be guided in such deliberations by the statutory requirements of the National Labor Relations Act and the precedential decisions of the National Labor Relations Board and Appellate review of such Board decisions. The parties agree that the decision of the Arbitrator shall be final and binding. The Company and the Union agree that the permanent Arbitrator to hear disputes with respect to this sub-paragraph shall be Richard Bloch. If the permanent Arbitrator cannot serve, the parties shall select an Arbitrator from a list or lists of prospective Arbitrators provided by the AAA.

(2). If either the Company or the Union believes that the bargaining unit as agreed or determined in (c). (1). above, is no longer appropriate due to organizational changes, then the parties shall meet and confer in good faith for the purpose of re-defining the appropriate unit. In the event that the parties are unable to agree, after negotiating in good faith for a reasonable time, upon the re-definition of an appropriate unit, the issue of the description of such unit shall be submitted to arbitration as provided in (c). (1).

(d). The Company agrees that the Union shall be recognized as the exclusive bargaining agent for any agreed-upon or otherwise determined bargaining unit(s) not later than ten (10) days after receipt by the Company of written notice from the AAA that the Union has presented valid authorization cards signed by a majority of the employees in such unit(s).

(e). For the purposes of determining the number of employees that constitute a majority of the bargaining unit, the employee population will be composed of only those employees employed in the bargaining unit on the earliest date which appears on the

cards presented to the AAA. The cards so presented must be dated within sixty (60) days of each other, but no earlier than the date of execution of this Agreement, and each card so presented must contain at least the language set forth in Attachment 1 hereto. The Company shall provide the AAA all employees, job titles and other information required for the AAA to verify the existence of more than 50% of employee authorizations as provided for in this Agreement.

(f). In the event the Union fails to deliver to the AAA valid authorization cards signed by a majority of employees in any aforesaid bargaining unit upon completion of its card signing effort, the Union agrees not to begin any further card signing effort in such unit for a period of one year from the date on which access was first granted as provided in (b). above.

(g). As soon as practicable after the aforesaid recognition and upon written request by the Union, the Company, or the appropriate subsidiary, division or operating unit thereof shall commence bargaining in good faith with the Union with respect to wages, hours, and other terms and conditions of employment for the employees employed within the agreed upon or otherwise determined appropriate bargaining unit.

#### **4. Neutrality.**

(a). The Company agrees, and shall so instruct all appropriate managers, that the Company will remain neutral and will neither assist nor hinder the Union on the issue of Union representation.

(b). For purposes of this Agreement, "neutrality" means that management shall not, within the course and scope of their employment by the Company, express any opinion for or against Union representation of any existing or proposed new bargaining unit, or for or against the Union or any officer, member or representative thereof in their capacity as such. Furthermore, management shall not make any statements or representations as to the potential effects or results of Union representation on the Company or any employee or group of employees. The Union also agrees that, in the course of any effort by the Union to obtain written authorizations from employees as provided for in paragraph 3. (b)., above, neither the Union nor any of its officers, representatives, agents or employees will express publicly any negative comments concerning the motives, integrity or character of the Company, AT&T, Inc., or any of their officers, agents, directors or employees.

(c). This agreement supersedes and terminates any and all other agreements, Memorandum of Understanding, commitments or statements of intent regarding neutrality or card-check procedures that may exist as of the date hereof between the Union and any Company entity.

**5. Valid Authorization Cards.** For purposes of this Agreement, a valid written authorization card shall state specifically that by signing the card, the employee agrees to be represented by the Union, using the language set forth in Attachment 1.

## **6. Recognition for New Entities and New Work.**

(a). The Company agrees that it will give the Union reasonable advance notice, once a firm management decision has been made, of its intent to effect any reorganization or restructuring, or to engage in any new line(s) of business, as a result of which management expects to create any new subsidiary, division, or operating entity as to which no Union representation then exists. After execution of this Agreement, should the Company acquire new companies or engage in a new line of business or enter a new market in which there is no active labor agreement or bargaining agreement in place, the parties agree that this Agreement shall apply to that acquired company or new line of business or enterprise in a new market after that company has been operating for a period of one hundred twenty (120) days.

(b). If management determines that more than fifty percent (50%) of the employees employed within an appropriate unit for bargaining by a new entity were, immediately prior to such employment, employed in a bargaining unit represented by the Communications Workers of America, the Company agrees that it shall recognize and bargain with the Union as the duly constituted bargaining representative of such bargaining unit employees, and the Union agrees to acknowledge such new entity as a Successor Employer for all applicable purposes under the labor laws of the United States and any relevant state.

(c). If management determines that fifty percent (50%) or less of the non-management work to be performed by any such new entity will consist of work previously performed by members of a pre-existing Union bargaining unit, then the Company agrees that, within a reasonable time after the said determination has been made, or concurrently with the giving of the notice referenced in paragraph 6. (a)., above, whichever is later, the Company will so inform the Union in writing. To the extent permitted by law, the Company shall presume, in making any determination as set forth in this paragraph 6., that each employee of the new entity who was a member of a pre-existing Union bargaining unit wishes to remain represented by the Union. These employees shall be counted as having signed valid authorization cards should a card signing effort be undertaken in the new entity within one year after the new entity begins operations employing such employees.

(d). Except as specified in paragraph 9., below, the Union shall retain any legal rights it may have to challenge any management decision or determination described in this paragraph 6.

**7. Regulatory and Legislative Support.** The Union hereby agrees to continue its support before the appropriate regulatory and legislative bodies for the Company's efforts to remain competitive in, and/or to gain entry to, all telecommunications and related markets in which the Company chooses to participate, unless the Union determines such support to be in conflict with its interests. If the Union determines such a conflict exists, the Union will promptly so notify the Company and, at



the request of the Company, meet to discuss and confer on such conflict.

The Company hereby agrees to support Union efforts before regulatory and legislative bodies unless the Company determines such support to be in conflict with its interests. If the Company determines such a conflict exists, the Company will so notify the Union and will, if requested by the Union, meet to discuss and confer on such conflict.

**8. Job Offers to Employees in Existing Bargaining Units.** In connection with any reorganization, restructuring or other event that gives rise to application of the terms of this Agreement, and which involves either:

- (a) the transfer of non-management work from any Union bargaining unit to any other entity of the Company or of any subsidiary of AT&T Inc., or
- (b) the elimination of bargaining unit work while new jobs are created in any other entity of the Company or any subsidiary of AT&T Inc.,

the Union agrees that, once the recognition has occurred, an offer of a job in another entity to an employee in an existing bargaining unit shall have the same effect as if the same job or one of similar status and pay were offered by the employer under the collective bargaining agreement(s) for that bargaining unit. This shall include, without limitation, application of any contractual reassignment pay protection provisions and the satisfaction of any bargained-for employee right to a job offer. Except as specified in paragraph 10., below, nothing in this paragraph 8. shall be construed as a waiver by the Union of any legal rights it may have to challenge or contest the reorganization, restructuring, or other event described in 8.a. and/or 8.b. above.

**9. Dispute Resolution.** Except as to disputes referenced in paragraph 3. (c). of this Agreement, all disputes concerning the meaning or application of the terms of this Agreement shall be handled and addressed by the meeting of designated representatives of the Company and the Union. Either party may request such a meeting and each party pledges its best efforts to address any and all concerns raised as to the meaning or application of this Agreement. With the exception of matters referenced in paragraph 3.(c). above, the meaning or application of this Agreement shall not be subject to arbitration. Each party reserves its right to seek judicial or other relief provided by law to enforce this Agreement. However, the parties agree that prior to seeking such relief, they will meet and confer as set forth above.

**10. Waiver of Certain Other Claims.**

(a). The Union promises and agrees that, in connection with any arbitration provided for in this Agreement, and in connection with any legal or administrative suit, proceeding or charge arising subsequent to the effective date of this Agreement between the Union and any AT&T company, including but not limited to any proceeding before the National Labor Relations Board or its delegate, the Union hereby waives any



claim, allegation or argument, and agrees to refrain from presenting this Agreement as evidence in support of any claim, allegation or argument, that AT&T Inc. and/or any of its current or future subsidiaries, and/or their divisions, units, agents or affiliates, are or have been a single employer, joint employers, accretions or alter egos with respect to each or any of them, to the extent that any such claim, allegation or argument is based upon:

- (1) any change on or after the execution date of this Agreement, in the administration and/or control of labor relations by AT&T or any of its entities, companies, divisions, or subsidiaries; or
- (2) any change in the scope, availability to employees, or administration by management of any program or practice for the effectuation of employee-initiated transfers between or among different subsidiaries or bargaining units;

provided, however, that this paragraph shall not be construed as having any effect on the Union's right or the Company's obligation, to the extent the same may exist under applicable law and/or any preexisting collective bargaining agreement(s), to negotiate changes in the terms and conditions applicable to such transfers.

(b). The provisions of this paragraph 10. shall survive the expiration of the remainder of this Agreement, and shall have full force and effect until specifically voided by mutual written agreement of the parties.

**11. Severability.** Should any portion of this Agreement be voided or held unlawful or unenforceable by the National Labor Relations Board or any court of competent jurisdiction, the remaining provisions shall remain in full force and effect for the duration of this Agreement.

**FOR THE UNION:**

By: 

Derrick Osobase, Sr.  
Vice President, District 6

**FOR THE COMPANY:**

By: 

Randall S. White  
Vice President – Labor Relations



ATTACHMENT 1 TO MEMORANDUM OF AGREEMENT REGARDING CARD CHECK  
RECOGNITION

## Communications Workers of America, AFL-CIO

I hereby join with my fellow workers in organizing a Union to better our conditions of life and secure economic justice. I have voluntarily accepted membership in the Communications Workers of America (CWA), AFL-CIO, and declare that this union shall be my representative in collective bargaining over wages, hours and all other conditions of employment.

I understand that if CWA presents cards for recognition signed by more than 50% of the \_\_\_\_\_ employees eligible to be in the bargaining unit, (Company name) will recognize CWA as the bargaining representative of this unit without a representation election being conducted by the National Labor Relations Board and (Company name) would bargain with CWA concerning the terms of my employment and my working conditions.

I have also agreed to the membership provisions on the other side of this card.

A handwritten signature in black ink, appearing to be "J. B. M.", located in the bottom right corner of the page.

**MEMORANDUM OF AGREEMENT**  
**MODIFIED PROCEDURES FOR EXPEDITED ARBITRATION**

This Memorandum of Agreement is entered into as of April 13, 2025 between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the "Company" or "Management"). This Agreement supersedes the Memorandum of Agreement entered into April 9, 2017 as set forth in the 2017 Settlement Agreement and 2021 Extension Agreement, and shall be effective April 13, 2025 through April 14, 2029, unless otherwise mutually agreed in writing by the parties.

1. The trial period for the following modified procedures will be applicable to formal grievances initially filed during the term of the 2025 Labor Agreements unless extended or modified by the parties in writing.

2. For the duration of this trial, in all grievances involving employee dismissals that qualify for expedited arbitration pursuant to Section 1. of Article V, **Expedited Arbitration**, of the 2025 Agreement of General Application, one of the following options shall be elected within thirty (30) days of the date the decision regarding the first level grievance is communicated to the Union:

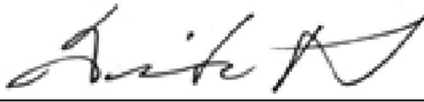
Option 1. An appeal to the second level of the grievance procedure. The thirty (30) day time period for this appeal shall be in lieu of the two (2) weeks time period set forth in Section 3.a. of Article XIX, **Grievances**, of the 2025 Departmental Agreement; or,

Option 2. A request for expedited arbitration. The thirty (30) day time period for this request shall be in lieu of the sixty (60) day time period set forth in Section 2. of Article IV, **Arbitration**, of the 2025 Agreement of General Application. The Company shall, within fifteen (15) calendar days after the filing of the request, notify the Union in writing whether or not it agrees thereto. If the Company agrees, then the grievance shall proceed in accordance with Article V, **Expedited Arbitration**, of the 2025 Agreement of General Application. If the Company does not agree, and the Union wishes to proceed further with the grievance, then the appropriate grievance procedure must be followed as set forth in Article XIX, **Grievances**, Section 3., of the 2025 Departmental Agreement. The time limit for appeal to the second level of the grievance procedure shall begin to run as of the date of the Company's written response to the Union's request for expedited arbitration pursuant to this trial.




3. For the duration of this trial, in any grievance arbitrated under the trial provisions, the Company shall under no circumstances be liable for back pay for more than twelve (12) months (plus any time that the processing of the grievance or arbitration was delayed at the specific request of the Company) after the date of the dismissal complained of in the grievance. Delays requested by the Union in which the Company concurs shall not be included in such additional time. These time periods shall be in lieu of the time periods set forth in Section 3.h. of Article V, **Expedited Arbitration**, of the 2025 Agreement of General Application.
4. Except as specifically provided above, all grievances shall continue to be subject to the applicable provisions of Article XIX, **Grievances**, of the 2025 Departmental Agreement, as well as Article IV, **Arbitration**, and Article V, **Expedited Arbitration**, of the 2025 Agreement of General Application.

FOR THE UNION:

By:   
Derrick Osobase, Sr.  
Vice President, District 6

FOR THE COMPANY:

By:   
Randall S. White  
Vice President – Labor Relations



**MEMORANDUM OF AGREEMENT**  
**CWA INTERNAL REVIEW / APPEAL PROCESS**


This Memorandum of Agreement is entered into as of April 13, 2025 between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the "Company" or "Management"). This Agreement supersedes the Memorandum of Agreement entered into April 9, 2017 as set forth in the 2017 Settlement Agreement and 2021 Extension Agreement and shall be effective April 13, 2025 through April 11, 2026, unless otherwise mutually agreed in writing by the parties.

1. Whenever the Union, during the term of this Agreement, notifies the Company in writing of its election to arbitrate a grievance pursuant to Article IV, **Arbitration**, or Article V, **Expedited Arbitration**, of the 2025 Agreement of General Application, and in the same writing also notifies the Company: (1) that the election to arbitrate is involved in the Union's internal review and/or appeal process, and (2) that the notice of election to arbitrate is therefore being given solely to preserve the Union's right to arbitrate in the event that the review and/or appeal result in a decision to arbitrate, the parties agree that the running of the 150-day time limit provided for in Section 2. of Article IV, or the 15-day time limit provided in Section 1. of Article V, shall be frozen as of the date the Company receives said notice.
2. With respect to any grievance as to which notice is given to the Company in accordance with the terms of paragraph 1. above, the Union shall notify the Company promptly in writing of the outcome of its internal appeal process, and at the same time:
  - A. If the review and/or appeal result in a decision to arbitrate, the Union shall also notify the Company of its intent to proceed to arbitration, and the running of the 150-day time limit provided for in Section 2. of Article IV, **Arbitration**, or the 15-day time limit provided for in Section 1. of Article V, **Expedited Arbitration**, of the 2025 Agreement of General Application shall resume as of the date upon which the Company receives this notice.
  - B. If the review and/or appeal result in a decision not to arbitrate, the Union shall also notify the Company of withdrawal of its previous notice of election to arbitrate the subject grievance.
3. Regardless whether a "stop-the-clock" election is made under this Agreement, if no arbitrator has been agreed upon or no written request has been received by the American Arbitration Association to designate an arbitrator under Article IV, **Arbitration**, or an arbitrator has not been assigned under Article V, **Expedited Arbitration**, within twenty (20) months of the completion date of the Formal Grievance procedure then such grievance is not subject to arbitration and will be withdrawn.




4. The Company shall not be liable for any back pay or other relief during the period the Union has “stopped the clock,” regardless when the Union sent its “stop-the-clock” letter to the Company.

**FOR THE UNION:**

By:   
Derrick Osobase, Sr.  
Vice President, District 6

**FOR THE COMPANY:**

By:   
Randall S. White  
Vice President – Labor Relations




**MEMORANDUM OF AGREEMENT**  
**PRESIDENTIAL COUNCIL**

This Memorandum of Agreement is entered into as of April 13, 2025 between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the "Company" or "Management"). This Agreement supersedes the Memorandum of Agreement entered into April 9, 2017 as set forth in the 2017 Settlement Agreement and 2021 Extension Agreement, and shall be effective April 13, 2025 through April 14, 2029, unless otherwise mutually agreed in writing by the parties.


The CWA and the Company enjoy a strong historic relationship as partners on many issues. In recognition of the parties' desire to continue to foster meaningful dialogue on matters of mutual interest, the Company and CWA agree to establish a Presidential Council to discuss such matters.

The Council commits to meet semiannually to continue this relationship. The parties agree to utilize this Council to engage in substantive discussions and exchange information concerning the ongoing state of the Company and the Union, the economy, federal and state political issues, and other concerns of both parties. Those attending this Council will include leaders of the Company and CWA. It is the Company's intent to have the appropriate senior business unit leaders in attendance if their schedules so permit.

**FOR THE UNION:**

By:   
Derrick Osobase, Sr.  
Vice President, District 6

**FOR THE COMPANY:**

By:   
Randall S. White  
Vice President – Labor Relations



## **STRATEGIC ALLIANCE Southwest Region**

Building on early successes in the Company/Union partnership, District 6 of the Communications Workers of America (CWA) and Southwestern Bell Telephone Company (SWBT) agreed to institute the Strategic Alliance in 1992.

The Strategic Alliance, then and now, has two objectives. They remain:

- **To strengthen the Company's competitive position in the marketplace; and**
- **Provide a broader role for the Union in critical human resource issues affecting the CWA and its members.**

Since its inception, the Strategic Alliance has achieved notable successes in opening new avenues of approach toward addressing traditional workplace issues of mutual concern. As this partnership matures, the parties now desire to intensify and streamline their efforts to meet even greater challenges and to reach lasting solutions to those challenges. The parties also recognize the contribution this partnership can make toward resolving disputes that historically have been referred to third parties for disposition.

The Executive Council, originally formed to review progress toward achieving the goals of the Strategic Alliance, will continue to meet on a semi-annual basis. Its role will be expanded by increasing the involvement of operating management at the highest levels to facilitate early and timely responsiveness to competitive pressures through the introduction of workplace innovations. The Council will continue to be co-chaired by the Vice President, Labor Relations (or designee) and the Vice President, District 6, of the Communications Workers of America (or designee). Key senior managers from operating units, as well as District 6 CWA officials, will comprise the Council.

### Executive Council Responsibilities

The Executive Council will be responsible for implementing the strategy to champion this cooperative venture. The Council will work primarily with standing joint committees at the Company level and will commission ad hoc Joint Problem-Solving Teams, as appropriate, to accomplish the goals of the Strategic Alliance.

Standing joint committees include Benefit, Safety and Health, Technology Change, Training Advisory Board, Participative Management Employee Involvement (PMEI), and Employment Security.

Ad hoc Joint Problem-Solving Teams will be assigned critical issues impacting working conditions and the competitive marketplace which are not addressed by standing joint committees. Membership on these teams, as well as the time frame in which they operate, will be determined by the Executive Council.



In carrying out its mission, the Executive Council will:

1. Identify and prioritize issues impeding progress toward the creation of an environment where the working conditions foster exceeding customer expectations with a fully trained and well-educated work force.
2. Call upon their standing joint committees to reassess their mission and report on progress toward achieving the goals of the Strategic Alliance.
3. Create ad hoc Joint Problem-Solving Teams when needed.
4. Review status reports from standing joint committees on a semi-annual basis.
5. Assure recommendations received from the standing joint committees as well as ad hoc Joint Problem-Solving Teams are reviewed with senior management from the appropriate operating entity. Any subsequent action taken by the operating entity to address these issues will be shared with the Executive Council.
6. The Executive Council shall have the authority to implement, at its discretion, and on a trial basis, recommendations from the standing joint committees and/or ad hoc Joint Problem-Solving Teams.

#### Direction of Standing Joint Committees

In order to support the Strategic Alliance, the standing joint committees will be called upon to focus their activities in the near term as follows:

- Participative Management Employee Involvement (PMEI) Companywide Steering Committee

Explore strategies to generate increased joint involvement by key operations personnel in addressing major workplace issues; develop more efficient channels to educate employees regarding the benefits of a participative approach; and adopt a proactive role in monitoring team evolution. This committee will focus on such activities as the development of individual committee structures that enhance and expedite the integration of a PMEI philosophy into business operations. The committee will serve as a forum to explore and exchange innovative ideas and successful applications of participative concepts using both internal and external sources. The committee will also direct the Employee Involvement Development Subcommittee (EIDS) comprised of Company and Union subject matter experts in the field of employee involvement. The EIDS will: research issues and make recommendations that require joint CWA/SWBT employee involvement expertise; assess work groups' current level of employee involvement and transfer that assessment expertise to operations PMEI support

personnel; and provide guidance to and determine the effectiveness of PMEI consultants.

- Employment Security

The telecommunications industry continues on a path of unprecedented growth in competition and innovation in all segments of the market place. Achieving the parties' mutual goals of competitive excellence and employment security presents ever-increasing challenges. The Employment Security Committee will continue to address mutually-agreed upon issues that influence these goals, and to recommend Union and Company actions to minimize negative impacts and enhance opportunities in the workplace.

- Benefit Committee

In recognition that there are complex benefit issues, the Benefit Committee will continue to address mutually agreed-upon benefit issues and to recommend joint Union and Company actions in an effort to influence benefit concerns.

- Safety and Health Committee

Continue to address ergonomic concerns in the workplace. Continue to consider existing practices and rules relating to occupational safety and health and formulate suggested changes in design and adoption of new practices and rules.

- Technology Change Committee

Strengthen efforts to address human resource issues impacted by new technology that cause changes in equipment, organization, or methods of operation.

- Training Advisory Board (TAB)

Continue to monitor the effectiveness of the Accelerated Technical Training (AccTT) Program. Determine the feasibility of alternative delivery methods of the AccTT Program in small markets.

Review approved personal or career development and job displacement training courses and curricula and furnish advice to the Company on recommended additional courses.

### Conclusion

Initiatives undertaken by the Strategic Alliance will be viewed as a supplement to the collective bargaining process. The Union and the Company expressly reserve the right to reopen, by mutual agreement, negotiations at any time during the life of the 2025

Agreements for the purpose of implementing changes resulting from recommendations from joint committees/teams commissioned by the Executive Council.

In terms of pay treatment associated with the Strategic Alliance, the employee members involved in these joint efforts shall suffer no loss in pay for time consumed in, and necessarily consumed in traveling to and from, meetings. In addition, the Company will reimburse employee members for the cost of round-trip coach airfare for attending Standing Joint Committee meetings. The number of employee members reimbursed on each committee shall not exceed the number of employee members as of April 5, 1998 except for the Benefit Committee (formerly the Joint Health Care Cost Containment Committee), which shall include one (1) assigned representative.

**MEMORANDUM OF AGREEMENT**  
**FOUR-DAY WORK WEEK**

This Memorandum of Agreement is entered into as of April 13, 2025 between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the "Company" or "Management"). This Agreement supersedes the Memorandum of Agreement entered into April 9, 2017 as set forth in the 2017 Settlement Agreement and 2021 Extension Agreement and shall be effective April 13, 2025 through April 14, 2029, unless otherwise mutually agreed in writing by the parties.

This agreement shall not apply to employees in Appendix J of the 2025 Labor Agreements.

In certain administrative work units or work groups, it may be beneficial to employees and in the best interests of the business to establish a four-days-per-week, ten-hours-per-day (four-day work week) schedule as a normal work week.

The provisions of the Departmental Agreement, Agreement of General Application, and any other applicable existing Union-Management agreements will continue to apply to bargaining unit employees on four-day work week schedules except as noted in the parameters and implementation procedures listed below.

1. Management and the Union must jointly agree at the local level to implement a four-day work week schedule within a particular work group. A work group may include employees working four-day work weeks and employees working five-day work weeks. The Union has designated the appropriate CWA Representative in each state as the local Union contact for discussing implementation of these procedures. When the implementation of four-day work weeks in a group in one CWA Local will impact the scheduling of tours in a group in another CWA Local, the implementation must be approved by the Vice President, District 6, or his designated representative. The general-level manager, or designated representative thereof, will normally be the Company contact.
2. Either the Union or Management, at the local level, may terminate a four-day work week schedule by giving the other party reasonable advance notice.
3. Transfers/changes to or from a four-day work week will normally be at the beginning of a work week. When this is not possible, or in case of temporary assignments to meet service requirements, affected employees will take their existing schedule with them for the remainder of the week. Management may, at its discretion, elect to leave a temporarily loaned employee on his/her existing work week basis throughout the period of the loan.



4. Employees may request a change to or from a four-day work week schedule. Requests will be considered by Management based on tour availability and needs of the business.
5. The four ten-hour days may be scheduled on consecutive or non-consecutive days, depending on the terms of the joint agreement between the Union and Management. If tours are scheduled on non-consecutive days, at least two of the three days off must be consecutive.
6. Overtime will be paid when an employee works in excess of ten hours (or its equivalent for Operating employees), outside scheduled hours for employees covered under Article VII, Work Schedules, of the 2025 Departmental Agreement or in excess of forty hours (or its equivalent for Operating employees) in a work week.

For employees covered under Article VII, Work Schedules, of the 2025 Departmental Agreement, on those days when an employee is absent without pay (at his/her request) for a portion of a normally scheduled tour, and is required to work either before or after the scheduled tour, compensation at the rate of one and one-half times the basic hourly rate shall be paid only for time worked at the Company's request in excess of ten hours on that day. (Similar treatment shall apply in the case of tardiness.) This treatment does not apply to the Excused Work Day without pay taken in accordance with the provisions of Article X, Excused Work Days, of the 2025 Departmental Agreement, nor to time excused without pay in accordance with Section 3., Article VI, Leaves of Absence For Union Representatives On Union Business, of the 2025 Agreement of General Application.

7. Scheduled Sunday work is compensated for at one and one-half times the basic rate of pay for the first eight hours worked. Time worked during the ninth and tenth hours will be compensated for at the basic hourly wage rate. The overtime rate will apply to Operating employees working in excess of ten hours, and to employees covered by Article VII, Work Schedules, of the 2025 Departmental Agreement for all non-scheduled work, except as described in Item 6., above.
8. A night tour shall be one which falls wholly or partially between the hours of 8 p.m. and 5 a.m.
9. Subject to the conditions of Article IV, Basis of Compensation, Section 6., Night Differentials, of the 2025 Departmental Agreement the special night differential pay treatment applicable to Cable Splicing Technicians will be altered as follows:

Under those conditions where the rate of one and one-half times the basic hourly rate is applicable, it will only apply to the first eight hours of each of the first three consecutively scheduled ten-hour night

tours. The last two hours of such tours will be compensated at the basic hourly rate. The night differential will apply to each succeeding consecutively scheduled ten-hour night tour.

10. Time parameters for extra payments to Operating employees for tours ending after 6 p.m. and tours ending after 9 p.m., as provided in Article IV, Basis of Compensation, Section 6.c., of the 2025 Departmental Agreement will be extended by two hours. Extra payment at the weekly rate of \$2.50 will apply for tours nine and one-half hours in length.
11. Except for Operating employees, the normal work week shall consist of four ten-hour tours. Sessions shall be no less than four hours, nor more than six hours in length.
12. The time parameter, 10 p.m., associated with shortened tours for Operating employees, as provided in Article VI, Hours of Work, Section 2., Note 2, of the 2025 Departmental Agreement shall be changed to 11 p.m. Tour lengths will also be changed as follows:
  - 6 hours to 7.5 hours
  - 7 hours to 9 hours
  - 7.5 hours to 9.5 hours
13. Employees electing to take day-at-a-time vacations will do so on a four-day, ten-hour basis. Individual vacation days may also be taken in half-day increments. When changes to or from four-day work week schedules occur, unused day-at-a-time vacation time will first be divided into full or half-days if possible. Any remaining time will be designated as "residual time" and credited to such employees.


Residual time may be disposed of as follows:

- A. "Bought-out" by Management at the basic hourly rate (including any evening or night differentials when applicable).
- B. Taken in complete time increments as excused, paid time in conjunction with:
  - (i) Excused Work Day residual time.
  - (ii) Paid (work) time.
  - (iii) Excused not-paid time (including EWN time if available).
  - (iv) A combination of the above.


Management must approve "buy-outs" along with when and how residual excused paid time will be taken. Residual excused paid time must be taken in situations where an employee would be paid for time he/she is normally not eligible to receive. These procedures will also apply to Vacation earned but not taken prior to a change/transfer to or from a four-day work week schedule.

14. Weeks which include Authorized Holidays will revert to a normal five-day tour.
15. Eligible employees will qualify for thirty-two hours of Excused Work Days which may be taken as either three paid Excused Work Days and a two-hour increment or two paid Excused Work Days and six two-hour increments. All Excused Work Days may be taken in two-hour increments. Transfers to or from four-day work week schedules and residual time will be handled and treated in the same manner as vacations covered in Item 13. above, except they may continue to be taken in two-hour increments.
16. "Pay in lieu of" situations applicable to vacations because of separations through dismissal (except misconduct), layoff, resignation, retirement, or death, as provided in Article IX, Vacations, Section 3., of the 2025 Departmental Agreement will also apply to residual time. Pay for unused vacation time due to Leaves of Absence or transfers will include payment for any residual time.
17. Difference in pay for military training duty and emergency duty will be allowed for a maximum of eighty-eight hours.
18. An illness waiting day as provided in Article XI, Absences From Duty, Section 5., Illness, of the 2025 Departmental Agreement will be an absence of at least one session from scheduled time. Likewise, an absence of a full day will be paid on a ten-hour per day basis.
19. Subject to the conditions of Article XV, Temporary Work In Higher Positions, of the 2025 Departmental Agreement, Classification Differentials will be paid on the basis of one-fourth of the weekly wage rate instead of one-fifth. The Classification Differential paid to Supplies Attendants temporarily assigned Driver-Tractor Trailer duties in accordance with the provisions of Section 3., will be \$6.25.
20. All employees participating in collective bargaining will be paid on a five-day, eight-hours-per-day basis.
21. Leaves of Absence for Union representatives on Union business will be converted to hours as follows:
  - 60 days becomes 480 hours
  - 145 days becomes 1160 hours

**FOR THE UNION:**

By:   
Derrick Osobase, Sr.  
Vice President, District 6

**FOR THE COMPANY:**

By:   
Randall S. White  
Vice President – Labor Relations






**MEMORANDUM OF AGREEMENT**  
**SERVICE LEADER**

This Memorandum of Agreement is entered into as of April 13, 2025 between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the "Company" or "Management"). This Agreement supersedes the Memorandum of Agreement entered into April 9, 2017 as set forth in the 2017 Settlement Agreement and 2021 Extension Agreement, and shall be effective April 13, 2025 through April 14, 2029, unless otherwise mutually agreed in writing by the parties.


This Agreement specifically addresses work groups consisting of Group 1 Craft employees in the Business Field Services Organization.

1. The Company may, as it determines necessary, appoint a qualified non-management employee to act as a Service Leader. A Service Leader will have the responsibility for directing the efforts of the work group while at the same time performing normal technician duties.
2. An employee acting as a Service Leader shall not take or recommend disciplinary action against another employee.
3. Selection of the Service Leader will be made on a seniority basis from those qualified employees who volunteer. The Company shall determine those employees who are qualified for such assignment.
4. When an employee is appointed by the Company to perform the duties of a Service Leader for one or more days in a week, the employee shall be paid ten (10) percent of one-fortieth (1/40<sup>th</sup>) of the employee's current applicable weekly wage rate for each hour the employee performs this work.
5. The intent, meaning and application of this Agreement shall be subject to the provisions of Article XIX, **Grievances**, of the 2025 Departmental Agreement and Article IV, **Arbitration**, of the 2025 Agreement of General Application.

**FOR THE UNION:**

By:   
 Derrick Osobase, Sr.  
 Vice President, District 6

**FOR THE COMPANY:**

By:   
 Randall S. White  
 Vice President – Labor Relations



**MEMORANDUM OF AGREEMENT**  
**UNIFORM SERVICES LEAVE OF ABSENCE – EXECUTIVE ORDER FOR**  
**OPERATION ENDURING SENTINEL**

This Memorandum of Agreement is entered into as of April 13, 2025 between Communications Workers of America (“CWA” or the “Union”) and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the “Company” or “Management”). This Agreement supersedes the Memorandum of Agreement entered into April 9, 2017 as set forth in the 2017 Settlement Agreement and 2021 Extension Agreement, and shall be effective April 13, 2025 through April 14, 2029, unless otherwise mutually agreed in writing by the parties.


This confirms our understanding regarding the Uniform Services Leave of Absence for employees who are called up for active military service due to the Presidential Executive Order of September 14, 2001 - Operation Noble Eagle, and subsequent Operations Enduring Freedom, Iraqi Freedom, New Dawn, Freedom’s Sentinel and Enduring Sentinel.

The following change will be effective April 13, 2025 for employees who are called for involuntary active duty as a result of the Presidential Executive Order of September 14, 2001 and will supersede any agreements or policies concerning military pay allowances for such employees entering active duty in the armed forces of the United States. Other terms of the existing Uniform Services Leave of Absence apply unchanged.

- Employees on this leave will receive a pay differential (difference between the employee's military pay and his/her company pay, including any applicable shift differential), when military pay is less, for a total of thirty (30) months or period of active duty, whichever is shorter.

The termination of this Memorandum of Agreement will be at the completion of and/or cancellation of Executive Order – Operation Enduring Sentinel, upon mutual agreement of the parties, or termination of the 2025 Labor Agreements, whichever occurs first.

**FOR THE UNION:**

By: 

Derrick Osobase, Sr.  
Vice President, District 6

**FOR THE COMPANY:**

By: 

Randall S. White  
Vice President – Labor Relations



**MEMORANDUM OF AGREEMENT**  
**FACILITIES LOCATE WORK**

This Memorandum of Agreement is entered into as of April 13, 2025 between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the "Company" or "Management"). This Agreement supersedes the Memorandum of Agreement entered into April 9, 2017 as set forth in the 2017 Settlement Agreement and 2021 Extension Agreement, shall be effective April 13, 2025 through April 14, 2029, unless otherwise mutually agreed in writing by the parties.

1. For the purposes of this Agreement, the job duties for the title Assistant Customer Service Technician shall include facilities locate work and all work associated with facilities locates, excluding such work in Arkansas.
2. Surplus employees who accept an Assistant Customer Service Technician position shall retain the pension band from their immediately preceding job title if such band was higher, along with any applicable Reassignment Pay Protection Plan (RPPP) payment; otherwise, a surplus employee moving into the Assistant Customer Service Technician position shall have the pension band associated with such title. It is the intent of the parties that surplus employees accepting Assistant Customer Service Technician positions move back to their former positions as soon as practicable. Accordingly, surplus employees who accept the Assistant Customer Service Technician position and who receive a higher pension band under this paragraph must continually have a job vacancy request on file to return to their former job title in order to continue to receive the higher pension band. If an employee receiving a higher pension band treatment under this Agreement declines an offer for a former job title in the employee's Force Adjustment Area, then such employee shall receive the pension band normally associated with an Assistant Customer Service Technician.
3. If an Assistant Customer Service Technician performs work (excluding facilities locate work) normally performed by employees in a Group 1 Craft title for at least one (1) hour in a tour, then the Assistant Customer Service Technician shall be entitled to the Classification Differential equal to one-fortieth (1/40<sup>th</sup>) of the amount of the weekly wage progression for each hour worked. The Company will not employ Assistant Customer Service Technicians to permanently supplement work performed by Group 1 Craft titles.
4. The Company will not pay moving expenses for employees who accept an Assistant Customer Service Technician position. Notwithstanding the preceding sentence, surplus employees in Arkansas accepting Assistant Customer Service Technician positions shall be entitled to moving expenses under the terms provided in the 2025 Labor Agreements.



5. This Agreement shall not prohibit the Company from contracting out facilities locate work, nor shall it be applicable to or admissible in any arbitration or legal proceeding relating to contracting out any other work.
6. The Union further agrees that its officers will continue to support AT&T in regulatory and legislative bodies in its efforts to remain competitive in and gain new entry into telecommunications markets. Toward that end, the Union agrees that its officers will not take a position on telecommunications policy or service matters contrary to AT&T's position with the PUC, legislators (state & federal), the FCC, any other governmental entities or in the media, unless the Union determines its support would directly and immediately conflict with its own interests. If the Union determines AT&T's position on these matters is contrary to the Union's interests, the Union will promptly notify the Company and, at the request of the Company, meet to discuss, confer and, if possible, resolve any differences on such matters. If, despite the foregoing language, the Union takes a position contrary to AT&T concerning the above matters, this Agreement shall be null and void. This paragraph is not intended to limit the Union's ability to take a position inconsistent with AT&T on non-telecommunications policy matters or matters involving federal, state or local labor laws (e.g., FMLA, NLRA, FLSA, OSHA, etc.), nor does this paragraph limit the Union's right to take a position inconsistent with AT&T before legislators, regulators, a court of law, the NLRB, or in an arbitration arising from the parties' labor agreements with respect to such labor laws or contract matters.

**FOR THE UNION:**By: 

Derrick Osobase, Sr.  
Vice President, District 6

**FOR THE COMPANY:**By: 

Randall S. White  
Vice President – Labor Relations



**MEMORANDUM OF AGREEMENT**  
**RECOVERY OF WAGE OR BENEFITS OVERPAYMENT**

This Memorandum of Agreement is entered into as of April 13, 2025 between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the "Company" or "Management"). This Agreement supersedes the Memorandum of Agreement entered into April 9, 2017 as set forth in the 2017 Settlement Agreement and 2021 Extension Agreement, and shall be effective April 13, 2025 through April 14, 2029, unless otherwise mutually agreed in writing by the parties.

1. It is hereby agreed that for the duration of this Agreement, when the Company determines that employees represented by the Union have been paid benefits in excess of their entitlement under the Disability Income Plan or any other wage or benefits overpayments, the Company will withhold wages from the employees in order to recoup such overpayment in accordance with the terms of this Agreement. The Company, however, is not precluded from exercising any rights it may have under applicable law to recover overpayments to employees if employees either refuse or violate the terms of this Agreement, or if the employee is about to be or has been dismissed.
2. In cases where the Payroll Office becomes aware of an overpayment, the Company will provide express written notice to the employee at least thirty (30) calendar days before the first payroll deduction to recoup such overpayment occurs. The notice will include the percentage of gross wages that will be deducted from each pay draft until the overpayment is recovered, a statement informing the employee how to request review of the overpayment determination, and a statement informing the employee that he/she may contact the Company to request alternate payment arrangements no later than ten (10) days prior to the first scheduled deduction. The notice will also include the telephone number of a Company representative who will handle the employee's request. If the employee requests review of the overpayment determination by no later than ten (10) days prior to the first scheduled deduction, no payroll deduction, if any, shall begin until ten (10) days after the administrative decision in response to the request for review. The parties hereby acknowledge and agree that the review provided for in this paragraph 2. shall be in addition to, and not in lieu of, any right the employee may have to appeal a benefit determination under the provisions of any applicable employee welfare or pension benefit plan, and/or under applicable law, including but not limited to the Employee Retirement Income Security Act (ERISA). The parties also acknowledge and agree that the initial determination by the Company of an overpayment, and the administrative decision in response to an employee's request for review under this paragraph 2. are not, and shall not be construed as, employee welfare or pension benefit plan determinations under ERISA or any similar law or regulation of the United States or any other jurisdiction.



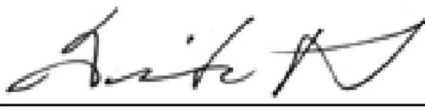
3. In any case, the maximum amount of wages the Company may withhold through an arrangement created by this Agreement shall be as follows:

(a)(1) If the total amount of the overpayment is four thousand dollars (\$4,000) or less, the greater of one hundred dollars (\$100) or ten percent (10%) of the employee's gross wages, per pay period, until the overpayment is recouped.


(a)(2) If the total amount of the overpayment is more than four thousand dollars (\$4,000), the greater of one hundred dollars (\$100) or twenty percent (20%) of the employee's gross wages, per pay period, until the overpayment is recouped.

(b) If the employee requests alternate payment arrangements as described in paragraph 2., above, such alternate arrangements may be agreed to by the Company, as management determines to be appropriate and reasonable under the circumstances of each case. The employee may be represented by the Union in discussing alternate payment arrangements with the Company. The Company's final determination will not be subject to the grievance or arbitration provisions of any collective bargaining agreement between the Company and the Union, although all employees retain their existing rights to appeal benefit determinations according to the applicable plan terms and governing law.

**FOR THE UNION:**

By:   
Derrick Osobase, Sr.  
Vice President, District 6

**FOR THE COMPANY:**

By:   
Randall S. White  
Vice President – Labor Relations



**MEMORANDUM OF AGREEMENT**  
**MONITORING**

This Memorandum of Agreement is entered into as of April 13, 2025 between Communications Workers of America (“CWA” or the “Union”) and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the “Company” or “Management”). This Agreement supersedes the Memorandum of Agreement entered into April 9, 2017 as set forth in the 2017 Settlement Agreement and 2021 Extension Agreement, and shall be effective April 13, 2025 through April 14, 2029, unless otherwise mutually agreed in writing by the parties.

1. Voice Monitoring

In an effort to provide courteous responses, accurate information, and superior service, customer calls are subject to monitoring. These efforts are focused on:

- training and development of employees;
- identification of customers’ needs;
- identification of procedural problems; and
- overall improvement of the Company processes that involve direct interaction with the customer.

Voice Monitoring may be characterized as either:

- Employee Development Monitoring, or
- Service Measurement Monitoring.

A. Employee Development Monitoring

When Employee Development Monitoring (EDM) is conducted, it will be performed using consistent standards established by the organization.

The following parameters will be adhered to when conducting EDM:

- 1) Individual notification will be given to employees to be monitored the day the EDM is to take place.
- 2) Employees will have the option of “remote” or “side-by-side” EDM, where facilities exist.



- 3) Feedback from EDM efforts will be provided to employees by the end of the employees' next tour, unless unusual circumstances warrant otherwise.

Exception: Parameters (1) and (2) above are applicable once an employee has six (6) months' on-job experience after completion of formal training.

Where an employee demonstrates difficulty meeting established performance expectations (except in the areas of adherence, attendance, and safety), he/she may lose the privileges outlined in (1) & (2) above. If the employee loses these privileges, he/she will be notified. The loss of privileges will remain in effect until performance expectations are met on a consistent basis.

B. Service Measurement Monitoring

Service Measurement Monitoring (SMM) will be conducted for the purpose of ensuring consistent application of standards, evaluation of customer acceptance of new or changed procedures, or isolation of possible causes of a problem, such as fluctuation of work times, or an increase in customer complaints. The following parameters will be adhered to when conducting SMM:

- 1) No advance notification will be given to employees prior to monitoring since these efforts are oriented toward overall office performance rather than individual performance.
- 2) SMM will be conducted "remotely," where facilities exist.
- 3) SMM feedback may be documented and given to the monitored employees for developmental/diagnostic purposes.
- 4) During SMM, when an employee demonstrates an inability to consistently meet standards established by the organization, privileges of advance notification and choice of side-by-side or remote EDM may be revoked.

If an employee loses these privileges, he/she will be notified. This loss of privileges will remain in effect until performance expectations are met on a consistent basis.

It is not intended that this loss of privilege would be arbitrarily and routinely used.



- 5) Employees will not be evaluated for appraisal purposes on calls sampled through SMM.

C. Disciplinary Restrictions

No employee may be disciplined as a result of voice monitoring except for any of the following conditions:

- 1) When gross discourtesy or abuse of a customer is observed.
- 2) Attempts to defraud the Company through misuse of service and equipment are observed.
- 3) The employee violates privacy of communications or demonstrates integrity problems.
- 4) An employee fails to meet established performance expectations, as identified through EDM.

2. Electronic Monitoring

Electronic monitoring is defined as follows:

The collection, storage, analysis, and reporting about employee activities by means of computer observation and supervision.

All employees will be pre-notified of electronic monitoring reports and the intended use of such reports within their work group. The local Union president (or designee) will be notified of electronic monitoring reports prior to their use for appraisal or disciplinary purposes.

3. This Agreement does not preclude the Union's right of grievance procedure and/or arbitration as set forth in the 2025 Labor Agreements between both parties.

**FOR THE UNION:**

**FOR THE COMPANY:**

By:



Derrick Osobase, Sr.  
Vice President, District 6

By:



Randall S. White  
Vice President – Labor Relations



**MEMORANDUM OF AGREEMENT**  
**TEMPORARY PREMISE TECHNICIAN UPGRADE**

This Memorandum of Agreement is entered into as of April 13, 2025 between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the "Company" or "Management"). This Agreement supersedes the Memorandum of Agreement entered into January 21, 2021, as well as the Letter of Understanding signed on May 18, 2023, and shall be effective during the term of the 2025 Labor Agreements, or unless otherwise mutually agreed in writing by the parties, whichever occurs first.

Due to needs of the business the Company may offer AFO Premise Technicians an opportunity to be temporarily loaned and upgraded into the Customer Services Technician title.

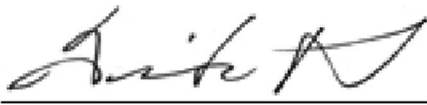
- The duration of this loan of AFO Premises Technicians may be for up to 30 months. The Company may end the loan before the 30 months at its discretion based on the needs of the business. Should the need for any loan extend past 30 months, the parties will meet in good faith to discuss a potential extension.
- If the loan is expected to end prior to 30 months, the company shall notify the union prior to employees being removed from loan.
- Volunteer selection shall be based on Senior Qualified within the FAA.
- If necessary, senior technicians will be given an opportunity to qualify.
- During the period of the loan, Premise Technicians will have their title changed to Customer Service Technicians.
- Loaned Premise Technicians will be treated during this length of the loan as if they were placed into the title of Customer Service Technician as a Regular Full-Time employee (RFT).
- Loaned Premises Technicians' compensation will be as if they were placed into the title as a RFT in accordance with the 2025 Labor Agreement -
  - Initially placed with 12-month step down
  - If applicable, eligible for progression raise after 6 months
  - If applicable, eligible for progression raise after 12 months
- During the duration of the loan and while in the Customer Services Technician title, Premise Technicians will be subject to the terms and conditions of similarly situated appendix C employees.
- Loaned employees may be required to change place of reporting within the FAA.
- Scheduled vacations shall be honored.
- Loaned employees will be expected to meet performance expectations and to adhere to all Company policies and procedures.
- Upon completion of loan, employees would be placed back into Premise Technician title at the applicable wage rate within the FAA.
- The Company and the Union will appoint one representative to resolve any



- issues in good faith that may arise, and which are not covered in this Agreement.

The parties acknowledge this Agreement is not precedent setting and shall not be admissible in any grievance, arbitration or legal proceeding except a proceeding for the enforcement of the terms of this Agreement.

**FOR THE UNION:**

By: 

Derrick Osobase, Sr.  
Vice President, District 6

**FOR THE COMPANY:**

By: 

Randall S. White  
Vice President-Labor Relations


## MEMORANDUM OF UNDERSTANDING REGARDING ELECTRONIC DUES AUTHORIZATION

The parties acknowledge and agree that the terms “written authorization” or “in writing signed by such employee” or similar language referring specifically to signed payroll dues deduction authorization forms, as provided in the 2025 SW Labor Agreements includes dues deduction authorizations created and maintained by use of electronic records and electronic signatures so long as such signatures are consistent with any and all applicable law(s). The Union, therefore, may use electronic records to verify authorization for voluntary deduction of Union dues and fees from wages or payments for remittance to the Union, and authorization for voluntary deductions from wages or payments for remittance to COPE or PAF Funds, subject to the requirements of any applicable law.


Such electronic signatures will be presented to the Company by the Union in the form of Exhibit A, and in accordance with the Union’s processes for collecting such cards which will be provided to the Company upon request. The Company shall accept confirmations from the Union that the Union possesses electronic records of such electronic dues deduction authorizations and give full force and effect to such authorizations as “written authorization” or “in writing signed by such employee” or similar iterations for purposes of the dues deduction authorization provisions found within the 2025 SW Labor Agreements during the term of this MOU unless the Company comes into possession of evidence that creates reasonable cause to doubt the authenticity or validity of the asserted signature. In addition, the Union agrees to indemnify and hold the Company harmless from all claims, damages, costs, fees and charges of any kind which may arise out of or result from the honoring by the Company of electronically signed dues or fees deduction authorizations in accordance with the provisions of this Agreement and the transmitting of such deducted dues or fees to the Union. The Company’s acceptance of such electronic signatures shall be non-precedent setting.

This provision shall apply for the life of the 2025 SW Labor Agreements currently in effect between the parties.

### FOR THE UNION:

By:   
Derrick Osobase, Sr.  
Vice President, District 6

### FOR THE COMPANY:

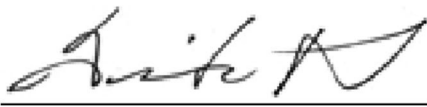
By:   
Randall S. White  
Vice President-Labor Relations

**MEMORANDUM OF AGREEMENT**  
**Unpaid Union Time – FMLA Eligibility**

This Memorandum of Agreement (“Agreement”) is entered into as of April 13, 2025, between Communications Workers of America (“CWA” or the “Union”) and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively referred to as the “Company” or “Management”). This Agreement shall be effective on April 13, 2025, through April 14, 2029, and will continue in effect until termination of the 2025 Labor Agreements, or unless otherwise mutually agreed in writing by the parties, whichever occurs first.

For eligible employees within coverage of the 2025 Labor Agreements, the Company agrees for the life of this Agreement, that when computing hours of service to determine eligibility under the Family Medical Leave Act (FMLA), the Company will include Union Activity time not paid by the Company in determining if an employee meets FMLA’s minimum hours of service requirement.

**FOR THE UNION:**

By: 

Derrick Osobase, Sr.

Vice President, District 6

**FOR THE COMPANY:**

By: 

Randall S. White

Vice President – Labor Relations

**MEMORANDUM OF AGREEMENT****Reclassification of Temporary Full Time to Regular Full Time**

This Memorandum of Agreement ("Agreement") is entered into as of April 13, 2025, between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively the "Company"). This Agreement shall be effective during the term of the 2025 Labor Agreements, or unless otherwise mutually agreed in writing by the parties, whichever occurs first.

Temporary Full Time (TFT) Cable Splicing Technician employees in the AT&T Construction & Engineering organization listed in Attachment A will be reclassified as Regular Full Time (RFT) employees as soon as reasonably practicable. Following the reclassification of the employees listed in Attachment A, the Company agrees to post an equivalent number of Group 1 Craft job requisitions for RFT positions within the territory covered by the 2025 Labor Agreements, with the RFT job requisition location being set by the Company at its discretion.

Regarding TFT positions going forward, the following conditions apply:

1. All TFT job requisitions opened by the Company during the life of the Agreement will be posted simultaneously internally and externally.
2. Current RFT employees will be given priority consideration for the above-mentioned TFT jobs over external job candidates in accordance with normal staffing processes.
3. TFT employees may be retained on payroll for up to 48 months, with the Company having the option to make them permanent at its discretion as outlined in the following process:
  - a. If, at the end of 24 months, the Company determines that the need for the employee remains, the Company may extend the TFT employee up to 48 months or convert the TFT employee to RFT status and will provide notification to the Union of that change.
    - i. As part of this process, the Company will open one (1) internal Group 1 Craft RFT job requisition for every two (2) extensions or two (2) conversions from TFT to RFT mentioned in paragraph 3.a, above.
    - ii. If, at the end of 48 months, the Company determines the need for the employee remains, the Company may convert the extended TFT employee to RFT status and will provide


notification to the Union of that change. In such a case, the Company will open one (1) internal Group 1 Craft RFT job requisition for every four (4) conversions of a previously extended TFT to RFT mentioned in paragraph 3.a, above.


- b. If it is determined that any TFT is no longer needed, the Company retains the right to work complete them at any time at its discretion. All things being equal, such work completion shall be done in inverse seniority order at the specific work location the TFT is being work completed at.
  - i. A TFT in good standing who is work completed will be eligible for priority consideration for external job requisitions (current and new) that they apply to and are qualified for that are posted by the Company for six (6) months following their off-payroll date.
  - ii. Nothing herein shall limit the TFT's current ability to express interest in other open requisitions within the bargaining unit, including Premises Technician positions.
- 4. New RFT job requisitions posted because of paragraph 3.a will be filled in accordance with the following process.
  - i. Internal RFT requisitions created by the application of section 3.a will be opened through the normal Job Vacancy process.
  - ii. The Company maintains full discretion to determine where the internal RFT job requisitions created by section 3.a will be placed within the territory covered by the 2025 Labor Agreements.
  - iii. Surplus Group 1 Craft employees will receive priority placement using the Company's current staffing processes – i.e., under section 3.b.(8) of Article XIII of the 2025 Labor Agreements.
- 5. Any job transfer occurring under this Agreement will not be entitled to employee-initiated retreat rights.
- 6. All job moves under this Agreement will be considered employee initiated and are not eligible for or entitled to relocation expenses.
- 7. No less than quarterly, or upon request from the Union, the Company will provide a report to the Union regarding TFT status.

8. Any position created by section 3.a of this Agreement will establish Time-In-Title and Location in accordance with Article XIII, Section 2 of the 2025 Labor Agreements.
9. The Company and the Union agree to appoint one representative each to monitor the processes under this Agreement. The appointed representatives may discuss any issues in good faith that may arise, and which are not covered in this Agreement.
10. The parties acknowledge this Agreement is not precedent setting and shall not be admissible in any grievance, arbitration or legal proceeding. Further, nothing in this Agreement, or any placement or bypass relating in any way to this Agreement, shall be subject to arbitration, except that any employee disqualified from a transfer under this Agreement for testing, unsatisfactory attendance or performance may grieve and arbitrate that disqualification under the 2025 Labor Agreements.

**FOR THE UNION:**

**FOR THE COMPANY:**

By:   
Derrick Osobase, Sr.  
Vice President, District 6

By:   
Randall S. White  
Vice President – Labor Relations






**MEMORANDUM OF AGREEMENT****Quarterly Movement Report**


This Memorandum of Agreement ("Agreement") is entered into as of April 13, 2025, between Communications Workers of America, District 6 ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively the "Company"). This Agreement shall be effective during the term of the 2025 Labor Agreements, or unless otherwise mutually agreed in writing by the parties, whichever occurs first.

Upon written request, and no more than once per quarter, the Company agrees to provide the Union with a monthly movement report showing all new hires, transfers and separations that occurred for each month within the bargaining unit covered by the 2025 Labor Agreements. Following such request, if any, the Company will provide the relevant monthly report for that quarter within 15 days of receipt.

**FOR THE UNION:**

By:   
Derrick Osobase, Sr.  
Vice President, District 6

**FOR THE COMPANY:**

By:   
Randall S. White  
Vice President – Labor Relations

**MEMORANDUM OF AGREEMENT****Union Local Presidents**

This Memorandum of Agreement ("Agreement") is entered into as of April 13, 2025, between Communications Workers of America, District 6 ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively the "Company"). This Agreement shall be effective during the term of the 2025 Labor Agreements, or unless otherwise mutually agreed in writing by the parties, whichever occurs first.

The Company agrees that certified Local Presidents (or, where a certified Local President designates in writing, their designee<sup>1</sup>) employed by the Company shall suffer no loss in pay to attend meetings with other AT&T companies.


Examples include:

- Meetings in which discipline (including warnings which are to be recorded as such in the personnel file, suspension, demotion, or discharge) is to be announced, if the employee so requests.
- Formal grievance meetings.
- Meetings requested by management where management confirms their agreement to pay for the Local President's or their designee's time in advance (on a case-by-case basis).
- Committee meetings where management confirms their agreement to pay for the Local President's or their designee's time in advance between the Company and the Communications Workers of America, District 6.

Neither time spent in travel, nor any other expenses incurred by a Local President, or their designee are covered by this agreement. The Company retains the sole discretion to determine methods used to track and approve or deny this time.

**FOR THE UNION:**

**FOR THE COMPANY:**

By: 

Derrick Osobase, Sr.  
Vice President, District 6

By: 

Randall S. White  
Vice President – Labor Relations

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<sup>1</sup> Local President's designee must be employed by the Company and may only be changed one-time annually. Annual designee changes must be done in writing and presented to the Company prior to the designee taking the position.



**MEMORANDUM OF AGREEMENT****Traditional Fiber Work**

This Memorandum of Agreement ("Agreement") is entered into as of April 13, 2025, between Communications Workers of America ("CWA" or the "Union") and Southwestern Bell Telephone Company, LLC and AT&T Services, Inc. (collectively the "Company"). This Agreement shall be effective April 13, 2025, through April 14, 2029.

Article XXV, Contract Work, of the 2025 Departmental Agreement governs the parties' historical treatment and understanding of the limitations associated with traditional telephone work and the Company's policy that such traditional telephone work will not be contracted out if it will currently and directly cause layoffs or part-timing of regular employees. Although work relating to the Company's fiber network is not covered by the Article XXV contracting out policy, it is the parties' intent that the following conditions will apply for the term of this Agreement:

1. Work performed relating to the Company's fiber network will be referred to as "Traditional Fiber Work" and defined as the historical work that Group 1 Craft technicians perform relating to the buildout, installation and maintenance of fiber services on the Company's network in the Southwest's historical franchise territories covered by the 2025 Labor Agreements.
2. This Agreement expands the Article XXV contracting out policy to now include that Traditional Fiber Work will not be contracted out if it will currently and directly cause either layoffs or part-timing of regular employees.
3. However, the inclusion of Traditional Fiber Work in this policy does not limit the existing rights of the Company to utilize contractors in any manner or otherwise limit the scope of work the Company engages contractors for.
4. Traditional Fiber Work, as defined and referred to in this Agreement, does not include, apply to, nor prohibit any partnerships or restrict any agreements the Company may enter into relating to its network operations, including but not limited to any partnerships or agreements relating to open access network provider (OANP) network infrastructures.

**FOR THE UNION:**

By: 

Derrick Osobase, Sr.  
Vice President, District 6

**FOR THE COMPANY:**

By: 

Randall S. White  
Vice President – Labor Relations







