



**2024**

**Field Services Southeast  
Labor Agreement**

Communications Workers of America



and

DIRECTV, LLC

Effective August 4, 2024 through June 24, 2028

**2024 FIELD SERVICES SOUTHEAST LABOR AGREEMENT  
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TO EMPLOYEES:

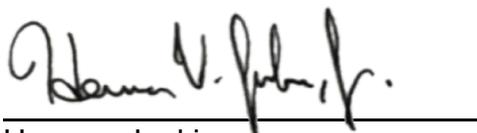
The Communications Workers of America is the official bargaining representative for all employees in your collective bargaining unit. This official relationship carries with it serious obligations and responsibilities which the Company and the Union are determined to fulfill. As a sign of good faith between **DIRECTV**, LLC and the Communications Workers of America, a "Responsible Relationship" clause, Article 28, is included in the Agreement, which governs your wages, hours and working conditions.

Simply stated, "mutual respect and responsibility" means an honest regard for equality in the official relationship between Company and Union representatives. It does not allow for a supervisor attempting to "pull rank" on a Union representative nor does it allow for a Union representative attempting to intimidate or "badger" a supervisor merely because there is a difference in point of view. It further means that no Company representative at any level should regard a grievance as merely an irritant, just as it also means that no Union representative should offer "grievances" which are designed only to harass management. Additionally, this clause means that Union and Company representatives must not engage in activities to undercut or belittle each other.

Company representatives, especially the first level of supervision, have the day-to-day responsibility to deal reasonably and in good faith with Union representatives. They have the right, in return, to expect responsibility and respect from the Union's representatives. To insure continually improving relations between the Company and Union, it is the intent of both organizations to deal with one another at all levels in a sincere, honest and businesslike manner. This effort by both parties should insure a better feeling for the needs of the employees.

Sincerely,

For the Union



Herman Junkin  
CWA Representative  
District 3

For the Company



Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

# **AGREEMENT**

**between**

**COMMUNICATIONS WORKERS OF AMERICA**

**and**

**DIRECTV, LLC**

This Agreement, made this 4<sup>th</sup> day of August, **2024**, by and between Communications Workers of America, herein called Union, and the **DIRECTV, LLC** herein called Company:

The parties agree that the Company hereby continues its recognition of the Union, for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment, as the exclusive bargaining representative of all employees of the Company except for supervisors and professional employees as defined in the National Labor Relations Act as amended, and employees regularly performing confidential labor relations duties.

The Company will retain and exercise full and exclusive authority for the management of its operations, except as expressly limited by the terms of this Agreement.

As a result of collective bargaining, the parties hereby covenant and agree that the following provisions shall remain unchanged and govern their relationship for the duration of this labor agreement.

## ARTICLE 1

### CLASSIFICATION OF EMPLOYEES

**1.01** Employees will be classified as Regular, Regular Limited Term or Temporary as defined below:

A. Regular Employee. One whose employment is expected to be indefinite. A regular employee may be either full-time or part-time.

1. **A part-time employee is one who is employed and normally scheduled to work more than seventeen (17) but less than forty (40) hours per week. The business unit will determine the scheduled hours for the part-time tours. Treatment of a part-time employee under the Company's benefit plans and payment programs is dependent on the scheduled tour the employee selects as described in this section.**

a. **For periods of service as a part-time employee, calculations for wages or service for each of the following benefit plans and payment programs will be based on the relationship of the individual part-time employee's scheduled tour to a forty(40) hour workweek:**

- **Comprehensive Disability Benefit Plan**
- **Life Insurance Plans**
- **Savings Plan**
- **Severance Plan**
- **Holidays, Personal Days Off, and Vacation**
- **Paid Illness days**

b. **Monthly contributions to the Medical, Dental and Vision Plans will be as outlined in Appendix B, Memorandum of Agreement – Benefits.**

c. **Vacation, Personal Days Off, and paid illness hours will be determined by the schedule tour the part-time employee selects to a forty (40) hour workweek.**

- B. Regular Limited Term Employee. One hired for a specific project or a limited period with the definite understanding that their employment will terminate or be converted to Regular Employee status upon the completion of the project or at the end of the period, and whose employment is expected to continue for more than one (1) year but, unless mutually agreed to by the Company and the Union, not longer than thirty-six (36) months as a Regular Limited Term employee. Regular Limited Term employees shall be excluded from the provisions in **Article 7** of this **Agreement**. If a Regular Limited Term employee covered by **this Agreement** attains **thirty-six (36)** months of service, the employee shall either be work completed or converted to a Regular Employee at the Company's discretion. If the employee is converted to Regular Employee, the employee will continue to be covered by the terms, conditions and benefits provided by **this Agreement**.
  
- C. Temporary Employee. One hired for a specific project or a limited period with the definite understanding that their employment will terminate upon the completion of the project or at the end of the period, and whose employment is expected to continue for not more than twelve (12) months. Temporary employees shall be excluded from the provisions in **Article 7** of this **Agreement**.

#### **1.02 Probationary Period.**

For the purposes of this **Agreement**, all employees hired after the effective date of this **Agreement**, unless otherwise specified by management, will be probationary. Employees will remain probationary for twelve (12) months.

## ARTICLE 2

### WAGE CREDIT

#### 2.01 Wage Credit/Changes in Start Rate.

- A. Applicants for employment who possess skill or knowledge over and above that normally expected of a new employee may be given wage schedule service credit equivalent to this knowledge or experience and receive as a starting rate the rate corresponding to this wage schedule service credit. Subsequent increases will be in accordance with the progression schedule.
- B. New hires with no prior experience may be granted up to **twenty-four (24)** months wage credit to meet market conditions (tight labor market) as determined by the Company. hereafter, each such employee shall progress in keeping with the steps for the wage scale in which the employee was hired. The Company will adjust the wage rate of all employees in the title where wage credit was granted and on the payroll in the **reporting area** where the tight labor market is declared to the new rate established if they are currently below the new rate. Before any adjustments are made to increase or decrease the wage credit given to potential new hires, the Company will advise CWA.

#### 2.02 Transfers Without Change in Wage Scale to Reporting Areas Having Lower/Higher Wage Zones/Wage Areas.

- A. Employees with **six (6)** months service transferring to a lower wage zone/wage area shall suffer no change in their rate of pay unless their rate of pay is more than the maximum of the new zone/area. If their rate of pay is above the maximum at the new zone/area, the rate shall be reduced to the maximum. For employees with less than **six (6)** months of service, the rate of pay shall be adjusted at the time of transfer to the rate applicable to their wage experience credit on the wage scale for the lower zone/area.
  - 1. If his/her rate is not above the maximum at the new location he/she shall continue at such rate until his/her wage length of service entitles him/her to an increase on the wage scale in effect at the new location.
- B. When an employee transfers to a higher wage zone/area, his rate of pay shall be adjusted to the same wage length of service for the higher zone/area.

## **ARTICLE 3**

### **SCHEDULING**

**3.01** A Calendar Week is a consecutive period of 7 days, the first day of which is Sunday.

**3.02** **Work Schedules.**

Insofar as service requirements and the conditions of the business permit, selection of work schedules shall be by seniority. The Company will determine and post the work schedules. Employee's scheduled work hours may start at any time of the day, on any day of the week and may be spread over any six (6) days of the week. Work schedules will be posted for a minimum period of two (2) weeks and are subject to change, with forty-eight (48) hours notice to the employee. If an employee is notified less than twelve (12) hours before the originally scheduled start time of a change in work hours, the affected employee will receive two (2) hours of pay at the straight time rate.

All employees will have the opportunity to work forty (40) hours in a week. Any time off from otherwise scheduled work will be counted toward the forty (40) hours.

**3.03** **Meal Periods**

**Unpaid meal periods will normally be scheduled for thirty (30), forty-five (45) or sixty (60) minutes, as determined by the Company.**

**3.04** **Rest Periods**

**Rest periods will be assigned in accordance with State and/or Federal law; however, they will be fifteen (15) minutes in length.**

**3.05** **Four-Ten Work Schedules.**

The Company will determine if, when and in which groups it would establish a four-ten work schedule. The Company can terminate an established four-ten work schedule at any time for any reason.

Overtime will be paid according to **Article 4**. Overtime is time worked in excess of forty (40) hours in a workweek.

A vacation week will always equal forty (40) hours of time off. The employee's scheduled vacation week will be changed to a five-day (5), Monday through Friday, eight (8) hour schedule. Vacation weeks taken a day-at-a-time should be converted to hours for administrative purposes. A vacation day will be ten (10) hours unless the remaining balance of vacation hours is less than ten (10) hours.

Personal **Days Off** specified in the **Article 5** of **this Agreement** will be eight (8) hours.

An employee's work schedule during a holiday week shall normally be the same as though it were not a holiday week. If the holiday falls on a scheduled day, and the employee is scheduled off, the Company will pay eight (8) hours of holiday pay at straight time. If the employee wishes to be paid the remaining two (2) hours, the employee may use available vacation, personal days off or absence time. If the employee does not wish to be paid, the time will be unpaid excused.

Employees who work the holiday will be paid as follows:

- Eight (8) hours straight time for the holiday;
- Time and one-half for each hour worked up to eight (8) hours;
- Straight time for time worked in excess of eight (8) hours;
- Overtime rules apply for time worked in accordance with **Article 4**.

If a holiday falls during the employee's scheduled vacation week; and if the holiday falls on a scheduled vacation day, the employee will be entitled to an additional eight (8) hours of vacation time. If the holiday falls on a non-scheduled day, the employee will receive eight (8) hours of holiday pay at straight time.

Paid absence will be granted in accordance with Section **6.03** of this **Agreement**. An employee who is eligible for absence payments will receive ten (10) hours of pay if the employee is sick on a scheduled ten (10) hour day, unless the remaining balance of paid absence time is less than ten (10) hours.

### **3.06 Split Work Days.**

The Company may schedule employees to work a split workday. A split workday is a divided workday, with hours off in between.

### **3.07 Cancellation of Hours.**

- A. If an employee is notified less than twelve (12) hours before the originally scheduled start time that the scheduled hours are canceled, the affected employee will receive two (2) hours of pay at the straight time rate.
- B. If an employee begins the scheduled workday, management cannot cancel the employee's hours for the remainder of that workday.

## ARTICLE 4

### PAY AND BASIS OF COMPENSATION

#### 4.01 Pay Period.

Employees will be paid on a bi-weekly basis. Payment of wages for each two-week period will be made no later than the Friday following the end of the pay-period.

#### 4.02 Sunday Premium Payments.

Employees who work on a Sunday shall receive the rate of one and one-half (1½) times the employee's base wages, up to a maximum of eight (8) hours per day. Employees who are excused from work with pay during scheduled hours on Sunday shall be paid at straight time for the excused absence.

#### 4.03 Discretionary Lump Sum Payments.

A lump sum payment of up to five (5) percent of an employee's annualized (52 weeks) weekly wage rate may be granted to individual employees at the Company's discretion.

#### 4.04 Additional Cash Awards.

The Company may provide employees with additional cash awards. The selection of employees and the amounts of the cash awards will be made at the discretion of management.

#### 4.05 Overtime.

A. Employees may be required to work up to **twelve (12)** hours of overtime subject to the needs of the business, except that this limitation will not apply in cases of 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.). Overtime hours worked in excess of forty (40) in a calendar week will be paid at the rate of one and one-half (1½) times the basic hourly wage rate and in accordance with applicable Federal and/or State Laws. **Hours worked in excess of fifty-four (54) hours in a workweek shall be paid at the rate of two (2) times the employee's regular rate of pay, unless the employee is on an overnight loan or an emergency condition, as defined above, exists.**

B. The following shall be included in the calculation of the forty (40) hour overtime threshold:

- Holiday hours worked.
- Personal Days Off.
- Sunday hours worked.
- Absence for Union Business (paid and unpaid).

**4.06 Shift Differentials.**

A. Employees who are scheduled to work an evening or night assignment in which more than fifty (50) percent of the time falls between the hours of 6:00 p.m. and 6:00 a.m., shall receive a daily premium payment of ten (10) percent of their base wages for each day worked. Shift differentials will be included in the employee's rate of pay for purposes of computing payments during periods of vacation and holidays, if the following conditions are met:

1. An employee works one (1) full work week of evening or night assignments before his/her vacation or holiday and is scheduled to work one (1) full work week of evening or night assignments, following his/her vacation or holiday.

**4.07 Relief Differential.**

Employees will be paid a differential of eight dollars (\$8.00) when in addition to their normal duties they relieve or assist a manager for four (4) hours or more. Relief Differential assignments specifically exclude administering discipline to other employees.

**4.08 Working in a Different Title.**

The assignment of a particular title to an employee does not mean that the employee shall perform only the kind of work coming under his/her title classification, or that certain kinds of work shall be performed exclusively by certain classifications of employees in **this Agreement**.

## ARTICLE 5

### HOLIDAYS, PERSONAL DAYS OFF, AND VACATIONS

#### 5.01 Paid Holidays.

Seven (7) paid holidays shall be observed as follows:

New Year's Day	Labor Day
Memorial Day (last Monday in May)	Thanksgiving Day
<b>Martin Luther King Day</b>	Christmas Day
Independence Day	

Holidays that fall on a Sunday will be observed on the following Monday. When a holiday falls on a Saturday, employees will be given another day off in a subsequent week or a preceding week as determined by the Company. All time off earned in the previous vacation year, must be taken before any time off in the current vacation year can be taken.

#### 5.02 Holiday Work.

Any work which begins on an authorized holiday.

#### 5.03 Working on a Holiday.

Employees who work on a holiday, will not be given a day off to be taken at a later date. Employees who work on a holiday will be paid eight (8) hours at straight time for the holiday and at time and one half (1½) for each hour worked on the holiday.

#### 5.04 Holidays During a Vacation Week.

When a holiday falls during a week in which an employee is on vacation, the day will be treated as a holiday, not as a day of vacation.

#### 5.05 Vacation Year.

A. The year in which vacation and Personal Days Off may be taken shall be known as the "vacation year." The vacation year is defined as a period of time beginning January 1<sup>st</sup> and ending on December 31<sup>st</sup>. Employees must be active on the payroll (not on a leave of absence or on disability) and must physically report to work for at least one (1) day in the vacation year to be eligible for vacation and Personal Days Off.

- B. However, an employee may be granted vacation for which they are otherwise eligible in a vacation year without performing any work for the Company in that year provided they are not on a leave of absence or disability and such vacation is contiguous to and continues with their vacation for the preceding year; or such vacation begins during the first seven (7) days of the vacation year.

**5.06 Personal Days Off.**

- A. Employees are allowed flexibility through the use of Personal Days Off to be off work with pay, subject to approval by management.
- B. Each employee who has completed six (6) months of service will be eligible for eight (8) paid Personal Days Off each vacation year.
- C. The Company may at its discretion place employees on Personal Days Off and require them to take Personal Days Off at a specified time. The number of Personal Days Off that management may place employees on, is limited to not more than one (1) in each vacation year. Should the need to place employees on a Personal Day Off occur, the Company will provide thirty (30) days notice to the affected employee.

**5.07 Carry-over of Personal Days Off.**

All employees are encouraged to take all of their Personal Days Off during the vacation year. However, Personal Days Off may be carried over into the next vacation year. Personal Days Off that are carried over must be taken by April 30<sup>th</sup> of the year in which they are carried over.

**5.08 Selection of Personal Days Off.**

All Personal Days Off shall be selected based on seniority within a workgroup as determined by the Company. Employees may be permitted to take all of their Personal Days Off in two (2) hour increments, except for the one (1) day in the vacation year that the Company may assign. The Company shall determine periods available for selection and the number of employees allowed off on Personal Days Off.

### **5.09 Guaranteed Personal Time Off.**

An employee will be allowed, on request, to take off two (2) single days (Personal Day Off or Vacation Day) per year with the following restrictions:

- May not be taken during the months of June, July or August;
- May be taken in half (1/2) day increments;
- One (1) person per work group, per day (unless otherwise mutually agreed locally);
- May not be taken on a Company recognized holiday; and
- May only be utilized Monday through Saturday

### **5.10 Vacation Eligibility.**

Employees shall be eligible to accrue vacation, based on their Net Credited Service (NCS) with the Company, as follows:

- A. One (1) week of vacation upon completion of six (6) months of service.
- B. Two (2) weeks of vacation upon completion of twelve (12) months of service. This provision cannot be combined with the above to result in more than two (2) weeks of vacation entitlement in the same vacation year.
- C. Three (3) weeks of vacation to any employee who could complete seven (7) years of service or more but less than fifteen (15) years of service within the vacation year.
- D. Four (4) weeks of vacation to any employee who could complete fifteen (15) years of service or more but less than twenty-five (25) years of service within the vacation year.
- E. Five (5) weeks of vacation to any employee who could complete twenty-five (25) years of service or more within the vacation year.

### **5.11 Carry-Over Vacation.**

- A. All employees are encouraged to take all of their vacation time during the vacation year. However, a maximum of one (1) week of vacation may be carried over into the next vacation year. A vacation week that is carried over must be taken by April 30<sup>th</sup>.
- B. The Company may at its discretion place employees on vacation and require them to take vacation at a specified time. The number of weeks management may place employees on vacation is limited to not more than one (1) week in a vacation year. Should the need to place employees on vacation occur, the Company will provide thirty (30) days notice to the affected employees.

**5.12 Vacation Selection.**

Employees may select their vacation in full weeks and on a day-at-a-time basis during the vacation selection process. Vacations shall be selected in a work group as determined by the Company, based on seniority. The Company shall determine periods available for selection and the number of employees allowed off on vacation.

**5.13 Payment in Lieu of Vacation.**

- A. An employee who leaves the service without completing 6 months of service or any employee who is dismissed for misconduct as distinguished from inability or unadapt ability to perform properly the duties of the job is not entitled to vacation pay. An employee who leaves the service without completing 12 months of service is not entitled to vacation pay for the second week of vacation but shall receive pay in lieu based on the appropriate accrual schedule below.
  
- B. If an employee retires or is laid off before his/her vacation is completed, payment in lieu of unused vacation as if he/she had worked the entire calendar year shall be made to the employee. In case of death, this payment will be made to the deceased employee's spouse, or if there is no spouse, to the employee's estate.
  
- C. Except as provided otherwise, an employee who is leaving the Company shall be paid in lieu of eligible vacation he/she has accrued but not used in the calendar year based on the following accrual schedule.

Month Employee Leaves Company or Credited Months	Annual Eligible Vacation Hours (See Section 5.10, Vacation Eligibility above for number of eligible weeks)				
	5 Days or 1 Week (40 Hours)	10 Days or 2 Weeks (80 Hours)	15 Days or 3 Weeks (120 Hours)	20 Days or 4 Weeks (160 Hours)	25 Days or 5 Weeks (200 Hours)
	Number of "Earned" Current Year Vacation Hours				
Jan. (1)	3	7	10	13	17
Feb. (2)	7	13	20	27	33
Mar. (3)	10	20	30	40	50
Apr. (4)	13	27	40	53	67
May (5)	17	33	50	67	83
Jun. (6)	20	40	60	80	100
Jul. (7)	23	47	70	93	117
Aug. (8)	27	53	80	107	133
Sep. (9)	30	60	90	120	150
Oct. (10)	33	67	100	133	167
Nov. (11)	37	73	110	147	183
Dec. (12)	40	80	120	160	200

## **ARTICLE 6**

### **ABSENCES FROM DUTY**

#### **6.01 Civic Duty.**

- A. Employees must give their supervisor advance notice when they are requested to appear for jury duty. Time off to comply with a summons for obligatory jury duty will be paid subject to court verification. The Company will grant unpaid time off for other court ordered processes. Employees are expected to notify their supervisors as soon as possible of the need for time off to comply with any court order.
- B. Employees, who do not have at least two hours off during the time the polls are open, will be excused from work to allow time to participate in governmental elections.

#### **6.02 Death in an Employee's Immediate Family/Household.**

- A. Employees may elect up to three (3) paid days of excused time off due to a death in the employee's immediate family. Immediate family includes the employee's parents, stepparents, adoptive parents, children, stepchildren, adoptive children, brothers, stepbrothers, sisters, stepsisters, husband or wife (including Legally Recognized Partner), grandparents, grandchildren, mother-in-law or, father-in-law. If more time off is needed, an employee may request vacation time or unpaid time off, all of which is dependent on the needs of the business. In all cases, supervisory approval is required.
- B. Additionally, employees may elect up to five (5) unpaid days of excused time off due to the death of the employee's wife, husband, children, parents, or legally recognized partner. Vacation or Personal Days Off may be substituted for these unpaid excused days at the employee's option.

#### **6.03 Absence.**

Employees having one (1) or more years of NCS shall be paid at the basic wage rate for illness absences on scheduled workdays, up to a maximum of five (5) paid illness days per calendar year. Employees must notify their supervisor before their scheduled start time that they will be absent from work due to illness.

#### 6.04 Military Service.

- A. The provisions of the Uniformed Services Employment and Re-employment Rights Act of 1994, as now written and as it may be amended, hereinafter referred to as the "Act", will govern the obligations of the Company to grant employees leaves of absence for military service. The Secretary of Labor, the Office of Veterans Re-Employment Rights, Labor Management Services Administration, has offices in major cities with which contact may be made with respect to rights under the Act.
- B. The term Military Service includes active duty, active duty for training, initial active duty for training and full-time national guard duty with the Armed Forces of the United States.
- C. Absence from the job to perform military service with the Armed Forces will be categorized as follows:
  - 1. Military absences less than **thirty-one (31) Days** - Granted to employees who are members of a federally recognized Component of any branch of the Armed Forces, who are called out for a training period normally not to exceed **two (2) weeks** or for active emergency service not in excess of **thirty (30) days**. (If emergency extends beyond one month, a Personal Leave will be granted.) Requests to be excused for military training or duty involving absence of more than two weeks in one year will be considered individually.
  - 2. Military Leaves of Absence - Granted to an employee entering "active duty", as described in "B" above, covering the period from the date of entry through the date of discharge.
    - a. Military Leaves of Absence will be granted to regular and temporary employees. For the purposes of this section, temporary employees will include all temporary employees within the meaning of this Agreement except those who leave a "temporary position" within the meaning of the Act.
    - b. Employees who at the expiration of their military leaves of absence are requested to remain on active duty for the convenience of the federal government will have their leave extended in accordance with the Act providing the Company is furnished a copy of the employee's military orders extending the tour of active duty.
    - c. A copy of the appropriate military orders identifying the employee's name and period ordered to duty as described in "a" and "b" above must be furnished in all cases to the Company prior to the date of entry.

D. Re-employment - Employees will be re-employed in accordance with the terms of the Act and in the same **reporting area** or **a reporting area** in the same general area on the same or equal job at which the employee was working prior to the leave. Employees who do not apply for re-employment or who do not report within the timeframes listed below will be considered as resigned.

1. An employee who served **thirty (30)** days or less must return to work on the next scheduled **workday** following completion of the active duty, provided a period of **eight (8)** hours has elapsed since completion of active duty.
2. An employee whose military service was more than **thirty (30)** days but fewer than **one hundred eighty-one (181)** days must submit a request for re-employment no later than **fourteen (14)** days after completing the service.
3. An employee serving more than **one hundred eighty (180)** days must submit a request for re-employment no later than **ninety (90)** days after completing the service.
4. An employee who is hospitalized or recovering from an illness or injury has up to **two (2)** years in which to submit a request for re-employment.

Employees returning to work according to these prescribed timeframes will be reinstated with full seniority.

E. Pay Treatment.

1. "Government Pay" for the purposes of this section will include basic pay, pay for special or hazardous duty and, for those with dependents, the difference between quarters allowances established for members of the uniform services with dependents and those established for members of the uniform services with equal rank without dependents. Government pay is based on **seven (7)** calendar days per week when used to determine the differences between Company pay and Government pay.
2. "Company Pay" for the purposes of this section will be the amount of the employee's basic pay as defined in 1.24 of this Agreement. Company pay is based on the employee's regular weekly pay for the **five (5)** scheduled **workdays** per week prior to the beginning date of the absence for military service when used to determine the difference between Company pay and Government pay.

3. Employees ordered as members of a Component or Unit to attend a training period, normally not to exceed **two (2)** weeks, or to active emergency service for a period not to exceed **thirty (30)** days, will be paid the amount, if any, by which their regular Company pay exceeds Government pay. However, it is not the intent of any of the foregoing to provide such payments for more than **ten (10) workdays** in any one **twelve (12)** month period unless such payments are made with Department Head level or higher approval.
4. Employees who are granted leave for military service under this Agreement will, when their Company pay is greater, receive the difference between their Company pay and their Government pay in accordance with the provisions of this section. Moreover, the period during which an employee is eligible for such difference in pay, if any, will be based on the employee's term of service and the type of entry into military service. Such pay determinations will be as follows:
  - a. Employees with less than one year of seniority who (1) are drafted or inducted or who are subject to induction and enlist for the minimum period into the military service, or (2) who are members of a Component (including the Reserve and National Guard) and the Unit or employee as an individual is involuntarily ordered or called into active duty will be paid for the first **two (2)** weeks with an additional **three (3)** months if the employee has a spouse and/or dependent children under 18 years of age on the beginning date of the leave for military service.
  - b. Employees with one year or more of seniority who (1) are drafted or inducted or who are subject to induction and enlist for the minimum period into military service, or (2) who are members of a Component (including the Reserve and National Guard) and the unit or the employee as an individual is involuntarily ordered or called into active duty will be paid for the first 3 months with an additional **three (3)** months if the employee has a spouse and/or dependent children under 18 years of age on the beginning date of the leave.
  - c. Employees who have not previously served on active duty and who voluntarily enlist in a Reserve Component of the Armed Forces which requires the employee as a condition of the enlistment to perform a period of training duty usually for a **six (6)** month period and upon completion of such training returns to Reserve status will be paid in accordance with "a" and "b" above.

- d. Employees not subject to induction but who voluntarily enlist in the Armed Forces for a period of active duty, regardless of seniority, will be paid the difference in pay for the first **two (2)** weeks with no dependent pay.
- e. Employees who have dependents other than a spouse or child under 18 years of age at the commencement of the leave will, upon submission of proof of dependency, receive special payments from the Company not to exceed those provided for dependents herein.

F. Vacation Treatment.

- 1. Employees entering the military service, for which a leave has been granted, will be given such vacations to which they are entitled under this Agreement. A lump sum payment in lieu of any unused vacation to which an employee may be entitled at the date on which the leave begins will be made at that time as if he/she had worked the entire calendar year.
- 2. Upon being re-employed after returning from leave, employees will receive any vacation to which they are entitled under the provisions of the Agreement then in effect to the extent that such vacation may be taken within the current calendar year. The limitations contained in **5.05** of this Agreement will not be applicable.
- 3. Participation in training or emergency duty as outlined herein will not affect the regular vacation to which the employee may be entitled.

G. Concession Service.

When an employee is granted a military leave, concession service may be continued during the period the employee is on leave provided the service is being furnished within the Company to the employee or a member of his/her family to whose support he/she contributes.

H. Payroll Deductions.

All payroll deduction authorizations will be canceled as of the date on which the military leave begins.

I. Application of Pay Treatment Where an Employee Reports for Military Service More Than Once.

- 1. If an employee has received payments as outlined above and returns to the employ of the Company and thereafter within **twelve (12)** months of his/her return is granted another military leave, he/she will receive such pay in connection with such subsequent leave as provided in this section less the total amount of payments made in connection with such previous military service.

2. The amount of pay as provided above for an employee granted a military leave will be reduced by payments, if any, made (for absences during the **sixty (60)** days prior to the effective date of the leave) to such employee excused and paid under this section.

J. Status Under Short Term Disability.

1. Employees re-employed by the Company under the provisions of 6.06 and in accordance with the Act will be entitled to full seniority for the period of absence in the Armed Forces.
2. Leaves for military services granted under this section will be with eligibility to death benefits, and with eligibility to short-term disability benefits at the termination of such leave if the employee is then incapacitated, all in accordance with the terms of the short-term disability program.
  - a. Death benefit payments, where payable in death cases occurring during the period of a leave for military service, will be based upon term of seniority at the time the leave was granted plus the elapsed time on the leave to the date of death and will be computed at the rate of Company pay which the employee was receiving at the time the leave began.
  - b. Short-term disability benefit payments, where payable, will be based upon seniority at the time the leave for military service was granted plus the elapsed time on leave to the termination of the leave and will be computed on the basis of the rate of Company pay in effect at the time of the employee's re-employment.

**ARTICLE 7**

**FORCE ADJUSTMENTS**

**7.01 Relocation of Work.**

When work is to be relocated, the Company may, if it deems appropriate, offer the affected employees the opportunity to follow their work to the new location in seniority order. Employees who elect to follow their work to the new location will be considered as employee initiated transfers.

**7.02 Force Adjustment.**

- A. Whenever force conditions, as determined by the Company, are considered to warrant a surplus and the possible layoff of employees in any group identified by the Company, the Company shall notify the Union (in writing, prior to notifying the affected employees) of the number of surplus employees in each such group. Layoffs in each such group shall occur in inverse order of seniority. 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.
  
- B. A **DIRECTV** employee scheduled to be laid off shall for a minimum of four (4) weeks prior to layoff, be allowed to submit the required form(s) to Staffing in an effort to be matched to available open positions for which they are qualified, in the appropriate order of consideration.
  
- C. If the Company deems it appropriate for reason other than surplus, a layoff allowance may be offered to employees to leave the service of the Company in accordance with the table in Section **7.03** below in a process determined by the Company.

**7.03 Layoff Allowance.**

Employees who are laid off will be paid a layoff allowance based on their seniority and their base weekly wage rate in effect at the time of the layoff, in accordance with the following:

Completed Length of Service	Layoff Allowance
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 Months or More	6 weeks of pay

#### **7.04 Priority Rehire.**

Employees who are laid off with satisfactory attendance and work performance and who apply for re-employment to the same position from which they were laid off, will receive priority consideration for rehire over new applicants for twenty-four (24) months from his/her layoff date.

## ARTICLE 8

### WORKING CONDITIONS

#### 8.01 Home Garaging.

The Company may, at its discretion, implement a mandatory Home Garaging Program. The Company may change the program at its discretion. Once implemented, the Company can cancel the program with thirty (30) days notice.

#### 8.02 Monitoring/GPS.

- A. The Company, at its discretion, may monitor and/or record calls of those employees in **this Agreement** in accordance with State and Federal laws.
- B. The Company, at its discretion, may use GPS technology with those employees in **this Agreement** in accordance with State and Federal laws.

#### 8.03 Work Apparel.

- A. The Company may, at its discretion, implement appearance standards and/or a dress code consistent with State and Federal laws. The Company may change the standards and code at its discretion.
- B. For the employees in the **Services** Technician title in **this Agreement**, participation in the **DIRECTV** Branded Apparel Program (BAP) is mandatory.
- C. The Company can modify or discontinue this program at its discretion. If the BAP is discontinued for the employees listed in **this Agreement**, the Company will give those employees a minimum notice of thirty (30) days prior to such discontinuance.

## ARTICLE 9

### TRAVEL AND TEMPORARY ASSIGNMENTS

#### 9.01 Travel and Temporary Work Locations.

- A. The Company will either furnish all means of transportation or specify what transportation shall be used for travel on Company business.
- B. Employees who agree to use their personal vehicles for Company business will be reimbursed at the then current IRS reimbursement rate for mileage.
- C. Employees may be assigned to work at a temporary work location. When employees are assigned to work at a temporary work location, the employee will be reimbursed for travel time and transportation expenses to and from the temporary work location in excess of that required for the employee's normal commute.
- D. Transportation expenses include, but are not limited to, mileage, bridge toll, parking, airfare, and bus fare.

#### 9.02 Overnight Trips.

If the Company determines that overnight travel is required, the employee will be reimbursed for expenses, which are supported by receipts as follows:

- A. Transportation expenses as described in Section **9.01** (D) above.
- B. Lodging, approved in advance by the Company.
- C. **Per diem of forty-two dollars (\$42).**
- D. The Company will determine when overnight trips are required. Insofar as the service requirements and abilities of the employees will permit, as determined by management, employee preference in order of seniority shall be taken into account in the assignment of overnight trips.

**ARTICLE 10**  
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## ARTICLE 12

### TRANSFERS

#### 12.01 Transfer.

- A. The Company may, in its discretion, hire employees off the street or from outside of the bargaining unit to fill vacancies in **this Agreement**. However, if the Company determines that a vacancy is to be filled from within **this Agreement**, it will post a notice of the vacancy. Regular full-time employees with at least thirty (30) months of time in title, unless waived by the Company, who have satisfactory attendance and work performance may apply for the vacancy.
- B. Regular full-time employees covered under this **Agreement** who have at least thirty (30) months time in title, unless waived by the Company, who have satisfactory attendance and work performance will have the opportunity to be considered for transfers to available positions, covered by this **Agreement**, at the discretion of the Company.
- C. In deciding who will be selected for a vacancy, the Company will determine which employee is most qualified to fill the position. The Company will consider an employee's qualifications and where, in the judgment of the Company, such qualifications are equal, it will use seniority. The Company may elect to retreat an employee within the first nine (9) months from the date the employee accepted the position.

When an employee transfers to a higher or a lower wage schedule the employee will move to the same wage schedule step on the new wage schedule that the employee was at on the old wage schedule. In addition, the employee's time spent, months and days, at the step on the old wage schedule will count towards the time required for the employee to progress to the next higher step on the new wage schedule.

## ARTICLE 13

### APPLICATION OF SENIORITY

**13.01** Seniority as used in this **Agreement** shall mean Net Credited Service (NCS) with the Company as determined by the Pension Plan Administrator.

**13.02** Where two or more employees have the same net credited service, the employee with the lowest last four digits of social security number shall be considered to be the most senior. In case there should be two or more employees with the same last four digits of the social security number, the lowest middle two digits of the social security number will determine seniority. Should two or more employees have identical numbers to this point, the employees will be arranged alphabetically by last name.

## ARTICLE 14

### CONTRACTING OF WORK

It is the Company's objective to consider carefully the interests of both the customer and employee along with all other considerations essential to the management of the business in a highly competitive and dynamic environment. While the Company believes it is in its best interests to utilize its own employees, the Company does use contractors as it deems necessary in order to respond to a highly unpredictable marketplace. For various reasons where the needs of the business require, the Company may subcontract **bargaining unit** work, **provided that it will not currently and directly cause layoffs of Regular Employees covered by this Agreement.**

## ARTICLE 15

### NEW JOB TITLES

#### 15.01 Job Titles.

Whenever the Company determines it appropriate to create a new job title in the bargaining unit or to restructure or redefine an existing one, it shall be handled as follows:

- A. The Company shall notify the Union in writing of such job title and shall furnish a job description of the duties and the wage rates and schedules initially determined for such job titles. Such wage rates and schedules shall be designated as temporary. Following such notice to the Union at the Company bargaining level, the Company may proceed to staff such job title.
- B. The Union shall have the right, within **thirty (30)** days from receipt of notice from the Company, to initiate negotiations concerning the initial wage rates or schedules established as temporary by the Company.
- C. If negotiations are not so initiated or if agreement is reached between the parties within **sixty (60)** days following receipt of notice from the Company concerning the wage rates and schedules, the temporary designation shall be removed from the job title or classification.
- D. If negotiations are initiated and the parties are unable to reach agreement within **sixty (60)** days following receipt of notice from the Company, the Union shall provide the Company in writing a statement of their position containing the wage rate they consider appropriate for the new or restructured job. The issue of an appropriate schedule of wage rates shall then be submitted to a **Neutral Third Party (NTP)**, to be selected as set forth below, for determination of the final schedule of wage rates.
- E. It is expected that agreement on a job description be reached during the negotiation. If such agreement is not reached, a joint job description verification study will be undertaken to ensure that the work components assigned to the job by the Company are accurately described. If, following this verification study and any resulting modifications to the job description, agreement still cannot be reached that the work components are accurately described, grievance and arbitration procedures may be initiated. Such grievances must be filed by the Union at the Executive Level within the **sixty (60)** day period described in "D" above.

- F. Once the parties agree the job has been accurately described or the matter has been resolved by arbitration, the Company and the Union will notify the NTP that he/she has been selected and arrange a meeting within the third or fourth week of the first 30 days at a place mutually agreeable with all parties. The NTP will also be informed that each of the parties will send their written rationale for the proposed wage rate of the disputed job to the NTP within **two (2)** weeks. This will include a job description and other agreed upon information.
- G. The Union and Company will meet within **two (2)** weeks and exchange their rationale for their proposed rate. This will normally include comparisons of not more than **two (2)** existing bargained-for jobs that each party feels will justify their position. They will jointly mail the required material to the NTP. This material will include: (1) an agreed upon job description of the disputed job, (2) the job descriptions of existing jobs (not more than **two (2)**) that each party feels justifies the rate of the disputed job, and the wage schedule that each party believes should apply, and (3) the parties may include information such as competitive market rates if they so desire.
- H. At the meeting, each party may verbally present its position to the NTP. This meeting is for the purpose of providing the NTP with detailed information concerning the duties of the job, the skills required, the training necessary to perform the work and other related information. Similar information for the comparable jobs as detailed in "G" above may be provided so that the NTP can expeditiously render a fair and informed decision determining the wage rate for the disputed job. It is generally expected this informative meeting would be concluded in one day or less and be completed within **thirty (30)** days of the NTP selection. Each party shall bear the expense of its representatives and witnesses at this meeting.
- I. At the conclusion of this meeting, the NTP must notify the Union and Company if additional information or a job visit is required. The parties will coordinate the provision of additional information or a job visit. If the Union and Company representatives wish to accompany the NTP on the job visit or incumbent interview, they may do so. All of these arrangements must be made so that the decision can be reached within **sixty (60)** days.
- J. While it is not intended that such third party undertake a full and complete job evaluation study, he/she shall review the job titles and their respective wage schedules as submitted by the Company and the Union for comparison purposes. Also, if necessary, the NTP may make an on-site inspection of the workplace and conduct a reasonable number of interviews of incumbents.

- K. The decision should include a brief rationale for the wage schedule that was selected for the disputed job. The intent is that the NTP will select either the wage schedule submitted by the Company or the Union. In the event the NTP selects the wage schedule submitted by the Union, the new schedule shall be placed in effect retroactively to the date notification was given to the NTP as specified in "F" above up to a maximum of **sixty (60)** days. If the parties mutually agree to waive the time frames specified in Article 15, the period of retroactivity will be a negotiable item to be addressed in the final evaluation of the issue.
- L. The expense of the NTP will be borne equally by the parties.
- M. The NTP referred to above shall be selected by mutual agreement from a list of **five (5)** individuals compiled by the Company and the Union. Such individuals on the list shall possess acknowledged expertise in the area of job evaluation.

**15.02 Negotiations Covering Wage Rates for New or Restructured Job Titles.**

The procedures set forth in 15.01 above shall be the exclusive means by which the Union may contest the schedule of wage rates which the Company sets for any new or restructured job title.

**15.03 Negotiations Covering Wage Rates for Reporting Areas or Equipment Locations.**

- A. The Company shall furnish to the Union, in writing, notice of the acquisition or activation by the Company of additional **reporting areas** or equipment locations which require the establishment of new jobs or extension of jobs or job titles.
- B. The Union shall have the right within **thirty (30)** days from receipt of such notice in "A" above to initiate negotiations concerning the appropriate wage zone/wage area applicable to the job titles involved.

## ARTICLE 16

### HEALTH AND SAFETY

#### 16.01 Work During Inclement Weather.

When employees are on duty and because of inclement weather, are, in the opinion of the supervisor, unable safely to perform their regular work, they shall be assigned such other work as may be available in order that their time may be profitably utilized. The correctness of a supervisor's opinion regarding the clemency of the weather shall be subject to Union grievance action and any Union complaint of unfair treatment under this section shall be subject to final review by the appropriate Department Head.

#### 16.02 Grievance Procedure Regarding Safety.

The maintenance of proper health and sanitary conditions, the observance of all laws relating to fire protection and safety, and hazardous wastes, materials, and substances are of mutual concern to the Company and the Union. Any question regarding such matters may be made the subject of a grievance but shall not be submitted to arbitration.

#### 16.03 Occupational Safety and Health Committee.

The Company will continue to make provisions for the safety and health of its employees during hours of employment. The Union agrees to cooperate with the Company in assuring conformance to all established safety regulations.

- A. The Company and the Union shall establish a committee on Occupational Safety and Health. The Committee which will meet **virtually, semiannually** shall be comprised of **three (3)** members from the Union and **three (3)** members from the Company, to be appointed by the Company and the Union respectively. The Company agrees to reimburse only for the time spent by active employees for attendance at such committee meetings during the employee's scheduled tour at his/her regular rate of pay.
- B. The Safety Committee will discuss safety and health matters such as existing practices and rules relating to safety and health, work place design, accident statistics and trends, personal protective equipment, safety training, potential toxic substances, first aid procedures and other safety matters.

## ARTICLE 17

### UNION FUNCTIONING

#### 17.01 Promotions and Transfers of Union Officers.

- A. The Company agrees that it will not promote or transfer any duly certified local Union representative without the consent of the appropriate CWA representative if such promotion or transfer affects his/her status as a representative of the Union.
- B. The Company shall first discuss the proposed promotion or transfer with the employee and if the employee desires the promotion or transfer, then the Company shall give the appropriate CWA representative not less than **two (2)** weeks written notice of the proposed promotion or transfer and the appropriate CWA representative shall conclusively be presumed to have consented, unless within **two (2)** weeks after receiving such written notification he/she advises the Company in writing that he/she does not consent.
- C. This Section does not apply to temporary transfers; however, elected local Union officers (not to exceed **five (5)**) who have local-wide jurisdiction in all departments shall not be transferred involuntarily. If a local has more than **five (5)** officers with local-wide jurisdiction in all departments, the Union at the State Level shall designate to the Company at the State Level the **five (5)** titles covered by this provision.

#### 17.02 Bulletin Boards.

- A. The Union shall be permitted adequate space to place bulletin boards on Company property.
- B. Union bulletin boards shall conform with those in use by the Company when in adjacent locations and when not in adjacent locations, they shall conform with the character of the quarters in which they are located.
- C. The number, type and location of Union bulletin boards shall be satisfactory to the appropriate **Area** Director of the Company. The name of the **Area** Director shall be given, in writing, to the Local President and appropriate State Director of the Union.
- D. All Union bulletin boards shall be plainly designated as Union bulletin boards.
- E. Union bulletin boards shall be furnished, installed and maintained by the Union without cost to the Company.

- F. Union bulletin boards shall be confined to use by the Union for such matters as announcements of Union meetings, social functions, nomination and election of Union officers, information bulletins containing only factual reports of the progress of results of Union-Management negotiations, and such other matters as may be considered as non-controversial and not derogatory of the Company or its personnel.

### **17.03 Union Activity on Company Property.**

- A. Neither the Union nor its members shall carry on Union activities on Company time, nor shall such activities occur on Company premises except as set forth in the following sub-sections:
  - 1. Union members who are also employees may solicit members, distribute Union literature and carry on similar Union organization work outside of working periods in space where no Company operations or administrative work is being performed.
  - 2. Any such solicitation and organization work shall be limited to small groups of employees (not to exceed **eight (8)**) and shall not be carried on for any considerably continuous period and shall not interfere with the operations of the Company or the use of the space by other employees for the purposes for which the space is intended.
- B. If a certified Union representative is a Company employee on leave, or is a former employee, he/she may exercise the rights to engage in Union activities on Company property outlined in "A" above. The Union agrees to save the Company harmless from any claims for accidental injury or loss occurring to such representatives or their property, while on Company premises.
- C. The CWA Representative for the area will be electronically notified and the Local Union President will be notified in writing by the designated Company representative at the same time as the receiving manager when new employees are hired or transferred into their Local. Notification will include the employee's name, work location, report date, and the name of the supervisor to whom the employee reports.
  - 1. The local Union President will arrange with the supervisor designated above to meet with newly-hired or transferred employees, **either virtually or onsite**, as part of the overall orientation process for the purpose of furnishing them with information about the Union. The meeting will be limited to a maximum of **thirty (30)** minutes and may be coupled with a relief or lunch period. When appropriate for coverage of transferees, group meetings may be arranged. Time spent during the basic scheduled work period for each employee will be paid as time worked.

2. In addition, the Company also agrees to introduce employees transferring into different work groups to the local Union Job Steward assigned to that area.

#### **17.04 Union Activity on Customer Property.**

The Company agrees that it will not discipline an employee for violating any provision of this Agreement solely because he/she refuses to cross an authorized picket line established in connection with a lawful strike by the employees of another employer at premises where such striking employees were working.

#### **17.05 Union Representation.**

- A. At a meeting between the Company and an employee in which discipline (warning to be placed in the personnel file, suspension, demotion or discharge) is to be announced, the Union representative from the employee's work group, if available, may be present if the employee so requests. The Union representative shall suffer no loss of pay for time consumed in such meeting.
- B. At any investigatory interview between a representative of the Company and an employee, wherein the employee reasonably believes that the information obtained may be used as the basis for disciplinary action against the interviewed employee, a Union representative may be present if the employee so requests. The Union representative shall be paid by the Company for time consumed in an investigatory interview with Asset Protection.

#### **17.06 Pay for Certified Union Representatives.**

Certified Union Representatives in the employ of the Company shall suffer no loss of pay to attend any joint meetings between the parties or with Company officials in any **DIRECTV** company represented by CWA.

## **ARTICLE 18**

### **RECORDS**

**18.01** Employees may inspect their personnel record within **ten (10)** days of advising their supervisor of the request to do so. The Union has the right to inspect an employee's personnel record upon the development of a grievance, with the employee's consent. Asset Protection investigations will also be provided to the Union, with personal identifiable information redacted, when related to a grievance condition.

**18.02** When disciplinary entries are placed into an employee's personnel record the employee will be provided a copy of the entry.

**18.03** When a disciplinary entry expires any related data will be removed with the entry from the employee's personnel record and should not be taken into consideration in the future.

## ARTICLE 19

### BENEFITS

#### 19.01 Benefit Agreements, Plans and Programs.

Employees in **this Agreement** are covered by the **2024 Benefits Agreement in Appendix B**.

#### 19.02 Temporary, Regular Limited Term and Part-Time.

Temporary, Regular Limited Term **and Part-Time** employees may participate, if allowed by the individual plan, under the terms and conditions in those existing plans.

#### 19.03 Grievance and Arbitration.

Nothing herein shall be construed to subject the Plans or their administration to the arbitration procedures of Article 23 of the **2024 DIRECTV Southeast Field Services** Labor Agreement, but such matters may be subject to the grievance procedures of Article 21 of the **2024 DIRECTV Southeast Field Services** Labor Agreement.

## ARTICLE 20

### UNION-MANAGEMENT CONFERENCES

#### 20.01 Joint Conferences.

- A. All meetings between representatives of the Union and representatives of the Company shall be held at the request of either party upon reasonable notice to the other party. The Company and the Union will give adequate **electronic** notice in writing to each other of their respective duly authorized representatives and of the general nature of the matter to be discussed.
  - 1. The Union and the Company agree to certify to each other the names of their respective officers and representatives who are authorized to represent the parties at each step of the grievance procedure.
  - 2. All management employees below the level of **Senior** Director are to be considered as being certified to the Union to represent the Company at the 1st **and 2<sup>nd</sup>** Steps of the grievance procedure.
    - a. Represented employees with "Acting" management titles are not to be considered as being certified.
  - 3. The **Labor Relations representative is** to be considered as being certified to the Union to represent the Company at the 3rd Step of the grievance procedure.
  - 4. Any exceptions to "2" **and** "3" above are to be covered by specific certifications from Labor Relations.
- B. Counsel or advisors to the representatives of the Union or the Company may, at the will of either, attend any conference or meeting between the Union and the Company.
- C. The Union or the Company may engage, jointly or separately, the services of a stenographer to take down a verbatim record of the discussions held.

#### 20.02 Collective Bargaining Procedure.

- A. Bargaining on wages, hours of employment, working conditions and other general conditions of employment shall be conducted **with Labor Relations** by the duly authorized representatives of the Union and by the duly designated representatives of the Company. The Union and the Company agree to notify each other of the names of their respective representatives who are authorized to represent the parties under this Section.

- B. The Union and the Company hereby respectively assume all rights and obligations, subject to limitations therein expressed, of all valid and subsisting collective bargaining agreements entered into by and between the Company and the Communications Workers of America.

## ARTICLE 21

### GRIEVANCE PROCEDURE

#### 21.01 Grievance Levels.

In the processing of any grievance, the Company will furnish the Union all necessary and relevant data concerning the grievance as determined by the National Labor Relations Act. If the grievance is initiated at the local level, this information will be furnished to the Local President or authorized Union representative upon request. The parties agree that in the handling and adjustment of grievances by the Union the following procedures will be followed:

- A. An employee or group of employees will have the right to present to and adjust with management any grievance as provided in Section 9(a) of the National Labor Relations Act, as amended, provided, however, that no adjustment will be made with the employee or group of employees involved which is inconsistent with the terms of any collective bargaining agreement between the parties then in effect, and provided further that the Union has been given an opportunity to be present at such adjustment.
- B. After an employee or employees have presented a grievance to the Union for settlement and a Union representative has informed the Company that the Union represents that employee(s), the Company will not discuss or adjust such grievance with said employee(s) unless the aggrieved employee(s) initiate a request that the Company discuss and adjust such grievance directly with the involved employee(s), but in no event will an adjustment be made unless a Union representative is afforded an opportunity to be present at such adjustment.
- C. Grievances, other than those involving the true intent and meaning (see 21.01C5) of this or any other agreement between the parties or adversely affecting the rights of other employees, will be handled under the procedure set forth below. For each such grievance initiated by the Union under this Paragraph, the steps in the procedure will be those listed below except as provided in 21.06C (Vacancies), and 21.07 (Short Term Disability).

1st Step - The Informal Level (the level where the aggrieved employee is employed)

2nd Step - Panel Process/Formal Level

3rd Step - State Level

4th Step - Executive Level

1. Informal Level (1st Step).

Before formal grievances involving matters other than discharges and demotions are filed at the 2nd Step, there must have been an Informal Level meeting or conference with the appropriate Union and Company representatives, normally the local steward and the immediate supervisor. This meeting may be waived by mutual consent where appropriate. When necessary, the Union may request the presence of an involved grievant(s). This meeting is intended to allow both sides to fully explore the incident, develop the facts, state their contentions, clear up any possible misunderstandings and attempt to informally resolve the dispute. No record will be made at this meeting or conference; no papers, forms or written answers are to be filed. (For pay treatment see 21.03 and 21.04.)

2. Panel Process/Formal Level (2nd Step).

Each grievance must be presented as a formal grievance at the 2nd Step within **sixty (60)** days from the date of the last occurrence on which the grievance is based by filing a written request for a formal grievance meeting. This request must be **electronically** filed with the **Area Director/designee** within **fourteen (14)** days following the Informal Level meeting.

At the 2nd Step meeting, the grievance must be reduced to writing on the Record of Grievance Form and presented to the Company by the Union at the conclusion of the meeting(s). (For pay treatment see 21.03 and 21.04.)

Grievance meetings at the 2nd Step will normally be handled as follows:

- a. By a panel composed of **two (2)** CWA and 2 Company representatives designated by the Local President and involved **Area Director/designee**, respectively.
  - 1) Panelists will meet at a mutually agreeable time to hear presentations made by the two **(2)** parties (normally the steward and supervisor who met at the Informal Level or Company/CWA designee in some instances) and to ask questions as needed.
  - 2) Panelists will then excuse the presenters/ grievant(s) and discuss the issue among themselves until they reach resolution or determine that the grievance will be rejected or appealed.
  - 3) The decision of the panel will then be relayed to the presenters/grievant(s).

- 4) If the panel is unable to reach consensus, the Union will provide the Company a Form 3G3A. Within **seven (7)** days, the Company will provide the Union its answer on the Form 3G3A. Within **seven (7)** days of receipt, the Union will provide its response on the Form 3G3A. (See “c” and “d” below.)
  - 5) If a grievance heard by the panel is appealed, a joint brief, outlining both CWA and Company viewpoints, will be prepared by panel members and forwarded **electronically** to the State Level.
- b. As exceptions, grievances involving true intent and meaning of this contract or other agreements between the parties (see 21.01C and C5) and grievances involving discharges will not be heard by the panel.

The parties may mutually agree to use the following Formal Level grievance procedure in lieu of the panel:

At the Formal Level meeting the grievance must be reduced to writing on the Record of Grievance Form adopted by the parties and presented **electronically** to the Company by the Union at the conclusion of the meeting(s). (For pay treatment see 21.03 and 21.04.)

- 1) Within **fourteen (14)** days from the date of the meeting (or the last adjourned meeting) the management representative with whom the grievance was discussed will inform the Union **electronically** in writing the Record of Grievance Form of his/her proposed position. If the parties agree on an adjustment, the adjustment will be stated as the proposed disposition on the Record of Grievance Form and both parties will **electronically** sign the form and each retain one signed copy.
- 2) With respect to “1” above, failure of the management representative to submit a written decision within **fourteen (14)** days as described therein, effects an automatic appeal to the next higher Level.

- 3) Within **fourteen (14)** days from the date when the Union is advised on the Record of Grievance Form of the proposed disposition by the management representative, the Union will **electronically** advise the Company on a copy of the Record of Grievance Form whether the proposed disposition is accepted, rejected or appealed. Such advice should be directed to the management representative with whom the Union discussed the grievance. If the grievance is appealed to the 3rd Step, the Union will promptly forward the grievance to the Union's designated representative who services the area involved. Grievances so appealed may nevertheless be dropped without a meeting and without prejudice to the Union's contentions regarding the merits of the grievance.
- 4) The Union's rejection of the proposed disposition by the management representative at the 2nd Step will close the grievance without prejudice to the Union's contentions regarding the merits of the grievance.
- 5) If the Union does not **electronically** return a copy of the Record of Grievance Form indicating their decision within the **fourteen (14)** days specified in "3" above, the Company's proposed disposition will be considered to have been appealed.
  - (a) Where agreed to by the Company, a Mediation Hearing may be held for grievances other than true intent at the Company's expense if the parties fail to resolve the grievance(s) (See 23.03). Refusal of the Company to use mediation will not be subject to escalation or grievance.
- c. Regardless of format chosen, in discipline cases the Company and CWA representatives have the responsibility to meet, discuss the issue(s) and complete the related paperwork within **thirty (30)** days of the request for a meeting date. On non-discipline grievances, the parties will have **sixty (60)** days to do so.
- d. Where mutually agreed, the time periods in "c" may be extended, normally not beyond **thirty (30)** days. It is intended that the time limits specified in 21.01C2a4 above will be included in the time frames outlined in "c" and "d".
- e. Failure of the parties to carry out their responsibilities within the specified time frames will generate an automatic appeal of the grievance to the State Level. The State Level representatives will determine the action necessary to address the problem and will handle the grievance accordingly.

- f. Grievances involving counseling entries shall not be appealed beyond the 2nd Level of the grievance procedures.

3. State Level (3rd Step).

On grievances **electronically** appealed to the 3rd Step, the CWA Staff Representative will request a meeting with the designated **Labor Relations** representative within **thirty (30)** days of the date of appeal and that meeting will be held **virtually** within **thirty (30)** days of such request.

- a. If mutually agreed, State Level representatives may extend the time frame, normally not beyond **sixty (60)** days, to meet and discuss the related grievance.
  - 1) If either party identifies a problem with meeting on grievances within the specified time frames, such would be referred to the Executive Level for review and remedy of the problem.
- b. If the parties agree on a settlement, such will be stated as the proposed disposition on the Record of Grievance Form and both parties will **electronically** sign the form and each retain one signed copy.
  - 1) If the grievance is not disposed of otherwise the parties will indicate in writing their respective positions on the Record of Grievance Form. Such positions will be exchanged in accordance with "a" and "b" below. These positions will include the issue(s) in question, the position taken by the respective parties, their contentions concerning the true facts and offers made at the 1st, 2nd and 3rd Steps, if any, to settle the issue.
    - (a) Within **seven (7)** days from the date of the meeting (or the last adjourned meeting) the **Labor Relations** representative with whom the grievance was discussed will inform the Union **electronically** in writing on the Record of Grievance Form of his/her proposed position. Except as otherwise provided for in 21.01C3b1d, failure of the **Labor Relations** representative to submit a written decision within **seven (7)** days, effects an automatic appeal to the next higher Level.

- (b) Within **fourteen (14)** days (**ninety (90)** days for discipline related grievances) from the date when the Union is advised on the Record of Grievance Form of the proposed disposition by the **Labor Relations** representative, the Union will advise the Company **electronically** on a copy of the Form whether the proposed disposition is accepted, rejected or appealed except as otherwise provided for in 21.01C3b1d. If the grievance is appealed to the 4th Step, the Union will promptly forward the grievance to the Union's designated representative. Grievances so appealed may nevertheless be dropped without a meeting and without prejudice to the Union's contentions regarding the merits of the grievance.
- (c) Grievances, except those involving benefit and discipline issues, not satisfactorily adjusted at the 3rd Step may then be appealed to the 4th Step. If the Union does not request a conference on an appeal to the next higher level within **thirty (30)** days of the date of appeal, the grievance will be closed.
- (d) Discipline related grievances not satisfactorily adjusted at the 3rd Step, may then be subject to the arbitration procedures as outlined in Article 23.

4. Executive Level (4th Step).

Each party will advise the other of the names of its representatives at the 4th Step who are authorized to finally approve settlements made at the 2nd or 3rd Step of the grievance procedure. On grievances appealed to the 4th Step the appropriate Company representative should meet with the Union within **thirty (30)** days after the Union has requested a conference on such grievance. In the event the appropriate Company representative is unable to meet within that time period, the Company and Union may agree to a **fourteen (14)** day extension for the meeting.

- a. If a meeting is not held by the appropriate Company representative within the greater of **thirty (30)** days of the Union's request for a conference or the extended time period due to the fault of the Company, the Company will have defaulted on that grievance. Upon default by the Company, a remedy of the grievance will be fashioned at the Bargaining Level of the Company. If a remedy cannot be agreed upon at this Level, the appropriate remedy will be determined by arbitration under 23.01.

- b. All appeals to the 4th Step will be based upon the record consisting of the Record of Grievance Form, Joint Minutes (if any) at the 2nd Step, positions under 21.01C3b above and any oral or written statements, affidavits or exhibits that the parties at the 2nd and 3rd Steps incorporated into the record.
5. Grievances which involve the true intent and meaning of this or any other agreement between the parties or adversely affect the rights of any employee(s) if filed by the Union will be initially presented at the 2nd, 3rd or 4th Step: such grievances and those involving alleged violations of the Agreement by the Union, if filed by the Company, will be filed at the 4th Step of the Company with the District Office of the Union. Each such grievance must be presented, orally or in writing, within **sixty (60)** days from the date of the last occurrence on which the grievance is based.
  - a. When a grievance is filed at the 4th Step of the Company with the District Office of the Union as described in "5" above, such grievance will be accompanied by a written statement of position from the Company representative setting forth the Company's position regarding the grievance. Such written position will include the Company's contentions as to the true facts involved, its allegations as to how the Union has violated the Agreement and, if appropriate, its contentions as to the true intent and meaning or interpretation of any provision of the Agreement. The District Office of the Union will have a period of **fourteen (14)** days in which to reply in writing to the Company's written statement or position and the Union's reply will also set forth its contentions as to the true facts involved, its reply to the Company's allegation, if any, as to how the Union has violated the Agreement and its contentions as to the true intent and meaning of the Agreement provisions if such are involved.
  - b. If the grievance is to be arbitrated, the written positions of the parties, or amendments thereto, served on the other party at least **fourteen (14)** days in advance of the arbitration hearing, will be filed with the arbitrator as exhibits. Such exhibits may be assigned such weight as the arbitrator deems appropriate.
6. When a Union grievance is appealed, the decision of management at the 4th Step will be given to the Union within **seven (7)** days after the appeal is discussed at a conference (or last adjourned meeting mutually agreed upon). When the grievance is initiated by the Company under "5" above, the decision of the District Office of the Union will be given to the Company within **seven (7)** days after the grievance is discussed at a conference (or last adjourned meeting thereof mutually agreed upon).

7. Grievance adjustments at the 2nd and 3rd Steps will be final and binding, and will not be used as a precedent by either party, except that an adjustment at the 2nd or 3rd Step may be made subject to Executive Level approval if either party at the 2nd or 3rd Step notifies the other in writing within **sixty (60)** days from the date the settlement was executed, that a “true intent and meaning” question exists. The parties will not use a local past practice established by a local level settlement to support controversies that develop in other locations. The parties reserve the right to urge that grievances dropped after having been appealed to arbitration may have, or may not have, a precedential effect in accordance with all of the circumstances.
- D. The computation of any period of time prescribed by any Agreement between the parties will begin on the day after the occurrence, presentation, appeal, decision, request or demand and continue on a calendar-day basis through the last day of the period. If the last day is a Sunday or holiday, the period will run until the next day not a Sunday or holiday. Any communication required to be in writing will be considered to be made on the date it is postmarked, dated by personal receipted delivery, or by other means mutually agreeable.
  - E. The presence of a Union Officer except those certified under 21.01C7 at the adjustment of any grievance presented by an employee(s) under “A” above will not be regarded as an agreement on the part of the Union that the grievance was properly adjusted.

## **21.02 Pay for Certified Union Representatives.**

Subject to the limitations expressed in 21.03 and 21.04, certified Union representatives in the employ of the Company, and other employees necessary to a grievance hearing will suffer no loss in pay for time consumed in meetings with Management on subjects mentioned in this Article and in 20.02, and necessarily consumed in traveling to and from such meetings. Each such employee will give reasonable notice (not less than one **(1)** working day) to his/her immediate supervisor when such excusal is to begin and for what period the employee expects to be absent from duty. Accordingly, in responding to requests for such meetings, management should allow sufficient time in scheduling to permit employees to comply with this "reasonable notice".

### **21.03 Number of Union Representatives in Meetings with Management.**

In meetings with Management the number of persons other than those mentioned in 21.04 below, who will suffer no loss of pay for time consumed in meetings with Management and necessarily consumed in traveling to and from such meetings will be as follows:

- A. In the 1st Step meetings under this Article, **one (1)**; and at the 2nd Step meeting not more than a total of **two (2)**, except in the panel process where a total of **three (3)** would be paid, plus the grievant.
- B. In meetings on subjects mentioned in 20.02, not more than a total of **three (3)**.
- C. The number of Management representatives participating in any meeting will not exceed that of the Union.
- D. If the number of Union representatives attending a meeting with Management is greater than the number indicated above, the Union will designate which of its representatives, not to exceed the number indicated above, are to suffer no loss of pay.

### **21.04 Pay for Grievant.**

In meetings with Management on grievances at the 1st and 2nd Steps, the individual employee whose grievance is being presented by the Union will suffer no loss in pay, as provided in 21.02, for time consumed in such meetings or necessarily consumed in traveling to and from such meetings, provided, however, when a group of employees has a common cause of grievance, the members of the group, to be designated by the Union, who will suffer no such loss in pay will not exceed **two (2)** at the 1st Step meeting and **one (1)** at the 2nd Step meeting.

### **21.05 Strike Limitations.**

As the parties have agreed on procedures for handling complaints and grievances, they further agree that there will be no lockouts or strikes during the life of this Agreement as outlined below:

- A. If an employee is disciplined as a result of an alleged breach of 21.05 above, such disciplinary action will be subject to the full grievance procedure, as provided for in 21.01C, and to arbitration notwithstanding the limitations in Article **24** of this Agreement.
- B. In the event of arbitration under "A" above, the arbitrator will have authority to sustain, modify or to set aside the disciplinary action.

- C. Any discipline resulting from an alleged violation of 21.05 above will be imposed within a reasonable time, but in no event to exceed 30 days from the date the employee first engaged in the alleged violation.

#### **21.06 Grievances Involving the Filling of Vacancies.**

In promotion cases the Union will be given an opportunity to examine all test papers, appraisal sheets and any other pertinent records on all employees selected to fill the vacancy or vacancies and the unsuccessful requesters (upon the showing of proper authorization only from unsuccessful requesters). This examination of records by the Union will be considered as the Informal Level grievance meeting under Article 21 and one (1) Union representative will be paid under the provisions of 21.02 for the time consumed in the examination of such records. If required, the second step will consist of discussion with the selector in person or by phone.

- A. No promotion grievances will be filed at the 2nd Step until the designations required below have been properly made by the Union.
- B. In those situations where more vacancies were filled than there are employees who filed requests in whose behalf the Union desires to handle a grievance, the following procedure will be followed: After the Union has had the opportunity to examine test papers, appraisal sheets and other records as described above, the Union will designate the employee(s) whom it contends were erroneously selected instead of the aggrieved employee(s).
- C. In those situations where there are more employees who filed requests in whose behalf the Union desires to process the grievance than there are vacancies which have been filled, the following procedure will be followed: After the Union has had the opportunity to examine test papers, appraisal sheets and other records as described above, the Union will advise the Company in the letter requesting the 2nd Step grievance meeting which of the unsuccessful requesters they believe should have been selected and on whose behalf it is grieving.

#### **21.07 Grievances Involving Short Term Disability.**

- A. Grievances involving the denial of short-term disability benefits will not be presented until the claim underlying the grievance has been heard and resolved at the final appeals level through the claim and appeal process under the short-term disability program.
- B. Such grievances will be presented at the 3rd Step (State Level) of the grievance procedure within sixty (60) days of the date of receipt of the final appeal letter of denial of benefits under the short-term disability program.

1. Appropriate Company and Union representatives will meet at the 3rd Step within thirty (30) days after the Union has requested a conference on such grievances. Additionally, each party may have an appropriate designated resource person present.
  2. Grievances unresolved at the 3rd Step will be considered rejected and not subject to arbitration.
  3. Any settlement or agreement reached through the grievance process will not set precedent under this Agreement.
- C. The Company and the Union acknowledge that any relief provided as a result of such a grievance is provided in resolution of a contractual claim and is not paid as a claim under the STDP.
- D. Should the Union at the district or local levels desire information relative to the handling of a case, before it becomes a grievance, the Company will furnish such information or facts as are available. It is also understood that securing of such information will not constitute the initiation or discussion of a grievance.

## **ARTICLE 22**

### **FEDERAL OR STATE LAW**

#### **22.01 Jurisdiction of Law.**

In the event any Federal or State Law or regulation or governmental order affects any provision of this Agreement, those provisions so affected shall be made to comply with the requirements of such laws, regulations or governmental order.

**ARTICLE 23**  
**ARBITRATION, EXPEDITED ARBITRATION**  
**AND MEDIATION**

**23.01 Arbitration.**

- A. The provisions for arbitration will apply only to the matters made specifically subject to arbitration in "B" below.
- B. If at any time a controversy should arise between the parties regarding the true intent and meaning of any provisions of this or any other agreement between the parties or a controversy as to the performance of an obligation hereunder, which the parties are unable to resolve by use of the grievance procedure, the matter will be arbitrated upon written request of either party to the other.
- C. Such request for arbitration will be made **electronically** within **ninety (90)** days from the date of the final decision in writing on the grievance, unless the failure to make such request will be excused by the Arbitrator because of extraordinary circumstances including, but not limited to, newly discovered or previously unavailable material evidence that could not have been discovered or produced by reasonable diligence.
- D. The procedure for arbitration will be as follows:
  - 1. Within **thirty (30)** days after the **electronic** filing of the written request for arbitration, the Vice President of the Union or his/her delegated representative will confer with the **Senior** Director of Labor Relations of the Company or his/her delegated representative to select an Impartial Arbitrator and a date for the hearing.
    - a. Failure on the part of the Union to make the above request within **thirty (30)** days will relieve the Company of the responsibility for retroactive wages from the date of the filing of the written request for arbitration until the date the Union complies with "1" above.
  - 2. In the event of the failure of the persons named in "1" above to agree upon the selection of an Impartial Arbitrator within **thirty (30)**, days the Union or the Company may apply to the Federal Mediation and Conciliation Services, Washington, D.C., for the appointment of such Impartial Arbitrator.

3. The arbitration hearing will be started within **sixty (60)** days, if practical, of the selection of the Impartial Arbitrator and carried to a conclusion as expeditiously as possible. A decision and award by the Impartial Arbitrator will be rendered within **fifteen (15)** days, if feasible, of the completion of the hearing.
  4. The Impartial Arbitrator will have power to decide whether or not a particular finding will have a retroactive effect, provided, however, that no retroactivity will predate the Union's demands for arbitration except as is or may be otherwise provided in other contracts or agreements between the parties.
- E. The decision of the Impartial Arbitrator will be final and the Company and the Union agree to abide by such decision. The compensation and expenses of the Impartial Arbitrator and the general expenses of the arbitration will be borne by the Company and the Union in equal parts, except transcripts. The total costs and fees of transcripts will be borne 75% by the Company and 25% by the Union. Each party will bear the expense of its representatives and witnesses. Any expenses incurred because of any cancellation or postponement of an arbitration hearing will be borne by the party requesting such cancellation or postponement.

#### **23.02 Expedited Arbitration.**

- A. In lieu of the procedures specified in 23.01 of this Agreement, any grievance filed on behalf of an employee which involves suspensions or discharges except those which also involve an issue of arbitrability, contract interpretation, or strike activity and those which are also the subject of an administrative charge or court action will be submitted to expedited arbitration within 15 calendar days after the filing of a request for arbitration. In all other grievances involving disciplinary action which are specifically subject to arbitration under 23.01, both parties may, within **fifteen (15)** calendar days after the **electronic** filing of the request for arbitration, elect to use the expedited arbitration procedure provided. The election will be in writing and, when signed by authorized representatives of the parties, will be irrevocable. If no such election is made within the foregoing time period, the arbitration procedure in 23.01 will be followed.

- B. A panel of at least **ten (10)** arbitrators will be selected by the parties. Each arbitrator will serve until the termination of this Agreement unless his/her services are terminated earlier by written notice from either party to the other. The arbitrator will be notified of his/her termination by a joint letter from the parties. The arbitrator will conclude his/her services by settling any grievance previously heard. A successor arbitrator will be selected by the parties. Arbitrators will be assigned cases in rotating order designated by the parties. If an arbitrator is not available for a hearing within **ten (10)** working days after receiving an assignment, the case will be passed to the next arbitrator. If no one can hear the case within **ten (10)** working days the case will be assigned to the arbitrator who can hear the case on the earliest date.
- C. The procedure for expedited arbitration will be as follows:
1. The parties will notify the arbitrator in writing on the day of agreement or date of arbitration demands to settle a grievance by expedited arbitration. The arbitrator will notify the parties in writing of the hearing date.
  2. The parties may submit to the arbitrator prior to the hearing a written stipulation of all facts not in dispute.
  3. The hearing will be informal without formal rules of evidence and without a transcript. However, the arbitrator will be satisfied himself/herself that the evidence submitted is of a type on which he/she can rely, that the hearing is in all respects a fair one, and that all facts necessary to a fair settlement and reasonably obtainable are brought before the arbitrator.
  4. Within 5 working days after the hearing, each party may submit a brief written summary of the issues raised at the hearing and arguments supporting its position. Such summaries are not to exceed **ten (10)** pages in cases involving discharge or **five (5)** pages in cases involving suspension. The arbitrator will give his/her settlement within **five (5)** working days after receiving the briefs. He/She will provide the parties a brief written statement of the reasons supporting his/her settlement.
  5. The decision of the arbitrator will settle the grievance; however, it will only apply to the grievance being arbitrated and will not be precedent-setting, unless the settlement or a modification thereof is adopted by the written concurrence of the representatives of each party at the Executive Level of the grievance procedure.
  6. The time limits in "1" and "4" of this Section may be extended by agreement of the parties or at the arbitrator's request, in either case only in emergency situations. Such extensions will not circumvent the purpose of this procedure.

7. In any grievance arbitrated under the provisions of this Section, the Company will under no circumstances be liable for back pay for more than **nine (9)** months (plus any time that the processing of the grievance or arbitration was delayed at the specific request of the Company or time between original proposed dates and actual arbitration resulting from the Company's inability to comply with original dates) after the date of the disciplinary action. In grievances which were scheduled for mediation prior to expedited arbitration, the liability for back pay will be no more than **twelve (12)** months. Delays requested by the Union in which the Company concurs will not be included in such additional time.
8. The arbitrator will have no authority to add to, subtract from or modify any provisions of this Agreement.
9. The decision of the arbitrator will settle the grievance, and the Company and the Union agree to abide by such decision. The compensation and expenses of the arbitrator and the general expenses of the arbitration will be borne by the Company and the Union in equal parts. Each party will bear the expense of its representatives and witnesses. Any expenses incurred because of any cancellation or postponement of an expedited arbitration hearing will be borne by the party requesting such cancellation or postponement.

### **23.03 Mediation**

- A. Where mutually agreed, grievances may be mediated once at either the 2nd or 3rd Step, with the exception of those dealing with matters of contract interpretation.
  1. Once a grievance has been appealed to arbitration, if the Union at the Executive Level requests mediation and the Company concurs, the grievance will be presented at a mediation hearing.
    - a. Grievances to be mediated at the 2nd Step are not required to be approved for arbitration prior to mediation.
  2. Within **forty-five (45)** days of the Union's request for arbitration, the parties will schedule and hold a mediation hearing. This hearing will normally be held in the grievant's **reporting area** and in either a Company or Union facility. Should the availability of a mediator unnecessarily delay the processing of the grievance, either party may request that the mediation step be bypassed and the grievance be scheduled for arbitration.

3. Spokespersons for the mediation hearing will normally be as follows:

	2nd Step	3rd Step
CWA	Local President/ designee	CWA Staff Rep
Company	Management designee	<b>Labor Relations representative/designee</b>

An attorney will not be used by either party at the mediation hearing. The number of employees who will suffer no loss in pay under 21.03 of the Agreement will be no more than **two (2)**. Should additional employees be necessary for the complete discovery of facts at the hearing, the parties will agree in advance to the number of additional employees who will attend the conference and suffer no loss in pay under 21.03.

4. The mediation hearing will normally be attended by the grievant, the Local President/designee, the grievant's supervisor and the **Area** Director/designee. Attendance at the mediation hearing will be limited to those people actually involved.
5. All written material that is presented to the mediator will be returned to the party presenting the material at the termination of the mediation hearing. The mediator may, however, retain one **(1)** copy of the written grievance, to be used solely for purposes of statistical analysis.
6. Proceedings before the mediator will be informal in nature. The presentation of evidence is not limited to that which has been presented in the grievance proceedings; however, the issue mediated will be the same as the issue the parties have tried to resolve through the grievance process. The rules of evidence will not apply, and no record of the mediation hearing will be made.
7. The mediator will have the authority to meet separately with any person or persons, but will not have the authority to compel the resolution of a grievance.
8. The Company and Union spokesperson at the mediation hearing may accept the resolution proposed by the mediator and such settlement or any other settlement resulting from the conference will not be precedent-setting, unless both parties agree.

9. If no settlement is reached during the mediation hearing, the mediator will provide the parties with an immediate oral advisory opinion, including the grounds for his/her opinion, unless both parties agree that no opinion will be provided. The grievance is then subject to being scheduled for arbitration.
  10. In the event that a grievance which has been mediated subsequently is arbitrated, no person serving as a mediator between these parties may serve as arbitrator. Nothing said or done by the mediator may be referred to at arbitration. Any settlement proposal made by either party at the mediation hearing will not be referred to at the arbitration hearing.
- B. The parties will share equally the costs associated with mediations held at the 3rd Step. Costs associated with mediations at the 2nd Step are outlined in 21.01C2b5a.

**ARTICLE 24**  
**REINSTATEMENT**

**24.01 Reinstatement.**

- A. In the processing of grievances or arbitration (see Article 23.02 Expedited Arbitration), unless the parties at the State or higher level mutually agree to the contrary with respect to the particular grievance or arbitration case, the following will apply: If as a result of such grievance or arbitration procedure it is determined that the employee was discharged, suspended or demoted without just cause, the Company agrees to reinstate the employee and to reimburse him/her according to the following:
  - 1. In a discharge case, the employee will receive his/her regular pay for the time lost less the amount of any termination pay received from the Company and unemployment compensation received or receivable; and the employee will receive an additional 7% of the remaining amount.
  - 2. In a suspension case, the employee will receive his/her regular pay for the time lost.
  - 3. In a demotion case, the employee will be made whole for the difference, if any, between his/her rate on the job from which he/she was demoted and his/her rate on the job to which he/she was demoted for each day he/she remains on the lower-rated job.
  
- B. An employee reinstated as the result of an arbitration case will also be entitled to the following:
  - 1. If the employee has paid medical insurance premiums under the COBRA plan, he/she will be reimbursed for these premiums for any period covered by backpay, up to the 18 month COBRA limitation.
  - 2. Provided an employee was enrolled in the savings plan prior to termination and contributes his/her share to the plan upon reinstatement, the Company will pay the appropriate matching funds and interest. Interest will be based on a composite of all funds for the period the employee was off the payroll.

## ARTICLE 25

### PAYROLL DUES DEDUCTION AND UNION SECURITY

#### 25.01 Payroll Dues Deduction

The Company agrees to make collection of Union dues or an amount equal thereto from any eligible employee through payroll deduction upon the **electronic** order in writing signed by such employee and to pay over the amount thus deducted to the Union. The Company will continue to make such payroll deductions for employees who have properly executed dues deduction cards on file. Except as provided below, or as provided in the Memorandum of Understanding between the parties, or as otherwise provided by applicable law, all cards may only be revoked during the **ten (10)** day period preceding the expiration date of this Agreement and the same **ten (10)** day period each year during the life of this Agreement.

- A. Cancellations by employees of such written authorization for payroll deductions must be in writing and the Company agrees to notify the Union forthwith of the receipt of any such written cancellations.
- B. Such cancellation requests must be sent individually **electronically** to the **Company** with a copy to the Union, **dated** during one of the **ten (10)** day periods described in 25.01 above. The Company shall cease such deductions the month after the receipt by the Company of the **electronic** notice.
- C. The Union may, by **electronic** written notice (over the signature of its Secretary) given to the Company, terminate, with respect to any employee, the obligation and right of the Company to make such deductions. The Company shall give notice of such termination to the employee.
- D. Cancellation of such dues deductions will be made by the Company on the transfer or promotion of an employee to an ineligible position effective the first payroll period following the transfer or promotion and will notify the Union of such cancellation.
- E. Authorization cards which by their terms are revocable at will are not subject to the **ten (10)** day revocation periods referred to in 25.01 above.

## **25.02 Dues Requirements.**

Each employee who is a member of the Union or who is obligated to tender to the Union amounts equal to periodic dues on the effective date of this Agreement, or who later becomes a member, and all employees entering into the bargaining unit on or after the effective date of this Agreement, shall, as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members for the period from such effective date or, in the case of employees entering into the bargaining unit after the effective date on or after the thirtieth day of such entrance, whichever of these dates is later, until the termination of this Agreement. (For the purpose of this article, "employee" shall mean any person entering the bargaining unit.)

## **25.03 Effective Dates for Dues Collection.**

Each employee who is a member of the bargaining unit on or before the effective date of this Agreement and who on the effective date of this Agreement was not required as a condition of employment to pay or tender to the Union amounts equal to the periodic dues applicable to members, shall, as a condition of employment, pay or tender to the Union amounts equal to the periodic dues applicable to members for the period beginning **thirty (30)** days after the effective date of this Agreement until the termination of this Agreement.

## **25.04 Movement In and Out of Bargaining Unit.**

The condition of employment specified above shall not apply during periods of formal separation from the bargaining unit by any such employee but shall reapply to such employee on the thirtieth (**30<sup>th</sup>**) day following his/her return to the bargaining unit. The term "formal separation" includes transfers out of the bargaining unit, removal from the payroll of the Company, and leaves of absence of more than one month duration.

## **25.05 Application Under the Law.**

Sections 25.02 and 25.03 shall apply only in those States where the law permits the Union to enter into this type of Union security agreement. If during the term of this contract the Union shall become duly authorized under the laws of any other State to enter into this type of Union security agreement, the effective date of this Article as to employees in such State shall be the date upon which the Company receives proper written evidence from the Union that it is fully qualified to enter into such an agreement in such State.

## **25.06 COPE Payroll Deduction.**

The Company agrees to make collection of CWA-COPE-PAC payments of any bargaining unit employee through payroll deduction upon the **electronic** order in writing, signed by such employee, and to pay over the amount thus deducted to the CWA-COPE-PAC.

**25.07 Union Dues Deduction Agreement.**

In addition to this section of the Agreement, the parties have concurrently executed separate **Memorandums of Understanding regarding Union Dues Deductions and Electronic Dues Authorization.**

## ARTICLE 26

### ABSENCES FOR UNION DUTIES

#### 26.01 Excused Time for Union Duty.

Subject to limitations expressed below, employees who are elected or appointed to an office or committee in or for the Local, District or National Union and who are certified in writing to the Company by the Vice President or the Executive Board of the Union as having to be absent from their regular Company work for the proper performance of their lawful duties to the Union in connection with such office or committee shall be excused without pay for periods not exceeding, in the total, **one hundred twenty (120) workdays** in any calendar year provided that such absences shall not exceed 30 consecutive days in any 1 period. However, for Union officers as identified and limited by 17.01C the **one hundred twenty (120) workdays (one hundred fifty (150) for Local Presidents)** may be increased to a maximum of **one hundred fifty (150) workdays (one hundred eighty (180) for Local Presidents)** upon approval at the Company bargaining level. Except for unforeseen situations, a Local officer shall notify the immediate supervisor of the employee to be released when such absence is to begin and for what period the employee expects to be absent. The status of employees absent for such duties shall be the same, including seniority, as for other employees excused from Company duties for personal reasons not in excess of **thirty (30)** consecutive days at any one period.

The excusal of employees from Company duty to perform Union duties shall not be followed to the extent of withdrawing adequate protection of service in any department or locality.

#### 26.02 Union Leave of Absence.

Employees whose Union duties require their absence from Company work for a period, or periods, in excess of those set out in 26.01 shall apply to the Company for a leave of absence without pay, and the Company shall grant such leave of absence for a reasonable period not to exceed one year. Employees that exceed the limits set in Article 26.01 and who do not request a formal leave will automatically be placed on an unpaid Union leave of absence. Leaves of absence granted pursuant to this Article shall be subject to the conditions hereinafter stated in 26.03.

- A. Requests for leaves of absence shall be made in writing by the employee and the Vice President of the Union or his/her delegated representative, with the request being directed to the **designated** Labor Relations **representative** of the Company at least **thirty (30)** days before such leave is to begin.
- B. Requests for such leaves of absence shall be acted upon promptly by the Company.

- C. Employees who exceed the limits of 26.01 and are automatically placed on a Union leave will be notified. These leaves may be retroactive to the date when the time limits specified in 26.01 were exceeded.

### **26.03 Conditions of Leaves of Absence.**

Leaves of absence granted under the terms of 26.02 are subject to these conditions.

- A. The period of an employee's absence on such leave shall be included in determining such employee's seniority with the Company. However, for the purpose of determining the length of service upon which such employee's wage progression is based, such employee shall be given credit for only the first 30 days of the first leave of absence granted such employee. When the employee returns from leave, his/her wage progression, if determined in accordance with an automatic wage scale, shall be accelerated by reducing the normal intervals between increases by one-half until the employee shall have attained his/her position on his/her wage scale commensurate with his/her length of service had he/she not been on leave of absence.
- B. During the period of such employee's leave of absence, such employee's qualified dependent, or dependents shall retain eligibility to Sickness-Death Benefits. The employee may continue coverage under the applicable Company medical plan when employed by CWA or when elected or appointed to a CWA office within a Local Union (coverage elected under any CWA plan will be at CWA's or the employee's expense). The employee may continue his/her own coverage under the **DIRECTV** Dental Plan and the **DIRECTV** Vision Plan by individual payment of the full amount of appropriate payment.
- C. Employees who return to Company duty at the expiration of such leaves of absence shall be placed on the payroll at the rate received when such absence was granted, adjusted for any changes in wage level made during the period of such leave of absence. In the event such leave of absence has expired and such employee desires to, and is otherwise entitled to, resume employment with the Company, but at the time of such expiration such employee is unable to perform the required Company duties because of sickness, such employee shall nevertheless be re-employed, and in determining the eligibility of such employee to sickness payments the first day of such re-employment shall be considered as such employee's first day of absence because of sickness.

- D. Such leave of absence for an employee shall be terminated at his/her request prior to the expiration of such leave of absence only in case the employee is able to perform on a full-time basis the Company duties required of such employee. The term "full-time basis" as used in the preceding sentence shall not be construed to deny to such employee incidental participation in Union matters without pay if excused by the Company for such purposes. An employee requesting to return from Union leave under this paragraph shall give his/her supervisor reasonable notice.
- E. The termination of this Agreement by either party shall not affect the leave status or re-employment rights of an employee who is on leave of absence granted under 26.02.
- F. Notwithstanding the provisions of 21.02, employees on such leaves of absence shall not be entitled to receive from the Company any pay or compensation for time consumed in meetings with Management, or necessarily consumed in traveling to and from such meetings.

#### **26.04 Limitations of Union Leaves.**

In the event the Company is of the opinion that the duties being performed by an employee are not within the intent of this Article, the Company shall notify the employee and the Union and allow the employee an opportunity to cease such duties.

## ARTICLE 27

### DISTRIBUTION OF AGREEMENT

#### 27.01 Distribution to Employees.

The Company shall have this Agreement **posted electronically to be accessible** to all of its present employees and **new** employees when they begin work with the Company.

## **ARTICLE 28**

### **RESPONSIBLE UNION-COMPANY RELATIONSHIP**

The Company and the Union recognize it is in the best interests of both parties, employees and the public that all dealings between them continue to be characterized by mutual responsibility and respect. To ensure this relationship continues and improves, both parties agree that their respective representatives at all levels will apply the terms of this Agreement in accord with its intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees in the unit.

Each party shall bring to the attention of all employees in the unit their purpose to conduct themselves in a spirit of responsibility and respect and of the measures they have agreed upon to ensure adherence to this purpose.

This Agreement recognizes the heritage of our responsible relationship which began in the 1960's and has been improved upon throughout the subsequent years. We recognize that the labor relationship builds upon our past but looks to the future as well. The long-term success of the Company and the Union are interrelated and dependent upon our meeting the needs of our customers. The Union, through its membership, has a vital role in the overall success of the Company's operations. Consequently, each party shall participate in the open exchange of information to the fullest extent possible. The Company must continually improve efficiency in order to ensure our ability to be competitive in the marketplace and to prosper. The Union must play an essential role in sharing in the achievement of these goals.

Organizational and technological innovations are necessary and inevitable. We believe that every employee has both the ability and responsibility to contribute to the goals of the organization - in return, the Company will treat every employee with dignity and respect.

Both parties have the responsibility to assure this improving relationship exists, is endorsed and communicated throughout all levels of the Company and the Union.

## **ARTICLE 29**

### **APPLICATION, EXCLUSIONS AND AMENDMENTS**

#### **29.01 Application.**

This Agreement applies to all regular and temporary employees of the Company within the bargaining unit.

#### **29.02 Amendments.**

Any provisions of this Agreement may be amended, modified or supplemented at any time by mutual consent of the parties hereto, without in any way affecting any of the other provisions of this Agreement.

## **ARTICLE 30**

### **NON-DISCRIMINATION**

#### **30.01 Company Responsibilities.**

The Company agrees not to discriminate against, interfere with, restrain or coerce employees because of membership or lawful activity in the Union.

#### **30.02 Union Responsibilities.**

The Union agrees not to exert any coercion or intimidation on any employee because of non-membership in the Union or for the purpose of inducing membership therein.

#### **30.03 Gender.**

The use of the masculine or feminine gender in this Agreement shall be construed as including both genders and not as a sex limitation.

#### **30.04 Non-Discrimination Clause.**

In a desire to restate their respective policies, neither the Company nor the Union shall discriminate against any employee because of such employee's race, color, religion, sex, sexual orientation, national origin, age, disability, creed, gender, gender identity, marital status, military status, citizenship status, veteran status or any other protected characteristic.

#### **30.05 Effect on Employment.**

Affiliation or non-affiliation with any labor organization is a matter solely for the decision of the employees; the decision of an employee in this matter will not affect his/her employment or advancement with the Company.

**ARTICLE 31**

**DURATION OF AGREEMENT**

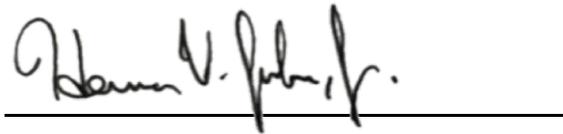
**31.01 Life of Agreement.**

This Agreement shall be effective as of August 4, **2024** and shall continue in full force and effect until its termination at 11:59 p.m. (eastern time), **June 24, 2028**.

IN WITNESS WHEREOF, Communications Workers of America and **DIRECTV** have caused this Agreement to be executed by their respective officers and agents thereunto duly authorized, all as of the day first above written.

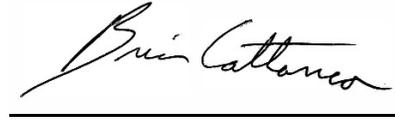
**31.02** CWA further agrees that it will not seek to alter any existing bargaining units in any **DIRECTV** company on the basis of any movement or transfer of employees between said companies as a result of this **Agreement**. Further, CWA will not, on the basis of this **Agreement** or on the basis of any change in operations or practices 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 any 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 CWA are a single bargaining unit, or are or should be otherwise altered in their scope or composition. This commitment on the part of CWA will survive the expiration of this **Agreement**, unless and until such time as this commitment is terminated by the mutual written agreement of the Parties.

COMMUNICATIONS WORKERS  
OF AMERICA



Herman Junkin  
CWA Representative  
District 3

DIRECTV, LLC



Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

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# **APPENDIX A**

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**JOB TITLES**

**A01**

Administrative Support Assistant  
Administrative Support Assistant (WFH)  
Office Coordinator  
Office Coordinator (WFH)  
**Services** Technician  
Warehouse Assistant

**WAGE SCHEDULES**

**A02**

<b>Administrative Support Assistant/ Administrative Support Assistant (WFH) - Zone A</b>				
<b>Step</b>	<b>9/1/2024</b>	<b>8/31/2025</b>	<b>8/30/2026</b>	<b>8/29/2027</b>
<b>1</b>	\$449.50	\$449.50	\$449.50	\$449.50
<b>2</b>	\$471.00	\$472.50	\$474.00	\$475.50
<b>3</b>	\$494.00	\$497.00	\$500.00	\$503.00
<b>4</b>	\$518.00	\$522.50	\$527.00	\$532.00
<b>5</b>	\$543.00	\$549.50	\$556.00	\$562.50
<b>6</b>	\$569.50	\$577.50	\$586.50	\$595.00
<b>7</b>	\$597.00	\$607.50	\$618.50	\$629.50
<b>8</b>	\$625.50	\$638.50	\$652.00	\$666.00
<b>9</b>	\$656.00	\$671.50	\$688.00	\$704.50
<b>10</b>	\$687.50	\$706.00	\$725.50	\$745.00
<b>11</b>	\$721.00	\$742.50	\$765.00	\$788.00

<b>Administrative Support Assistant/ Administrative Support Assistant (WFH) - Zone B</b>				
<b>Step</b>	<b>9/1/2024</b>	<b>8/31/2025</b>	<b>8/30/2026</b>	<b>8/29/2027</b>
<b>1</b>	\$432.50	\$432.50	\$432.50	\$432.50
<b>2</b>	\$453.50	\$455.00	\$456.50	\$458.00
<b>3</b>	\$476.00	\$479.00	\$481.50	\$484.50
<b>4</b>	\$499.50	\$504.00	\$508.50	\$513.00
<b>5</b>	\$524.00	\$530.00	\$536.50	\$543.00
<b>6</b>	\$549.50	\$558.00	\$566.00	\$574.50
<b>7</b>	\$576.50	\$587.00	\$597.50	\$608.00
<b>8</b>	\$605.00	\$617.50	\$630.50	\$643.50
<b>9</b>	\$634.50	\$650.00	\$665.50	\$681.00
<b>10</b>	\$666.00	\$684.00	\$702.00	\$721.00
<b>11</b>	\$698.50	\$719.50	\$741.00	\$763.00

<b>Administrative Support Assistant/ Administrative Support Assistant (WFH) - Zone C</b>				
<b>Step</b>	<b>9/1/2024</b>	<b>8/31/2025</b>	<b>8/30/2026</b>	<b>8/29/2027</b>
<b>1</b>	\$420.00	\$420.00	\$420.00	\$420.00
<b>2</b>	\$440.50	\$441.50	\$443.00	\$444.00
<b>3</b>	\$461.50	\$464.50	\$467.00	\$470.00
<b>4</b>	\$484.00	\$488.00	\$492.50	\$497.00
<b>5</b>	\$507.50	\$513.50	\$519.50	\$525.50
<b>6</b>	\$532.00	\$539.50	\$548.00	\$556.00
<b>7</b>	\$557.50	\$567.50	\$577.50	\$588.00
<b>8</b>	\$584.50	\$596.50	\$609.00	\$622.00
<b>9</b>	\$613.00	\$627.50	\$642.50	\$658.00
<b>10</b>	\$642.50	\$659.50	\$677.50	\$696.00
<b>11</b>	\$673.50	\$693.50	\$714.50	\$736.00

**WAGE SCHEDULES**

**A02**

<b>Office Coordinator/ Office Coordinator (WFH) - Zone A</b>				
<b>Step</b>	<b>9/1/2024</b>	<b>8/31/2025</b>	<b>8/30/2026</b>	<b>8/29/2027</b>
<b>1</b>	\$500.00	\$500.00	\$500.00	\$500.00
<b>2</b>	\$527.50	\$529.00	\$530.50	\$532.00
<b>3</b>	\$556.50	\$559.50	\$563.00	\$566.50
<b>4</b>	\$587.00	\$592.00	\$597.50	\$602.50
<b>5</b>	\$619.00	\$626.50	\$634.00	\$641.50
<b>6</b>	\$653.00	\$662.50	\$672.50	\$682.50
<b>7</b>	\$688.50	\$701.00	\$713.50	\$726.50
<b>8</b>	\$726.50	\$741.50	\$757.00	\$773.00
<b>9</b>	\$766.00	\$784.50	\$803.50	\$822.50
<b>10</b>	\$808.00	\$830.00	\$852.50	\$875.50
<b>11</b>	\$852.50	\$878.00	\$904.50	\$931.50

<b>Office Coordinator/ Office Coordinator (WFH) - Zone B</b>				
<b>Step</b>	<b>9/1/2024</b>	<b>8/31/2025</b>	<b>8/30/2026</b>	<b>8/29/2027</b>
<b>1</b>	\$461.50	\$461.50	\$461.50	\$461.50
<b>2</b>	\$489.50	\$490.50	\$492.00	\$493.50
<b>3</b>	\$518.50	\$522.00	\$525.00	\$528.00
<b>4</b>	\$550.00	\$555.00	\$560.00	\$565.00
<b>5</b>	\$583.00	\$590.00	\$597.00	\$604.00
<b>6</b>	\$618.00	\$627.50	\$636.50	\$646.50
<b>7</b>	\$655.50	\$667.00	\$679.00	\$691.50
<b>8</b>	\$695.00	\$709.50	\$724.00	\$739.50
<b>9</b>	\$736.50	\$754.50	\$772.50	\$791.00
<b>10</b>	\$781.00	\$802.00	\$823.50	\$846.00
<b>11</b>	\$828.00	\$853.00	\$878.50	\$905.00

<b>Office Coordinator/ Office Coordinator (WFH) - Zone C</b>				
<b>Step</b>	<b>9/1/2024</b>	<b>8/31/2025</b>	<b>8/30/2026</b>	<b>8/29/2027</b>
<b>1</b>	\$420.00	\$420.00	\$420.00	\$420.00
<b>2</b>	\$448.00	\$449.50	\$451.00	\$452.00
<b>3</b>	\$478.50	\$481.00	\$484.00	\$487.00
<b>4</b>	\$510.50	\$515.00	\$519.50	\$524.00
<b>5</b>	\$544.50	\$551.00	\$557.50	\$564.50
<b>6</b>	\$581.50	\$590.00	\$598.50	\$607.50
<b>7</b>	\$620.50	\$631.50	\$642.50	\$654.00
<b>8</b>	\$662.00	\$675.50	\$690.00	\$704.50
<b>9</b>	\$706.50	\$723.00	\$740.50	\$758.50
<b>10</b>	\$754.00	\$774.00	\$795.00	\$816.50
<b>11</b>	\$804.50	\$828.50	\$853.50	\$879.00

**WAGE SCHEDULES**

**A02**

<b>Services Technician - Zone A</b>				
<b>Step</b>	<b>9/1/2024</b>	<b>8/31/2025</b>	<b>8/30/2026</b>	<b>8/29/2027</b>
<b>1</b>	\$463.50	\$463.50	\$463.50	\$463.50
<b>2</b>	\$520.50	\$522.50	\$524.00	\$526.00
<b>3</b>	\$584.00	\$588.50	\$593.00	\$597.50
<b>4</b>	\$656.00	\$663.00	\$670.50	\$678.00
<b>5</b>	\$736.50	\$747.50	\$758.50	\$769.50
<b>6</b>	\$827.00	\$842.00	\$858.00	\$873.50
<b>7</b>	\$928.00	\$949.00	\$970.00	\$992.00
<b>8</b>	\$1,042.00	\$1,069.50	\$1,097.50	\$1,126.00
<b>9</b>	\$1,170.00	\$1,205.00	\$1,241.00	\$1,278.00

<b>Services Technician - Zone B</b>				
<b>Step</b>	<b>9/1/2024</b>	<b>8/31/2025</b>	<b>8/30/2026</b>	<b>8/29/2027</b>
<b>1</b>	\$419.00	\$419.00	\$419.00	\$419.00
<b>2</b>	\$476.00	\$477.50	\$479.50	\$481.00
<b>3</b>	\$540.50	\$544.50	\$548.50	\$552.50
<b>4</b>	\$613.50	\$620.50	\$627.50	\$634.50
<b>5</b>	\$697.00	\$707.50	\$718.00	\$729.00
<b>6</b>	\$791.50	\$806.50	\$821.50	\$837.00
<b>7</b>	\$899.00	\$919.50	\$940.00	\$961.00
<b>8</b>	\$1,021.00	\$1,048.00	\$1,075.50	\$1,103.50
<b>9</b>	\$1,159.50	\$1,194.50	\$1,230.50	\$1,267.50

<b>Services Technician - Zone C</b>				
<b>Step</b>	<b>9/1/2024</b>	<b>8/31/2025</b>	<b>8/30/2026</b>	<b>8/29/2027</b>
<b>1</b>	\$384.50	\$384.50	\$384.50	\$384.50
<b>2</b>	\$440.00	\$441.50	\$443.50	\$445.00
<b>3</b>	\$503.50	\$507.50	\$511.00	\$515.00
<b>4</b>	\$576.50	\$583.00	\$589.50	\$596.00
<b>5</b>	\$660.00	\$669.50	\$679.50	\$690.00
<b>6</b>	\$755.50	\$769.50	\$783.50	\$798.50
<b>7</b>	\$864.50	\$884.00	\$903.50	\$924.00
<b>8</b>	\$989.50	\$1,015.50	\$1,042.00	\$1,069.50
<b>9</b>	\$1,132.50	\$1,166.50	\$1,201.50	\$1,237.50

**WAGE SCHEDULES**

**A02**

<b>Warehouse Assistant - Zone A</b>				
<b>Step</b>	<b>9/1/2024</b>	<b>8/31/2025</b>	<b>8/30/2026</b>	<b>8/29/2027</b>
<b>1</b>	\$490.50	\$490.50	\$490.50	\$490.50
<b>2</b>	\$518.50	\$520.00	\$521.50	\$523.00
<b>3</b>	\$548.00	\$551.00	\$554.50	\$557.50
<b>4</b>	\$579.00	\$584.00	\$589.50	\$594.50
<b>5</b>	\$612.00	\$619.00	\$626.50	\$634.00
<b>6</b>	\$646.50	\$656.00	\$666.00	\$676.00
<b>7</b>	\$683.50	\$695.50	\$708.00	\$720.50
<b>8</b>	\$722.00	\$737.50	\$753.00	\$768.50
<b>9</b>	\$763.50	\$781.50	\$800.50	\$819.50
<b>10</b>	\$806.50	\$828.50	\$851.00	\$873.50
<b>11</b>	\$852.50	\$878.00	\$904.50	\$931.50

<b>Warehouse Assistant - Zone B</b>				
<b>Step</b>	<b>9/1/2024</b>	<b>8/31/2025</b>	<b>8/30/2026</b>	<b>8/29/2027</b>
<b>1</b>	\$442.50	\$442.50	\$442.50	\$442.50
<b>2</b>	\$471.00	\$472.50	\$474.00	\$475.50
<b>3</b>	\$501.50	\$504.50	\$507.50	\$510.50
<b>4</b>	\$534.00	\$539.00	\$543.50	\$548.50
<b>5</b>	\$568.50	\$575.50	\$582.00	\$589.00
<b>6</b>	\$605.50	\$614.50	\$623.50	\$633.00
<b>7</b>	\$644.50	\$656.00	\$667.50	\$680.00
<b>8</b>	\$686.00	\$700.50	\$715.00	\$730.00
<b>9</b>	\$730.50	\$748.00	\$766.00	\$784.50
<b>10</b>	\$777.50	\$799.00	\$820.50	\$842.50
<b>11</b>	\$828.00	\$853.00	\$878.50	\$905.00

<b>Warehouse Assistant - Zone C</b>				
<b>Step</b>	<b>9/1/2024</b>	<b>8/31/2025</b>	<b>8/30/2026</b>	<b>8/29/2027</b>
<b>1</b>	\$420.00	\$420.00	\$420.00	\$420.00
<b>2</b>	\$448.00	\$449.50	\$451.00	\$452.00
<b>3</b>	\$478.50	\$481.00	\$484.00	\$487.00
<b>4</b>	\$510.50	\$515.00	\$519.50	\$524.00
<b>5</b>	\$544.50	\$551.00	\$557.50	\$564.50
<b>6</b>	\$581.50	\$590.00	\$598.50	\$607.50
<b>7</b>	\$620.50	\$631.50	\$642.50	\$654.00
<b>8</b>	\$662.00	\$675.50	\$690.00	\$704.50
<b>9</b>	\$706.50	\$723.00	\$740.50	\$758.50
<b>10</b>	\$754.00	\$774.00	\$795.00	\$816.50
<b>11</b>	\$804.50	\$828.50	\$853.50	\$879.00

**ZONE CLASSIFICATIONS**

**A03**

<b>ALABAMA</b>					
<b>Zone</b>		<b>Zone</b>		<b>Zone</b>	
Alabaster	A	Eutaw	C	McIntosh	C
Albertville	C	Evergreen	C	Mobile	C
Alexander City	C	Fairhope	C	Montevallo	C
Anniston	C	Flomaton	C	Montgomery	C
Athens	C	Florence	C	Moulton	C
Attalla	C	Ft. Deposit	C	Munford	C
Auburn	C	Fort Mitchell	C	Mt. Vernon	C
Bay Minette	C	Ft. Payne	C	Ohatchee	C
Belle Fontaine	C	Gadsden	C	Opelika	C
Bessemer	A	Gardendale	A	Parrish	C
Birmingham	A	Goodwater	-	Phenix City	C
Boaz	C	Graysville	A	Piedmont	C
Brewton	C	Greensboro	C	Pinson	A
Bridgeport	C	Guntersville	C	Prattville	C
Calera	C	Gurley	C	Red Bay	C
Carbon Hill	C	Hanceville	C	Rogersville	C
Centreville	C	Hartselle	C	Russellville	C
Chelsea	A	Hazelgreen	C	Selma	C
Childersburg	C	Holtville	C	Sheffield	C
Citronelle	C	Huntsville	C	Stevenson	C
Clanton	C	Hurtsboro	C	Sylacauga	C
Clayton	C	Jackson	C	Talladega	C
Columbiana	C	Jacksonville	C	Thomasville	C
Cordova	C	Jasper	C	Town Creek	C
Courtland	C	Killen	C	Troy	C
Cullman	C	LaFayette	C	Tuscaloosa	C
Dadeville	C	Leighton	C	Tuskegee	C
Decatur	C	Lexington	C	Uniontown	C
Demopolis	C	Linden	C	Vincent	C
Dora	C	Livingston	C	Warrior	C
Dothan	C	Madison	C	West Blocton	C
Elbow Gap	C	Maplesville	C	Wetumpka	C
Eufaula	C	Marion	C	York	C

**ZONE CLASSIFICATIONS**

**A03**

<b>FLORIDA</b>					
<b>Zone</b>		<b>Zone</b>		<b>Zone</b>	
Archer	C	Green Cove Sprgs	C	Old Town	C
Baldwin	C	Gulf Breeze	C	Orange Park	B
Belle Glade	A	Havana	C	Orlando	B
Big Pine	A	Hawthorne	C	Oviedo	C
Boca Raton	A	Hobe Sound	C	Pace	C
Boynton Beach	A	Holley-Navarre	C	Pahokee	C
Bronson	C	Hollywood	A	Palatka	C
Brooksville	C	Homestead	A	Palm Coast	C
Bunnell	C	Islamorado	A	Panama City	C
Cantonment	C	Jacksonville	B	Penney Farms	-
Cedar Keys	-	Jacksonville Beach	B	Pensacola	C
Chiefland	C	Jay	C	Perrine	A
Chipley	C	Jensen Beach	C	Pierson	C
Cocoa	C	Jupiter	A	Pomona Park	-
Cocoa Beach	C	Key Largo	A	Pompano Beach	A
Coral Springs	A	Key West	A	Ponte Vedra Beach	C
Crestview	C	Keystone Heights	C	Port St. Lucie	C
Cross City	C	Lake City	C	Pratt Whitney	C
Daytona Beach	C	Lakeland	C	St. Augustine	B
DeBary	C	Lynn Haven	C	St. Petersburg	C
DeLand	C	Madison	C	Sanford	C
DeLeon Springs	C	Mandarin	B	Sarasota	C
Deerfield Beach	A	Marathon	A	Sebastian	C
Delray Beach	A	Maxville	-	Stuart	C
Dunnellon	C	Melbourne	C	Sugarloaf Key	A
East Orange	C	Miami	A	Sunny Hills	C
Eau Gallie	C	Micanopy	C	Tallahassee	C
Fernandina Beach	C	Middleburg	C	Tampa	C
Flagler Beach	C	Milton	C	Titusville	C
Fort George	-	Munson	-	Trenton	C
Fort Pierce	C	Naples	C	Vernon	C
Fort Walton Bch	C	Newberry	C	Vero Beach	C
Ft. Lauderdale	A	Newport	C	Weeki Wachee	C
Ft. Myers	C	New Smyrna Bch	C	Welaka	C
Gainesville	C	North Dade	A	West Palm Beach	A
Geneva	C	North Key Largo	A	Yankeetown	-
Graceville	C	Oak Hill	-	Youngstown Ftn.	C
				Yulee	C

**ZONE CLASSIFICATIONS**

**A03**

<b>GEORGIA</b>							
<b>Zone</b>		<b>Zone</b>		<b>Zone</b>		<b>Zone</b>	
Acworth	A	Cordele	C	Kingston	-	St. Simons	C
Adairsville	C	Covington	C	LaGrange	C	Sandersville-	
Albany	C	Cumming	C	Lake Park	C	Tennille	C
Alpharetta	A	Cusseta	C	Lawrenceville	A	Sardis	-
Americus	C	Dallas	C	Leary	-	Savannah	C
Appling	C	Dalton	C	Leesburg	C	Savannah Beach	-
Arlington	C	Douglasville	C	Lithonia	C	Senoia	C
Athens	C	Dublin	C	Loganville	C	Smithville	-
Atlanta	A	Duluth	A	Louisville	C	Smyrna	A
Augusta	C	Eastman	C	Lula	C	Social Circle	C
Austell	A	Eatonton	C	Lumber City	-	Sparks	C
Baconton	-	Elberton	C	Lumpkin	C	Sparta	C
Bainbridge	C	Fairburn	C	Luthersville	-	Stockbridge	C
Barnesville	C	Fayetteville	C	Lyons	C	Stone Mountain	A
Baxley	C	Flowery Branch	C	Macon	C	Swainsboro	C
Blackshear	C	Forsyth	C	Madison	C	Sylvester	C
Bogart-Statham	C	Fort Valley	C	Marietta	A	Tallapoosa	C
Bowdon	C	Franklin	C	McDonough	C	Temple	-
Bremen	C	Gainesville	C	Millen	C	Thomasville	C
Brunswick	C	Gay	-	Monticello	C	Thomson	C
Buchanan	C	Gibson	C	Newnan	C	Tifton	C
Buford	C	Grantville	-	Newton	C	Tucker	A
Calhoun	C	Greensboro	C	Norcross	A	Valdosta	C
Camilla	C	Greenville	C	Palmetto	C	Vidalia	C
Carrollton	C	Griffin	C	Panola	C	Villa Rica	C
Cartersville	C	Hamilton	C	Pelham	C	Wadley	C
Cave Spring	-	Hampton	C	Pine Mountain	-	Warner Robins	C
Cedartown	C	Harlem	C	Pooler	C	Warrenton	C
Chamblee	A	Hazelhurst	C	Powder Springs	A	Watkinsville	C
Claxton	C	Hephzibah	C	Richland	C	Waycross	C
Clermont	C	Hogansville	C	Rome	C	Waynesboro	C
Cochran	C	Jackson	C	Rockmart	C	Winder	C
Colquitt	C	Jekyll Island	C	Roopville	C	Woodbury	C
Columbus	C	Jesup	C	Roswell	A	Woodstock	C
Concord	C	Johnson's Corner	-	Royston	C	Wrens	C
Conyers	C	Jonesboro	C	Rutledge	-	Wrightsville	C
						Zebulon	C

**ZONE CLASSIFICATIONS**

**A03**

<b>KENTUCKY</b>									
<b>Zone</b>		<b>Zone</b>		<b>Zone</b>		<b>Zone</b>		<b>Zone</b>	
Allen	C	Eddyville	C	LaGrange	C	Paintsville	C	Sulphur	-
Allensville	-	Edgoten	C	Lawrenceburg	C	Panther	-	Symsonia	-
Aurora	-	Elkhorn City	C	Lebanon Jct.	-	Paris	C	Taylorsville	C
Bagdad	-	Elkton	C	Lexington	C	Pembroke	-	Trenton	C
Bardstown	C	Eminence	C	Little Rock	-	Perryville	-	Utica	-
Beattyville	C	Ensor	C	Livermore	C	Pikeville	C	Virgie	C
Beaver Dam	C	Feds creek	C	Louisa	C	Pilot View	-	Waco	-
Bedford	-	Finchville	-	Louisville	A	Pineville	C	Waddy	-
Benham-Lynch	C	Ford	-	Maceo	C	Pleasant Ridge	-	Wallins Creek	-
Benton	C	Fordsville	C	Mackville	-	Pleasureville	-	Water Valley	-
Bloomfield	-	Frankfort	C	Madisonville	C	Port Royal	-	Waverly	-
Bluff Springs	-	Franklin	C	Marion	C	Prestonsburg	C	Wayland	C
Bowling Green	C	Freeburn	C	Martin	C	Princeton	C	West Louisville	C
Bremen	-	Fredonia	-	Mayfield	C	Providence	C	West Point	B
Burgin	-	Fulton	C	Maysville	C	Richardsville	C	Whitesburg	C
Cadiz	C	Georgetown	C	McDaniels	C	Richmond	C	Whitesville	C
Calhoun	C	Ghent	-	McDowell	C	Robards	-	Williamsburg	C
Campbellsburg	-	Gilbertsville	C	Middlesboro	C	Rose Terrace	B	Willisburg	-
Carlisle	C	Golden Pond	-	Millersburg	-	Russellville	C	Winchester	C
Carrollton	C	Gracey	-	Milton	-	Sacramento	-	Woodburn	-
Cayce	-	Greenville	C	Mooreville	-	Sadieville	-		
Centertown	-	Guthrie	C	Morganfield	C	St. Charles	-		
Central City	C	Habit	C	Morgantown	C	Salvisa	-		
Chaplin	-	Hanson	-	Mortons Gap	-	Sebree	-		
Clay	-	Hardinsburg	C	Mt. Eden	-	Sharon Grove	-		
Clinton	C	Harlan	C	Mt. Sterling	C	Shawhan	-		
Cloverport	C	Harrodsburg	C	Murray	C	Shelbyville	C		
Corbin	C	Hartford	C	Nebo	-	Simpsonville	-		
Cornishville	-	Hawesville	C	Neon	C	Slaughters	-		
Corydon	-	Hebbardsville	C	New Castle	C	Smithfield	-		
Crab Orchard	-	Henderson	C	New Haven	-	Sorgho	C		
Crofton	-	Hickman	C	New Liberty	-	South Williamson	C		
Cropper	-	Hopkinsville	C	No. Middletown	-	Springfield	C		
Cynthiana	C	Inez	C	Nortonville	C	Stamping Ground	-		
Danville	C	Island	-	Oak Grove	C	Stanford	-		
Dawson Springs	C	Jackson	C	Olmstead	-	Stanley	-		
Dixon	-	Junction City	-	Owensboro	C	Stanton	C		
Drakesboro	-	Kirksville	-	Owenton	C	Stone	C		
Earlington	-	LaFayette	-	Paducah	C	Sturgis	C		

**ZONE CLASSIFICATIONS**

**A03**

LOUISIANA							
Zone		Zone		Zone		Zone	
Abbeville	C	Epps	-	LaPlace	C	Pine	-
Albany	C	Erath	C	Lawtell	C	Plaquemine	C
Alexandria	C	Eunice	C	LeCompte	-	Pointe a la Hache	-
Amelia	C	Farmerville	C	Leesville	C	Pollock	-
Amite	C	Ferriday	C	Leonville	-	Ponchatoula	C
Angie	C	Florien	-	Lisbon	-	Port Barre	C
Arcadia	C	Folsom	-	Livingston	C	Port Sulphur	A
Baldwin	C	Fort Necessity	-	Lockport	C	Raceland	C
Bastrop	C	Franklin	C	Logansport	C	Rayne	C
Baton Rouge	C	Franklinton	C	Loreauville	-	Rayville	C
Benton	C	Georgetown	-	Luling	A	Robeline	C
Bernice	C	Gibsland	C	Lutcher	C	Rougon	C
Blanchard	C	Gibson	C	Madisonville	-	Ruston	C
Bogalusa	C	Grambling	-	Mandeville	C	Saline	-
Boyce	C	Grand Cane	-	Mansfield	C	Shreveport	C
Broussard	C	Greenwood	C	Many	C	Sicity Island	-
Bunkie	C	Gueydan	C	Marksville	C	Slidell	C
Buras	A	Hammond	C	Melville	C	Springfield	-
Bush	-	Harrisonburg	-	Mer Rouge	-	St. Bernard	A
Calhoun	-	Haughton	C	Merryville	-	St. Francisville	C
Carencro	C	Haynesville	C	Minden	C	St. Gabriel	C
Castor	-	Homer	C	Monroe	C	St. Joseph	C
Centerville	-	Hornbeck	-	Montegut	C	St. Landry	-
Chackbay	-	Houma	C	Monterey	-	St. Martinville	C
Clinton	C	Independence	C	Montgomery	-	Sterlington	C
Colfax	C	Jackson	C	Mooringsport	-	Sulphur	C
Columbia	C	Jeanerette	C	Morgan City	C	Sweet Lake	-
Convent	-	Jennings	C	Morganza	-	Tallulah	C
Converse	-	Jesuit Bend	A	Mt. Hermon	-	Thibodaux	C
Coushatta	C	Jonesboro	C	Napoleonville	C	Tunica	-
Covington	C	Jonesville	C	Natchitoches	C	Vacherie	C
Crowley	C	Keatchie	-	Newellton	C	Venice	-
Crowville	-	Keithville	C	New Iberia	C	Vidalia	C
Delacroix	-	Kenner	A	New Orleans	A	Vinton	-
Delhi	C	Kentwood	C	New Roads	C	Washington	C
Denham Springs	C	Krotz Springs	-	Norco	C	Waterproof	-
DeRidder	C	Labadieville	-	Oakdale	C	Weeks Island	-
Donaldsonville	C	Lacombe	-	Oak Grove	C	White Castle	-
Doyline	-	Lafayette	C	Oil City	-	Wilson	-
Dry Prong	C	Lafitte	A	Opelousas	C	Winnfield	C
Dubach	-	Lake Arthur	C	Paradis	-	Winnsboro	C
Dulac	C	Lake Catherine	-	Patterson	C	Youngsville	C
Duson	C	Lake Charles	C	Pearl River	-	Yscloskey	-
Edgard	-	Lake Providence	C	Pierre Part	C	Zachary	C
						Zwolle	C

**ZONE CLASSIFICATIONS**

**A03**

<b>MISSISSIPPI</b>							
<b>Zone</b>		<b>Zone</b>		<b>Zone</b>		<b>Zone</b>	
Aberdeen	C	Ellisville	C	Madison	C	Rolling Fork	C
Amory	C	Enterprise	-	Magee	C	Rosedale	C
Ashland	-	Ethel	-	Magnolia	C	Roxie	-
Baldwyn	C	Eupora	C	Marks	C	Ruleville	C
Batesville	C	Fayette	C	McComb	C	Saltillo	C
Bay St. Louis	C	Flora	-	McCool	-	Sardis	C
Beaumont	-	Forest	C	McLain	-	Scooba	-
Belmont	C	Friars Point	-	Mendenhall	C	Seminary	-
Belzoni	C	Gloster	C	Meridian	C	Senatobia	C
Benoit	-	Goodman	-	Mize	C	Shannon	-
Biloxi	C	Greenville	C	Monticello	C	Shaw	-
Blue Mountain	-	Greenwood	C	Moorehead	-	Shelby	C
Bolton	-	Grenada	C	Morton	C	Shubuta	-
Booneville	C	Gulfport	C	Moss Point	C	Shuqualak	-
Brandon	C	Gunnison	-	Mt. Olive	C	Silver Creek	-
Brookhaven	C	Hattiesburg	C	Natchez	C	Starkville	C
Buckatunna	-	Hazlehurst	C	Naval Air Station	C	Sumner	C
Burnsville	-	Heidelberg	C	Nettleton	C	Sumrall	C
Caledonia	-	Hernando	C	New Albany	C	Taylorville	C
Canton	C	Hickory	-	Newton	C	Tchula	-
Carrollton	C	Hollandale	C	Oakland	-	Terry	C
Carthage	C	Holly Springs	C	Obadiah	C	Toomsuba	-
Centreville	C	Houston	C	Ocean Springs	C	Tunica	C
Charleston	C	Hurley	C	Okolona	C	Tupelo	C
Clarksdale	C	Indianola	C	Osyka	C	Tutwiler	-
Cleveland	C	Inverness	-	Oxford	C	Tylertown	C
Clinton	C	Itta Bena	-	Pace	-	Union	C
Coffeeville	-	Iuka	C	Pascagoula	C	Utica	-
Coldwater	C	Jackson	C	Pass Christian	C	Vaiden	-
Collins	C	Jonestown	-	Pearlington	-	Van-Cleave	C
Columbia	C	Kilmichael	-	Pelahatchie	C	Verona	-
Columbus	C	Kosciusko	C	Philadelphia	C	Vicksburg	C
Columbus A.F.B.	C	Lake	-	Picayune	C	Walnut	C
Como	-	Laurel	C	Pickens	C	Water Valley	C
Corinth	C	Leland	C	Pontotoc	C	Waynesboro	C
Crenshaw	C	Lexington	C	Poplarville	C	West	-
Crystal Springs	C	Liberty	C	Port Gibson	C	West Point	C
DeKalb	C	Louisville	C	Purvis	C	Wesson	-
Drew	C	Lucedale	C	Quitman	C	Wiggins	C
Duckhill	-	Lula	C	Raleigh	C	Winona	C
Duncan	-	Lumberton	C	Raymond	C	Woodville	C
Durant	C	Maben	-	Richton	C	Yazoo City	C
Edwards	-	Macon	C	Ripley	C		

**ZONE CLASSIFICATIONS**

**A03**

<b>NORTH CAROLINA</b>					
<b>Zone</b>		<b>Zone</b>		<b>Zone</b>	
Acme	C	Fairview	C	Monroe	C
Anderson	C	Forest City	C	Monticello	C
Apex	C	Gastonia	C	Morganton	C
Arden	C	Gatewood	C	Mt. Holley	C
Arcadia-Midway	-	Gibson	-	Mt. Olive	C
Asheville	C	Goldsboro	C	Newland	C
Atkinson	C	Grantham	C	Newton	C
Belmont	C	Greensboro	C	Pembroke	C
Bessemer City	C	Grover	C	Raleigh	A
Black Mountain	C	Hamlet	C	Reidsville	C
Blowing Rock	C	Hendersonville	C	Rockingham	C
Bolton	-	Hickory	C	Rowland	C
Boone	C	Huntersville	C	Rutherfordton	C
Burgaw	C	Julian	C	Sailsbury	C
Burlington	C	Kimesville	-	Saxapahaw	C
Canton	C	Kings Mountain	C	Scotts Hill	C
Caroleen	C	Knightdale	C	Selma	C
Carolina Beach	C	Lake Lure	C	Shelby	C
Cary	C	Lattimore	C	Southport	C
Castle Hayne	C	Laurinburg	C	Spruce Pine	C
Chapel Hill	C	Lawndale	C	Stanley	C
Charlotte	A	Leicester	C	Statesville	C
Cherryville	C	Lenoir	C	Stony Point	C
Claremont	C	Lincolnton	C	Summerfield	C
Cleveland	C	Locust	C	Swannanoa	C
Clyde	C	Long Beach	C	Taylorsville	C
Concord	C	Lowell	C	Troutman	C
Davidson	C	Lumberton	C	Vale	C
Denver	C	Maggie Valley	C	Waynesville	C
Ellenboro	C	Maiden	C	Wendell	C
Enka	C	Marion	C	Wilmington	C
Fairmont	C	Milton	-	Winston-Salem	C
				Wrightsville Bch.	C
				Zebulon	C

**ZONE CLASSIFICATIONS**

**A03**

<b>SOUTH CAROLINA</b>					
<b>Zone</b>		<b>Zone</b>		<b>Zone</b>	
Aiken	C	Eastover	C	Mullins	C
Allendale	C	Edgefield	C	Myrtle Beach	C
Anderson	C	Edisto Beach	C	Newberry	C
Bamberg	-	Florence	C	New Ellenton	C
Barnwell	C	Folly Beach	-	Nichols	-
Batesburg	C	Fountain Inn	C	North Augusta	C
Bath	C	Gaffney	C	Orangeburg	C
Beech Island	C	Graniteville	C	Pacolet	-
Belton	C	Greenville	C	Pelzer-Williamston	C
Bennettsville	C	Greenwood	C	Pendleton	C
Blacksburg	C	Greer	C	Pickens	C
Blackville	-	Hartsville	C	Piedmont	C
Blenheim	-	Hickory Grove	-	Prosperity	-
Blue Ridge	C	Hilton Head	C	St. George	C
Camden	C	Honea Path	C	Salem	-
Central	-	Isle of Palms-	C	Seneca	C
Chapin-Little Mtn.	C	Sullivan's Island		Sharon	-
Charleston	C	Joanna	-	Six Mile	C
Cheraw	C	Johnston	C	Society Hill	-
Clemson	C	Jonesville	C	Spartanburg	C
Clinton	C	Lake View	-	Springfield-Salley	-
Clio	-	Lake Wylie	C	Summerville	C
Clover	C	Latta	-	Sumter	C
Columbia	B	Lexington	C	Timmons ville	C
Cowpens	C	Liberty	C	Travelers Rest	C
Darlington	C	Lyman	C	Union	C
Denmark	C	Marion	C	Walhalla	C
Dillon	C	McColl	-	Westminster	C
Easley	C	Mt. Pleasant	C	Whitmire	C
				York	C

**ZONE CLASSIFICATIONS**

**A03**

<b>TENNESSEE</b>							
<b>Zone</b>		<b>Zone</b>		<b>Zone</b>		<b>Zone</b>	
Adams-Cedar Hill	-	Eagleville	-	Lawrenceburg	C	Ridgely	-
Arlington	A	Elkton	-	Lebanon	C	Ripley	C
Ashland City	C	Etowah	C	Lenoir City	C	Rockwood	C
Athens	C	Fairview	C	Lewisburg	C	Rogersville	C
Bells	-	Fayetteville	C	Lexington	C	Sango	C
Benton	C	Flintville	C	Loudon	C	Santa Fe	-
Bethel Springs	-	Franklin	C	Lyles	C	Savannah	C
Big Sandy	C	Fredonia	-	Lynchburg	-	Selmer	C
Blanche	-	Gallatin	C	Lynnville	-	Sevierville	C
Bolivar	C	Gatlinburg	C	Madisonville	C	Sewanee	C
Brownsville	C	Gibson	-	Manchester	C	Shelbyville	C
Bulls Gap	C	Gleason	-	Maryville	C	Smyrna	C
Camden	C	Goodlettsville	A	Mascot-Strawberry	C	Sneedville	C
Carthage	C	Grand Junction	-	Plains		Soddy-Daisy	C
Cedar Grove	-	Greenback	C	Maynardville	C	Somerville	C
Centerville	C	Greenbrier	C	McEwen	-	South Pittsburg	C
Charleston	C	Greenfield	C	McKenzie	C	Spring City	C
Charlotte	-	Halls	C	Medina	-	Springfield	C
Chattanooga	C	Hampshire	-	Memphis	A	Spring Hill	C
Clarksville	C	Harriman	C	Middleton	-	Summertown	C
Cleveland	C	Hartsville	C	Milan	C	Surgoinsville	-
Clinton	C	Henderson	C	Morristown	C	Sweetwater	C
Collierville	A	Hendersonville	C	Moscow	-	Tiptonville	C
Columbia	C	Henning	-	Mt. Pleasant	C	Trenton	C
Copper Basin	C	Hohenwald	C	Murfreesboro	C	Triune	-
Covington	C	Hornbeak	C	Nashville	A	Troy	C
Cross Plains-	C	Humboldt	C	Newbern	C	Tullahoma	C
Orlinda		Huntingdon	C	Newport	C	Union City	C
Culleoka	-	Huntland	-	Normandy	-	Vanleer	-
Cumberland City	-	Jackson	C	Norris	C	Wartrace	-
Cumberland Gap	C	Jasper	C	Oak Ridge	C	Watertown	-
Cunningham	-	Jefferson City	C	Old Hickory	C	Waverly	C
Dandridge	C	Jellico	C	Oliver Springs	C	White Bluff	C
Dayton	C	Johnson City	C	Palmyra	-	White House	C
Decatur	C	Kenton	C	Paris	C	White Pine	C
Dickson	C	Kingston	C	Petersburg	-	Whiteville	-
Dover	C	Knoxville	C	Pleasant View	C	Whitwell	C
Dyer	-	LaFollette	C	Portland	C	Williamsport	-
Dyersburg	C	Lake City	C	Pulaski	C	Winchester	C

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# **APPENDIX B**

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## **2024 BENEFITS AGREEMENT**

The means for fulfilling the terms of this Agreement may be the Company's adoption of its own plan(s) and associated plan document(s) or participation in an equivalent plan(s) having a plan document(s) 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 (subject to the provisions of Article 19.04 of the **DIRECTV Field Services Southeast Labor Agreement**). The parties agree to the plans, policies 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 (including Exhibit 1) only:

**An employee’s status, (2009 New Hires, 2012 New Hires, etc.) identified in the Company’s benefit enrollment system as of the Ratification Date of this 2024 Collective Bargaining Agreement (“Agreement”) shall continue to apply during the term of this Agreement, subject to modification due to a subsequent event.**

**An Employee who is hired/rehired or transfers into this Agreement shall be assigned a New Hire Group as described in the following table:**

<b>New Hire Group</b>	<b>Definition:</b>
<b>2009 New Hires</b>	<b>Bargained Employees transferred into this Agreement with a hire or rehire date on or before August 17, 2012</b>
<b>2012 New Hires</b>	<b>Bargained Employees transferred into this Agreement with a hire or rehire date after August 17, 2012, and on or before December 4, 2015</b>
<b>2015 New Hires</b>	<b>Bargained Employees transferred into this Agreement with a hire or rehire date after December 4, 2015, and on or before October 1, 2019</b>
<b>2019 New Hires</b>	<b>Bargained Employees hired/rehired or transferred into this Agreement with a hire or rehire date after October 1, 2019, and before January 1, 2025</b>
<b>2025 New Hires</b>	<b>Bargained Employees hired/rehired or transferred into this Agreement with a hire or rehire date on or after January 1, 2025</b>

- 2009 New Hires, 2012 New Hires, 2015 New Hires, 2019 New Hires and **2025 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, 2025** unless noted otherwise, **Employees** and 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 August 3, 2024, as described in the applicable SPDs and SMMs, except as noted herein.

<b>Plan/Program/Policy</b>	<b>Employees</b>
<b>DIRECTV</b> Southeast Medical Program	X
<b>DIRECTV</b> Dental Program (Bargained Employees)	X
<b>DIRECTV</b> Vision Program (Bargained Employees)	X
<b>DIRECTV</b> Employee Assistance Program	X
<b>DIRECTV</b> Group Life Insurance Program for Active Employees**	X
<b>DIRECTV</b> Flexible Spending Account Plan	X
<b>DIRECTV</b> Disability Income Program	X
<b>DIRECTV</b> Leave of Absence Policy	X
<b>DIRECTV</b> Commuter Benefit Policy	X
<b>DIRECTV</b> Adoption Reimbursement Policy	X
<b>DIRECTV</b> Voluntary Benefits Platform*	X

\*The Company may unilaterally modify or discontinue the DIRECTV Voluntary Benefits Platform, from time-to-time without further discussions with the Union.

\*\*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 C) shall continue to participate in the same benefit plans, programs and policies on the same terms and conditions which were in effect on August 3, 2024, 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. Employees who terminate employment with the Company during the term of this Agreement 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 (an “Eligible Retired Employee”) will be eligible, during the term of this Agreement, for the provisions under the DIRECTV Southeast Eligible Former Bargained Employee Medical Program (as applicable to similarly situated 2009 New Hires, 2012 New Hires, 2015 New Hires, 2019 New Hires **and 2025 New Hires**), **DIRECTV** Eligible Former Employee Dental Program, **DIRECTV** Eligible Former Employee Group Life Insurance Program for Bargained Employees, **DIRECTV** Eligible Former Employee Vision Care 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 C 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 terminated employment during the term of this Agreement.
- D. 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.
- E. It is understood that certain benefits described in Exhibit 1 are subject to change to comply with implementation of the Patient Protection and Affordable Care Act, (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 **2024** Collective Bargaining Agreements will remain in effect through expiration.

2. PENSION AND SAVINGS BENEFIT PLANS

- A. **Employees** 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 August 3, **2024**, as described in the applicable SPDs and SMMs, except as noted herein.

Plan/Program/Policy	Employees
<b>DIRECTV</b> Retirement Savings Plan	X
Bargained Cash Balance Program #2 of the <b>DIRECTV</b> Bargained Pension Benefit	X

## Exhibit 1

Provision	Employees
<b>Active Employees</b>	
<b>Effective Date(s)</b>	Health & Welfare: 1/1/2025 unless noted otherwise.
<b>Eligibility</b>	
<b>For Medical, Dental, Vision, Disability, and Life Insurance (unless otherwise specified)</b>	<p><b>Employees:</b> Applicable programs:</p> <p>Medical-<b>DIRECTV</b> Southeast Medical Program</p> <p>Dental- <b>DIRECTV</b> Dental Program (Bargained Employees)</p> <p>Vision -<b>DIRECTV</b> Vision Program (Bargained Employees)</p> <p>Disability - <b>DIRECTV</b> Disability Income Program</p> <p>Life Insurance- <b>DIRECTV</b> Group Life Insurance Program for Active Employees• *This program includes Supplemental Life Insurance and Dependent Life Insurance provisions</p>
<b>Medical</b>	
<b>Program</b>	<p><b>Employees:</b> <b>DIRECTV</b> Southeast Medical Program</p> <p>No change from current program except as provided below, and including:</p> <ul style="list-style-type: none"> <li>• Choice of Option 1, Option 2 <b>or Option 3</b> as defined below</li> </ul> <p>Fully-insured coverage options, such as HMOs, will be available at the discretion of the Company.</p>
<b>Dependent Eligibility</b>	<p><b>Employees:</b> No change from current program.</p>
<b>Eligibility for Coverage</b>	<p><b>Employees:</b> No change from current program.</p>
<b>Eligibility for Company Subsidy</b>	<p><b>Employees:</b> No change from current program, except as provided below.</p> <p><u>Individual Coverage:</u> Company subsidy for Employees enrolled in Company-sponsored Individual medical coverage (including fully insured coverage options, if available) will begin on the first day of the month in which 90 days of net credited service (NCS) is attained (also referred to as term of employment (TOE)). Employees with less than 90 days of NCS will be eligible to enroll in Company-sponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage.</p> <p><u>Family Coverage:</u> Company subsidy for Employees enrolled in Company-sponsored medical coverage other than Individual coverage will continue to begin on the first day of the month in which 6 months of net credited service (NCS) is attained (also referred to as term of employment (TOE)). Employees with less than 91 days of NCS may enroll in Company-sponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage. Employees with more than 90 days of NCS and less than 6 months of NCS may enroll in Company-sponsored medical coverage (including fully insured coverage options, if available) but are required to pay 100% of the cost of coverage reduced by the company subsidy for the Individual coverage tier.</p>

<b>Active (Full-Time) Monthly Contributions</b>	<b>2019 New Hires, 2015 New Hires, 2012 New Hires and 2009 New Hires:</b>															
	<b>Monthly Contribution Amounts</b>															
	<table border="1"> <tr> <td><b>Option 1</b></td> <td><b>2025</b></td> <td><b>2026</b></td> <td><b>2027</b></td> <td><b>2028</b></td> </tr> <tr> <td><b>Individual</b></td> <td>\$120</td> <td>\$128</td> <td>\$137</td> <td>\$146</td> </tr> <tr> <td><b>Family</b></td> <td>\$335</td> <td>\$358</td> <td>\$383</td> <td>\$410</td> </tr> </table>	<b>Option 1</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>Individual</b>	\$120	\$128	\$137	\$146	<b>Family</b>	\$335	\$358	\$383	\$410
	<b>Option 1</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>											
	<b>Individual</b>	\$120	\$128	\$137	\$146											
	<b>Family</b>	\$335	\$358	\$383	\$410											
	<b>Monthly Contribution Amounts</b>															
	<table border="1"> <tr> <td><b>Option 2</b></td> <td><b>2025</b></td> <td><b>2026</b></td> <td><b>2027</b></td> <td><b>2028</b></td> </tr> <tr> <td><b>Individual</b></td> <td>\$85</td> <td>\$93</td> <td>\$102</td> <td>\$112</td> </tr> <tr> <td><b>Family</b></td> <td>\$238</td> <td>\$261</td> <td>\$286</td> <td>\$314</td> </tr> </table>	<b>Option 2</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>Individual</b>	\$85	\$93	\$102	\$112	<b>Family</b>	\$238	\$261	\$286	\$314
	<b>Option 2</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>											
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<b>Monthly Contribution Amounts</b>																
<table border="1"> <tr> <td><b>Option 3</b></td> <td><b>2025</b></td> <td><b>2026</b></td> <td><b>2027</b></td> <td><b>2028</b></td> </tr> <tr> <td><b>Individual</b></td> <td>\$57</td> <td>\$66</td> <td>\$76</td> <td>\$86</td> </tr> <tr> <td><b>Family</b></td> <td>\$161</td> <td>\$185</td> <td>\$211</td> <td>\$240</td> </tr> </table>	<b>Option 3</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>Individual</b>	\$57	\$66	\$76	\$86	<b>Family</b>	\$161	\$185	\$211	\$240	
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<b>2025 New Hires:</b>																
<b>Monthly Contribution Amounts</b>																
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<b>Option 3</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>												
<b>Individual</b>	\$79	\$89	\$100	\$111												
<b>Family</b>	\$222	\$250	\$279	\$311												
<b>Active (Part-Time) Monthly Contributions</b>	<b>Employees:</b> No change from current program.															

<p><b>Working Spouse Contribution</b></p>	<p><b><u>Employees:</u></b></p> <p><u>Spouse/LRP Access to Medical Coverage Additional Medical Contribution:</u>  Participants whose spouse/LRP enrolls in <b>DIRECTV</b>-sponsored medical coverage (within either self-insured or fully insured programs) but otherwise has access to medical coverage through their employer, excluding <b>DIRECTV</b>, 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/LRP does not have access to medical coverage otherwise the additional contribution will be applied.</p> <p>Additional Monthly Medical Contribution:</p> <table data-bbox="332 485 706 541"> <tr> <td><b>2025</b></td> <td><b>2026</b></td> <td><b>2027</b></td> <td><b>2028</b></td> </tr> <tr> <td>\$120</td> <td>\$130</td> <td>\$140</td> <td>\$150</td> </tr> </table>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	\$120	\$130	\$140	\$150
<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>						
\$120	\$130	\$140	\$150						
<p><b>Tobacco Use Contribution</b></p>	<p><b><u>Employees:</u></b></p> <p><u>Tobacco Use Additional Medical Contribution:</u>  Employees and/or spouses/LRPs who use tobacco, are enrolled in <b>DIRECTV</b> -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/LRPs 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 more frequently than once a month. 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.</p> <p>Additional Monthly Medical Contribution for each employee and/or spouse/LRP:</p> <table data-bbox="332 1077 682 1134"> <tr> <td><b>2025</b></td> <td><b>2026</b></td> <td><b>2027</b></td> <td><b>2028</b></td> </tr> <tr> <td>\$75</td> <td>\$80</td> <td>\$85</td> <td>\$90</td> </tr> </table>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	\$75	\$80	\$85	\$90
<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>						
\$75	\$80	\$85	\$90						

**Annual Deductibles**

**Employees:**

Option 1:

	2025		2026		2027		2028	
	Network/ ONA & PPO	Non- Network & Non- PPO						
<b>Individual</b>	\$1,000	\$2,900	\$1,050	\$3,000	\$1,100	\$3,100	\$1,150	\$3,200
<b>Family</b>	\$2,000	\$5,800	\$2,100	\$6,000	\$2,200	\$6,200	\$2,300	\$6,400

Annual Deductible Provisions:  
No change from current program.

Note: The Annual Deductibles continue to be included in the Out-Of-Pocket Maximums

Option 2:

	2025		2026		2027		2028	
	Network/ ONA & PPO	Non- Network & Non- PPO						
<b>Individual</b>	\$1,800	\$5,300	\$1,850	\$5,400	\$1,900	\$5,500	\$1,950	\$5,600
<b>Family</b>	\$3,600	\$10,600	\$3,700	\$10,800	\$3,800	\$11,000	\$3,900	\$11,200

Annual Deductible Provisions:

(Integrated with Med/Surg, Rx, MH/SA)

- Applies to all covered health services, including mental health/substance abuse (MH/SA) and prescription drug (Rx) benefits under the program.
- The Annual Deductibles are included in the Out-Of-Pocket Maximums.
- If the coverage tier is Family, no individual can receive benefits until the Family Annual Deductible is met. The Family Annual Deductible can be met by one or a combination of covered family members.
- The following costs paid by the participant also apply toward the applicable Network/PPO or Non-Network/Non-PPO Deductible amounts:
  - All prescription drug allowable charges of eligible expenses.

Note: The Annual Deductibles are included in the Out-Of-Pocket Maximums

Option 3:

	2025		2026		2027		2028	
	Network/ ONA & PPO	Non- Network & Non- PPO						
<b>Individual</b>	\$2,800	\$8,200	\$2,850	\$8,300	\$2,900	\$8,400	\$2,950	\$8,500
<b>Family</b>	\$5,600	\$16,400	\$5,700	\$16,600	\$5,800	\$16,800	\$5,900	\$17,000

Annual Deductible Provisions:

(Integrated with Med/Surg, Rx, MH/SA)

No change from current program except as provided below:

- If the coverage tier is Family, no individual can receive benefits until the Family Annual Deductible is met. The Family Annual Deductible can be met by one or a combination of covered family members.
- The following costs paid by the participant also apply toward the applicable Network/ONA or Non-Network Deductible amounts:
  - All prescription drug allowable charges of eligible expenses.

Note: The Annual Deductibles are included in the Out-Of-Pocket Maximums

**General Copay/ Coinsurance**

**Employees:**

Option 1:

	2025-2028	
	Network & PPO	Non-Network & Non-PPO
<b>Preventive</b>	\$0 / 0% Ded waived	No Benefit
<b>Sickness/ Illness</b>	\$0 / 10% After Ded	\$0 / 50% After Ded

Option 2:

	2025-2028	
	Network & PPO	Non-Network & Non-PPO
<b>Preventive</b>	\$0 / 0% Ded waived	No Benefit
<b>Sickness/ Illness</b>	\$0 / 10% After Ded	\$0 / 50% After Ded

Option 3:

	2025-2028	
	Network/PPO	Non-Network & Non-PPO
<b>Preventative</b>	\$0 / 0% Ded Waived	No Benefit
<b>Sickness/ Illness</b>	\$0 / 10% After Ded	\$0 / 50% After Ded

Non-network/Non-PPO: The methodology for calculating the Allowable Charge for all categories of Non-Network/Non-PPO expenses may be changed from time to time at the Company's discretion.

**Office Visit  
Copay/  
Coinsurance**

**Employees:**

Option 1:

2025 - 2028		
	Network & PPO	Non-Network & Non-PPO
<b>Preventive</b>	\$0 / 0% Ded waived	No Benefit
<b>Sickness/ Illness</b>	\$0 / 10% After Ded	\$0 / 50% After Ded

Option 2:

2025-2028		
	Network & PPO	Non-Network & Non-PPO
<b>Preventive</b>	\$0 / 0% Ded waived	No Benefit
<b>Sickness/ Illness</b>	\$0 / 10% After Ded	\$0 / 50% After Ded

**Option 3:**

2025-2028		
	Network & PPO	Non-Network & Non-PPO
<b>Preventive</b>	\$0 / 0% Ded waived	No Benefit
<b>Sickness/ Illness</b>	\$0 / 10% After Ded	\$0 / 50% After Ded

**Urgent Care  
Facility/  
Professional  
Services  
Copay/  
Coinsurance**

**Employees:**

Option 1:

2025-2028	
Network & PPO	Non-Network & Non-PPO
\$0 / 10% After Ded	\$0 / 50% After Ded

Option 2:

2025-2028	
Network & PPO	Non-Network & Non-PPO
\$0 / 10% After Ded	\$0 / 50% After Ded

**Option 3:**

2025-2028	
Network & PPO	Non-Network & Non-PPO
\$0 / 10% After Ded	\$0 / 50% After Ded

**Emergency Room Facility/ Professional Services Copay/ Coinsurance (Emergencies)**

**Employees:**

Option 1:

2025-2028	
Network & PPO	Non-Network & Non-PPO
\$0 / 10% After Ded	\$0 / 10% After Ded

Option 2:

2025-2028	
Network & PPO	Non-Network & Non-PPO
\$0 / 10% After Ded	\$0 / 10% After Ded

Option 3:

2025-2028	
Network & PPO	Non-Network & Non-PPO
\$0 / 10% After Ded	\$0 / 10% After Ded

**Hospital Inpatient/ Outpatient Facility/ Professional Services Copay/ Coinsurance**

**Employees:**

Option 1:

2025-2028	
Network & PPO	Non-Network & Non-PPO
\$0 / 10% After Ded	\$0 / 50% After Ded

Option 2:

2025-2028	
Network & PPO	Non-Network & Non-PPO
\$0 / 10% After Ded	\$0 / 50% After Ded

Option 3:

2025-2028	
Network & PPO	Non-Network & Non-PPO
\$0 / 10% After Ded	\$0 / 50% After Ded

Tests (all tests including x-ray, radiology, lab test, etc.) Copay/ Coinsurance

**Employees:**

Option 1:

2025-2028		
	Network & PPO	Non-Network & Non-PPO
Preventive	\$0 / 0% Ded waived	No Benefit
Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded

Option 2:

2025-2028		
	Network & PPO	Non-Network & Non-PPO
Preventive	\$0 / 0% Ded waived	No Benefit
Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded

Option 3:

2025-2028		
	Network & PPO	Non-Network & Non-PPO
Preventive	\$0 / 0% Ded waived	No Benefit
Sickness/Illness	\$0 / 10% After Ded	\$0 / 50% After Ded

Hearing Benefit

**Employees:**

Benefits in addition to the initial cost of a hearing aid following ear surgery or an ear injury:

- A hearing test/exam when medically necessary
- Reimbursement of up to \$1,000 of expenses incurred to purchase a Medically Necessary hearing appliance(s) in any rolling 36-month period
- Reimbursement for the cost of repair of the hearing aid appliance. The cost for the repair does not count towards the \$1,000 max.

Option 1:

2025-2028	
Network & PPO	Non-Network & Non-PPO
\$0 / 10% After Ded	\$0 / 50% After Ded

Option 2:

2025-2028	
Network & PPO	Non-Network & Non-PPO
\$0 / 10% After Ded	\$0 / 50% After Ded

Option 3:

2025-2028	
Network & PPO	Non-Network & Non-PPO
\$0 / 10% After Ded	\$0 / 50% After Ded

<b>Mental Health/ Substance Abuse (MH/SA) Copay/ Coinsurance</b>	<b><u>Employees:</u></b>	
	Option 1:	
	<b>2025-2028</b>	
	<b>Network &amp; PPO</b>	<b>Non-Network &amp; Non-PPO</b>
	\$0 / 10% After Ded	\$0 / 50% After Ded
	Option 2:	
	<b>2025-2028</b>	
	<b>Network &amp; PPO</b>	<b>Non-Network &amp; Non-PPO</b>
	\$0 / 10% After Ded	\$0 / 50% After Ded
	Option 3:	
<b>2025-2028</b>		
<b>Network &amp; PPO</b>	<b>Non-Network &amp; Non-PPO</b>	
\$0 / 10% After Ded	\$0 / 50% After Ded	

<b>Annual Out-of-Pocket Maximums (OOP)</b>	<b><u>Employees:</u></b>				
	Option 1:				
	<b>Out-of-Pocket Maximum Amounts (including Annual Deductible)</b>				
		<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>
		<b>Network /ONA &amp; PPO</b>	<b>Non-Network &amp; Non-PPO</b>	<b>Network /ONA &amp; PPO</b>	<b>Non-Network &amp; Non-PPO</b>
	<b>Individual</b>	\$4,000	\$11,900	\$4,050	\$12,000
	<b>Family</b>	\$8,000	\$23,800	\$8,100	\$24,000
		<b>Network /ONA &amp; PPO</b>	<b>Non-Network &amp; Non-PPO</b>	<b>Network /ONA &amp; PPO</b>	<b>Non-Network &amp; Non-PPO</b>
	<b>Individual</b>	\$4,100	\$12,100	\$4,150	\$12,200
	<b>Family</b>	\$8,200	\$24,200	\$8,300	\$24,400

(Integrated Med/Surg, MH/SA)

Out-of-Pocket Maximum provisions:  
No change from current program.

The following additional costs paid by the participant apply toward the applicable Network & PPO or Non-Network and Non-PPO Out-of-Pocket Maximum amounts:

- Deductibles
- Coinsurance

Option 2:

**Out-of-Pocket Maximum  
Amounts (including Annual  
Deductible)**

	2025		2026		2027		2028	
	Network/ONA & PPO	Non-Network & Non-PPO						
<b>Individual</b>	\$6,950	\$20,750	\$7,000	\$20,850	\$7,050	\$20,950	\$7,100	\$21,050
<b>Family</b>	\$13,900	\$41,500	\$14,000	\$41,700	\$14,100	\$41,900	\$14,200	\$42,100

Out of Pocket Maximum Provisions:

(Integrated with Med/Surg, Rx, MH/SA)

Out-of-Pocket Maximum provisions:

If the coverage tier is Family, the applicable Family Out-Of-Pocket Maximum must be met before the Program pays 100% of the Allowable Charges for Eligible Expenses, except that the Program will pay 100% of the Allowable Charges for Eligible Expenses for Network/PPO Services for an individual family member once the individual meets the Network/PPO Individual Out-Of-Pocket Maximum, even if the Family Out-Of-Pocket Maximum has not been met.

The following additional costs paid by the participant apply toward the applicable Network & PPO or Non-Network and Non-PPO Out-of-Pocket Maximum amounts:

- Deductibles
- Coinsurance
- Outpatient prescription drug allowable charges for eligible expenses.

**Option 3:**

**Out-of-Pocket Maximum  
Amounts (including Annual  
Deductible)**

	2025		2026		2027		2028	
	Network/ONA & PPO	Non-Network & Non-PPO						
<b>Individual</b>	\$6,950	\$20,750	\$7,000	\$20,850	\$7,050	\$20,950	\$7,100	\$21,050
<b>Family</b>	\$13,900	\$41,500	\$14,000	\$41,700	\$14,100	\$41,900	\$14,200	\$42,100

**(Integrated with Med/Surg, Rx, MH/SA, Out of Pocket Maximum provisions:**

**If the coverage tier is Family, the applicable Family Out-Of-Pocket Maximum must be met before the Program pays 100% of the Allowable Charges for Eligible Expenses, except that the Program will pay 100% of the Allowable Charges for Eligible Expenses for Network/ONA Services for an individual family member once the individual meets the Network/ONA Individual Out-Of-Pocket Maximum, even if the Family Out-Of-Pocket Maximum has not been met.**

**The following additional costs paid by the participant apply toward the applicable Network/ONA or Non-Network Out-of- Pocket Maximum amounts:**

- **Deductibles**
- **Coinsurance**
- **A prescription drug allowable charges for eligible expenses.**

**Prescription Drug Program (Rx)**

**Employees:**

**Option 1**  
No change from current program.

**Option 2 and Option 3**  
**Integrated with Med/Surg, Rx**  
Preventive therapy medications under Option 2 and Option 3 critical for the treatment of congestive heart failure, coronary artery disease, diabetes, asthma, depression, and osteoporosis are exempted from the deductible. Copayment continues to apply.

**Option 1:**

Deductible: None.

Out-of-Pocket Maximum:

	2025	2026	2027	2028
<b>Ind</b>	\$1,800	\$1,850	\$1,900	\$1,950
<b>Fam</b>	\$3,600	\$3,700	\$3,800	\$3,900

Retail – Network Copays:

(Up to 30-day supply, limited to 2 fills for maintenance subject to Advanced Control Specialty Formulary provisions)

	2025	2026	2027	2028
<b>Generic</b>	\$10	\$10	\$10	\$10
<b>Preferred</b>	\$51	\$54	\$57	\$60
<b>Non-Preferred</b>	\$117	\$123	\$129	\$135

Retail – Non-Network Copays:

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

Mail Order Copays:

(Up to 90-day supply subject to Advanced Control Specialty Formulary provisions)

	2025	2026	2027	2028
<b>Generic</b>	\$20	\$20	\$20	\$20
<b>Preferred</b>	\$102	\$108	\$114	\$120
<b>Non-Preferred</b>	\$234	\$246	\$258	\$270

**Option 2 and Option 3:**

Deductible: Integrated with Med/Surg, MH/SA

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

Retail – Network Copays:

(Up to 30-day supply, limited to 2 fills for maintenance subject to Advanced Control Specialty Formulary provisions)

	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>
<b>Generic</b>	\$10	\$10	\$10	\$10
<b>Preferred</b>	\$51	\$54	\$57	\$60
<b>Non-Preferred</b>	\$117	\$123	\$129	\$135

Retail – Non-Network Copays:

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

Mail Order Copays:

(Up to 90-day supply subject to Advanced Control Specialty Formulary provisions)

	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>
<b>Generic</b>	\$20	\$20	\$20	\$20
<b>Preferred</b>	\$102	\$108	\$114	\$120
<b>Non-Preferred</b>	\$234	\$246	\$258	\$270

The following provisions will apply to Option 1, Option 2 and Option 3:

- Mandatory mail order for maintenance Rx – Applies after second fill at retail
- Specialty pharmacy program
- Personal Choice – 100% participant-paid
- Mandatory Generic
- Compound medication limitation
- Advanced Control Specialty Formulary
- New Standard Prescription Drug Formulary
- Generic Step Therapy

<b>Employee Assistance Program (EAP)</b>																		
<b>Program</b>	<p><b><u>Employees:</u></b></p> <p>DIRECTV Employee Assistance Program</p> <p>No change from current program.</p>																	
<b>Visit Limit</b>	<p><b><u>Employees:</u></b></p> <p>No change from current program.</p>																	
<b>Disability</b>																		
<b>Program</b>	DIRECTV Disability Income Program as described in the Summary Plan Description except as provided below.																	
<b>Short-Term Disability (STD)</b>	<p>The <b>DIRECTV</b> Disability Income Program as described in the Summary Plan Description except that Temporary and Term employees are not eligible for LTD benefits. Short-term disability benefits and the other sources of income received are designed to replace 60 percent or 100 percent of Pay, based on your service as shown below:</p> <table border="1"> <thead> <tr> <th rowspan="2"><b><u>Term of Employment</u></b></th> <th colspan="2"><b><u>% of Pay</u></b></th> </tr> <tr> <th><b><u>100%</u></b></th> <th><b><u>60%</u></b></th> </tr> </thead> <tbody> <tr> <td>&gt;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 or more years</td> <td>26 weeks</td> <td>0 weeks</td> </tr> </tbody> </table>	<b><u>Term of Employment</u></b>	<b><u>% of Pay</u></b>		<b><u>100%</u></b>	<b><u>60%</u></b>	>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 or more years	26 weeks	0 weeks
<b><u>Term of Employment</u></b>	<b><u>% of Pay</u></b>																	
	<b><u>100%</u></b>	<b><u>60%</u></b>																
>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 or more years	26 weeks	0 weeks																
<b>Long-Term Disability (LTD)</b>	The <b>DIRECTV</b> Disability Income Program as described in the Summary Plan Description except that Temporary and Term employees are not eligible for LTD benefits.																	
<b>Leaves of Absence (LOAs)</b>																		
<b>Policy</b>	<p><b><u>Employees:</u></b></p> <p>DIRECTV Leave Policy</p>																	
<b>Types of LOAs</b>	<p><b><u>Employees:</u></b></p> <p>As described in the DIRECTV Leave Policy</p>																	
<b>Dental</b>																		
<b>Program</b>	<p><b><u>Employees:</u></b></p> <p>DIRECTV Dental Program* (Bargained Employees) except as provided below.</p> <ul style="list-style-type: none"> <li>Dental PPO</li> <li>DHMO (available at the discretion of the Company)</li> </ul> <p>*This document highlights key elements of program design. For complete program details, refer to the Summary Plan Description (SPD).</p>																	
<b>Eligibility for Coverage</b>	<p><b><u>Employees:</u></b></p> <p>Eligibility for coverage continues to begin on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).</p>																	

<b>Eligibility for Company Subsidy</b>	<p><b><u>Employees:</u></b></p> <p>Company subsidy continues to begin on the first day of the month in which 6 months of net credited service (NCS) is attained (also referred to as term of employment (TOE)).</p>																				
<b>Active (Full-Time) Monthly Contributions</b>	<p><b><u>Employees:</u></b></p> <p>Dental PPO or DHMO (if available):</p> <table border="1"> <thead> <tr> <th></th> <th>2025</th> <th>2026</th> <th>2027</th> <th>2028</th> </tr> </thead> <tbody> <tr> <td><b>Individual</b></td> <td>\$9</td> <td>\$10</td> <td>\$11</td> <td>\$12</td> </tr> <tr> <td><b>Individual +1</b></td> <td>\$19</td> <td>\$20</td> <td>\$21</td> <td>\$22</td> </tr> <tr> <td><b>Family</b></td> <td>\$29</td> <td>\$30</td> <td>\$31</td> <td>\$32</td> </tr> </tbody> </table>		2025	2026	2027	2028	<b>Individual</b>	\$9	\$10	\$11	\$12	<b>Individual +1</b>	\$19	\$20	\$21	\$22	<b>Family</b>	\$29	\$30	\$31	\$32
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<b>Individual</b>	\$9	\$10	\$11	\$12																	
<b>Individual +1</b>	\$19	\$20	\$21	\$22																	
<b>Family</b>	\$29	\$30	\$31	\$32																	
<b>Active (Part-Time) Monthly Contributions</b>	<p><b><u>Employees:</u></b></p> <p>Provisions will apply as indicated in the Summary Plan Description.</p> <p>Note: Calculation of cost of coverage is subject to annual adjustment.</p>																				
<b>Deductible</b>	<p><b><u>Employees:</u></b></p> <p><b>DIRECTV</b> Dental Program (Bargained Employees) as indicated in the Summary Plan Description.</p>																				
<b>Annual Maximum Benefit</b>	<p><b><u>Employees:</u></b></p> <p><b>DIRECTV</b> Dental Program (Bargained Employees) as indicated in the Summary Plan Description.</p>																				
<b>Orthodontic Lifetime Maximum</b>	<p><b><u>Employees:</u></b></p> <p><b>DIRECTV</b> Dental Program (Bargained Employees) as indicated in the Summary Plan Description.</p>																				
<b>Coverage Levels</b>	<p><b><u>Employees:</u></b></p> <p><b>DIRECTV</b> Dental Program (Bargained Employees) as indicated in the Summary Plan Description.</p>																				
<b>Outside Network Area (ONA)</b>	<p><b><u>Employees:</u></b></p> <p><b>DIRECTV</b> Dental Program (Bargained Employees) as indicated in the Summary Plan Description.</p>																				
<b>Vision</b>																					
<b>Program</b>	<p><b><u>Employees:</u></b></p> <p><b>DIRECTV</b> Vision Program* (Bargained Employees) except as provided below.</p> <p>*This document highlights key elements of program design. For complete program details, refer to the Summary Plan Description (SPD).</p>																				
<b>Eligibility for Coverage</b>	<p><b><u>Employees:</u></b></p> <p>Eligibility for coverage continues to begin on first day of the month in which 6 months net credited service (NCS) is attained (also referred to as term of employment (TOE)).</p>																				
<b>Eligibility for Company Subsidy</b>	<p><b><u>Employees:</u></b></p> <p>Company subsidy continues to begin on the first day of the month in which 6 months of net credited service (NCS) is attained (also referred to as term of employment (TOE)).</p>																				

<b>Active (Full-Time) Monthly Contributions</b>	<b><u>Employees:</u></b>																				
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		2025	2026	2027	2028																
	<b>Individual</b>	\$4	\$5	\$6	\$7																
<b>Individual +1</b>	\$8	\$10	\$12	\$14																	
<b>Family</b>	\$13	\$15	\$17	\$19																	
<b>Active (Part-Time) Monthly Contributions</b>	<b><u>Employees:</u></b> Provisions will apply as indicated in the Summary Plan Description.  Note: Calculation of cost of coverage is subject to annual adjustment.																				
<b>Coverage Levels</b>	<b><u>Employees:</u></b> <b>DIRECTV</b> Vision Program (Bargained Employees) as indicated in the Summary Plan Description.																				
<b>Flexible Spending Account (FSA)</b>																					
<b>Plan</b>	<b><u>Employees:</u></b> <b>DIRECTV</b> Flexible Spending Account Plan  No change from current plan, except those that are mandated by healthcare reform legislation (PPACA).																				
<b>Contribution Minimum/Maximums</b>	<b><u>Employees:</u></b> 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.																				
<b>Life Insurance</b>																					
<b>Program</b>	<b><u>Employees:</u></b> <b>DIRECTV</b> Group Life Insurance Program for Active Employees*  *Provisions as they change from time to time.  This program includes Supplemental Life Insurance and Dependent Life Insurance provisions.																				
<b>Active Benefits</b>	<b><u>Employees:</u></b> No change from current program except as provided below.  Note: Contribution amounts are subject to annual adjustments.																				
<b>Definition of Pay</b>	<b><u>Employees:</u></b> No change from current program.																				
<b>Adoption</b>																					
<b>Policy</b>	<b><u>Employees:</u></b> <b>DIRECTV</b> Adoption Reimbursement Policy  No change from current policy.																				

<b>Coverage</b>	<p><b><u>Employees:</u></b></p> <p>No change from current policy.</p>
<b>Commuter</b>	
<b>Policy</b>	<p><b><u>Employees:</u></b></p> <p><b>DIRECTV</b> Commuter Benefits Policy</p> <p>No change from current policy, except as mandated by IRS Code Section 132 Regulations.</p>
<b>Coverage</b>	<p><b><u>Employees:</u></b></p> <p>Pre-tax deductions for parking and mass transit:</p> <p>No change from current policy. Eligible expense and monthly limits continue to be updated annually as allowed by IRS Code Section 132 Regulations.</p>

<b>Provision</b>		<b>Eligible Retired Employees</b>	
<b>Retiree Provisions</b>		Effective <b>1/1/2025</b> Applicable for the term of the Agreement to Eligible Retired Employees who terminate during the term of the Agreement.	
<b>Medical</b>			
<b>Program</b>		Eligible Retired Employees shall be eligible to participate in the same choice of program, options and provisions as a similarly situated active 2009 New Hires, 2012 New Hires, 2015 New Hires, 2019 New Hires and 2025 New Hires except as noted in the sections below:	
<b>Eligible Retired Employees (Full-Time) Monthly Contributions</b>		<p><b><u>2025 New Hires, 2019 New Hires, 2015 New Hires and 2012 New Hires:</u></b></p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy.</li> <li>• Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p><b><u>2009 New Hires:</u></b></p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*.</li> <li>• Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p>*Note: Contribution amounts are subject to change from time to time at the sole discretion of the Company.</p>	
<b>Eligible Retired Employees (Part-Time) Monthly Contributions</b>		<p><b><u>2025 New Hires 2019 New Hires, 2015 New Hires and 2012 New Hires:</u></b></p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy.</li> <li>• Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p><b><u>2009 New Hires:</u></b></p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*.</li> <li>• Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p>* Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion.</p>	
<b>Medicare Part B Premium Reimbursement</b>		<b><u>2025 New Hires 2019 New Hires, 2015 New Hires, 2012 New Hires and 2009 New Hires:</u></b> Not Eligible.	
<b>Dental</b>			
<b>Program</b>		Eligible Retired Employees shall be eligible to participate in the same provisions as similarly situated active 2009 New Hires, 2012 New Hires, 2015 New Hires, 2019 New Hires and 2025 New Hires New Hires except as noted in the sections below.	
<b>Eligible Retired Employees (Full-Time) Monthly Contributions</b>		<p><b><u>2025 New Hires 2019 New Hires, 2015 New Hires and 2012 New Hires:</u></b></p> <ul style="list-style-type: none"> <li>• Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy.</li> <li>• Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul>	

Eligible Retired Employees	
<b>Provision</b>	<b>Eligible Retired Employees</b>
Eligible Retired Employees (Full-Time) Monthly Contributions Continued	<p><b><u>2009 New Hires:</u></b></p> <ul style="list-style-type: none"> <li>Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*.</li> <li>Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p>*Note: Contribution amounts are subject to change from time to time at the sole discretion of the Company.</p>
Eligible Retired Employees (Part-Time) Monthly Contributions	<p><b><u>2025 New Hires 2019 New Hires, 2015 New Hires and 2012 New Hires:</u></b></p> <ul style="list-style-type: none"> <li>Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy.</li> <li>Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p><b><u>2009 New Hires:</u></b></p> <ul style="list-style-type: none"> <li>Eligible Retired Employees who are Non-Medicare eligible will continue to pay 50% of full cost of coverage*.</li> <li>Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p>* Note: Calculation of the full cost of coverage is subject to change from time to time at the Company's discretion</p>
<b>Life Insurance</b>	
Eligible Retired Employees Basic Life (Company Paid)	<p><b><u>2025 New Hires 2019 New Hires and 2015 New Hires:</u></b></p> <p>\$15,000 Retiree Basic Life</p> <p><b><u>2012 New Hires, 2009 New Hires:</u></b></p> <p>No change from current program.</p>
Eligible Retired Employees Supplemental Life (Retiree Paid)	<p><b><u>2025 New Hires 2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires:</u></b></p> <p>No change from current program.</p>
Definition of Pay	<p><b><u>2025 New Hires 2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires:</u></b></p> <p>No change from current program.</p>
<b>Vision</b>	
Eligible Retired Employees Vision Program	<p><b><u>2025 New Hires 2019 New Hires, 2015 New Hires, 2012 New Hires, 2009 New Hires:</u></b></p> <p>Eligible Retired Employees shall be eligible to participate in the <b>DIRECTV</b> Eligible Former Employee Vision Program.</p>
Eligible Retired Employees Monthly Retiree Contributions	<p><b><u>2025 New Hires 2019 New Hires, 2015 New Hires and 2012 New Hires:</u></b></p> <ul style="list-style-type: none"> <li>Eligible Retired Employees who are Non-Medicare eligible will continue to pay 100% of full cost of coverage* with no Company subsidy.</li> <li>Eligible Retired Employees who are Medicare eligible will continue to be ineligible for coverage.</li> </ul> <p><b><u>2009 New Hires:</u></b></p> <p>Eligible Retired Employees will continue to pay 100% of full cost of coverage* with no Company subsidy.</p> <p>*Note: Calculation of the full cost of coverage is subject to change from time to time at the sole discretion of the Company.</p>

<b>Provision</b>	<b>Eligible Retired Employees</b>
<b>Provision</b>	<b>2025 New Hires 2009 New Hires, 2012 New Hires, 2015 New Hires, 2019 New Hires &amp; Eligible Retired Employees</b>
<b>Voluntary</b>	
<b>Discretionary Program</b>	<b>DIRECTV</b> Voluntary Benefits Platform (products offered as they may change from time to time).

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# **APPENDIX C**

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August 4, 2024

**Herman Junkin**  
**CWA Representative**  
Communications Workers of America – District 3  
**4100 Perimeter Park S**  
**Atlanta, GA 30341**

RE: CVS Caremark

Dear Mr. **Junkin**:

**DIRECTV** has arranged with CVS Caremark to designate all CVS pharmacies as a part of the Caremark mail order fulfillment process. Essentially, this will permit **DIRECTV** employees to pick up 90 day prescriptions for maintenance drugs at CVS retail pharmacies and receive the lower mail order rates. This applies even after the prescription has been filled the allowed number of times at a retail pharmacy.

This arrangement is available at CVS branded pharmacies only. It will not be available at other pharmacies in the Caremark network.

If the union does not object, **DIRECTV** will continue to have this arrangement available to bargained AT&T employees. This arrangement is solely at **DIRECTV's** discretion and can be terminated or modified at any point during the term of the contract.

Sincerely,



---

Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

August 4, 2024

**Herman Junkin**  
**CWA Representative**  
Communications Workers of America – District 3  
**4100 Perimeter Park S**  
**Atlanta, GA 30341**

RE: Company Wellness

Dear Mr. **Junkin**:

Bargained **DIRECTV** Southeast Employees shall continue to be eligible to participate in the **DIRECTV Caring For You** Program as provided below.

The **Caring For You** Program include Wellbeing Resources, Programs and Tools as they change from time to time, as well as access to an online portal with a variety of tools and resources. Below are examples of the benefits and services that are available to eligible bargained employees under **Caring For You**:

#### Wellness Programs

- Medical Decision Support,
- Coaching topics, including but not limited to the following: weight management, exercise, stress management, tobacco cessation, healthy eating, appointment adherence, depression prevention, medication adherence and self-management.

#### Disease Management

- Asthma
- Heart Failure
- Coronary Artery Disease
- Diabetes
- Chronic Obstructive Pulmonary Disease

#### Healthcare Price and Quality Transparency Tool

- Quality ratings and estimated costs for healthcare providers, physicians and specialists
- Reviews for nearby doctors, facilities and services
- Expert second opinion

## Health Assessment and Portal

Certain Services are only available to employees who enroll in a **DIRECTV** self-insured medical program option. Currently, employees who enroll in a fully-insured medical coverage option such as an HMO or waive medical coverage (opt-out) may also be given access to all or part of the **Caring For You Program** as determined by the Company.

The Company retains the unilateral right to change, modify, amend or discontinue the **Caring For You Program** and/or their component parts.

This letter will remain in effect through the term of the **2024** Collective Bargaining Agreement.

Sincerely,

A handwritten signature in cursive script that reads "Brian Cattaneo". The signature is written in black ink and is positioned above a horizontal line.

---

Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

August 4, 2024

**Herman Junkin**  
**CWA Representative**  
Communications Workers of America – District 3  
**4100 Perimeter Park S**  
**Atlanta, GA 30341**

Dear Mr. **Junkin**:

This letter confirms understandings reached by the Company and the Union during the course of the **2024** Collective Bargaining discussions regarding the definition of engagement in a designated Tobacco Cessation program.

While the Company will have the right to change the definition of engagement in a designated Tobacco Cessation program, the Company commits that the definition of engagement shall not be defined as the attainment of a non-tobacco user status.

This letter will remain in effect through the term of the **2024** Collective Bargaining Agreement for **DIRECTV** Southeast Bargained Employees.

Please confirm your understanding of these discussions by signing and returning a copy of this letter to me.

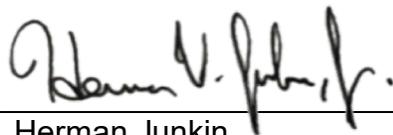
Sincerely,



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Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

Acknowledged:



---

Herman Junkin

---

August 4, 2024  
Date

August 4, 2024

Appendix C  
C04

**Herman Junkin**  
**CWA Representative**  
Communications Workers of America – District 3  
**4100 Perimeter Park S**  
**Atlanta, GA 30341**

Dear Mr. **Junkin**:

**B**argaining unit employees in the **2024** Collective Bargaining Agreements represented by CWA District 3 (**DIRECTV, LLC**) will be eligible to participate in a Paid Parental Leave Policy (“PPL”) for U.S. Bargained-for Employees. The PPL will provide for two (2) weeks of paid parental leave. The Company retains the unilateral right to modify, suspend or discontinue the PPL Policy at any time in its discretion.

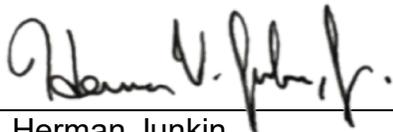
Sincerely,



---

Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV \

Acknowledged:



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Herman Junkin

---

August 4, 2024  
Date

August 4, 2024

**Herman Junkin**  
**CWA Representative**  
Communications Workers of America – District 3  
**4100 Perimeter Park S**  
**Atlanta, GA 30341**

Dear Mr. **Junkin**:

The Southeast **2024** Benefits Agreement offers a self-insured medical program option, entitled “Options **2 and 3**”, intended to be a program whose participants are eligible to contribute to a Health Savings Account (HSA) pursuant to Internal Revenue Code (IRC) section 223. The purpose of this letter is to communicate the process the Company intends to use for the plan years applicable to this Collective Bargaining Agreement for maintaining HSA eligibility for participants who elect Option **2 or 3**.

Participants in High Deductible Health Plans (HDHP) are eligible to contribute to an HSA on a tax preferred basis. The Company commits to review the IRC requirements for High Deductible Health Plans to enable HSA eligibility for participants who elect Option **2 or 3** on an annual basis for the plan years applicable to this Collective Bargaining Agreement. In the event the deductibles or other HDHP eligibility required elements, such as the out-of-pocket maximums, outlined in this Collective Bargaining Agreement do not satisfy legal requirements for HDHP eligibility, the Company agrees to increase the deductible to match the IRC minimum requirement for the applicable plan year and make other HDHP eligibility required adjustments. As a result, the Company will also recalculate the contributions to maintain the estimate of employee costs for the applicable plan year in Options **2 or 3** using the updated deductibles and other HDHP eligibility required adjustments. The Company will recalculate the contributions with the same claims data used to calculate the contributions outlined in this Collective Bargaining Agreement.

The Company will communicate any changes to Option **2 or 3** as soon as administratively feasible.

Sincerely,



---

Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

August 4, 2024

**Herman Junkin**  
**CWA Representative**  
Communications Workers of America – District 3  
**4100 Perimeter Park S**  
**Atlanta, GA 30341**

Dear Mr. **Junkin**:

**DIRECTV** does not have a Company Sponsored Health Savings Account (HSA) Plan; however, employees in the Southeast CWA District 3 represented bargaining unit can contribute to a Company vendor sponsored HSA through payroll deductions. Currently, that vendor is Fidelity, though **DIRECTV** may change that vendor as the Company deems appropriate. Alternatively, employees may open an HSA at another financial institution, although payroll deduction would not be available in such other institutions.

Sincerely,



---

Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

August 4, 2024

Mr. Herman Junkin  
**CWA Representative**  
Communications Workers of America - District 3  
**4100 Perimeter Park S**  
**Atlanta, GA 30341**

Dear Mr. Junkin:

The Company provides employees the opportunity to participate in the **DIRECTV Non-Management Tuition Aid Policy**. We will continue to offer the opportunity to participate in this program to our employees.

**DIRECTV** invests in the training and development of our employees. The **DIRECTV Non-Management Tuition Aid Policy** provides eligible employees assistance with tuition expenses for approved degree programs that expand their skills and prepare them for future careers at **DIRECTV**.

**Beginning in 2025, the Company will allow eligible employees covered by this Agreement to take and receive reimbursement for individual courses that are not part of a degree program under the DIRECTV Non-Management Tuition Aid Policy.**

Should the employees have questions about the policy, they can contact **the Employee Service Center** or their local management team.

Sincerely,



---

Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

August 4, 2024

Appendix C  
C08

**Herman Junkin**  
**CWA Representative**  
Communications Workers of America – District 3  
**4100 Perimeter Park S**  
**Atlanta, GA 30341**

RE: Nanodegree Programs

Dear Mr. **Junkin**:

Bargained employees in the **2024** Collective Bargaining Agreement represented by CWA District 3 (**DIRECTV, LLC**) will be eligible for tuition reimbursement for approved Nanodegree Programs via participation in the **DIRECTV** Non-Management Tuition Aid **Policy**. The Company retains, and CWA recognizes, the Company's unilateral right to amend, change, end or cancel the Nanodegree programs offered under the Tuition Aid Plan or any part thereof at its sole discretion and without bargaining.

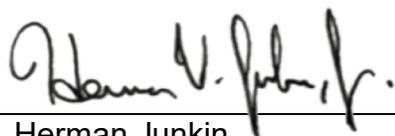
This Letter of Understanding will remain in effect through the term of the **2024 DIRECTV** Southeast **Field Services** and CWA Collective Bargaining Agreement between the Parties.

Sincerely,



\_\_\_\_\_  
Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

Acknowledged:

  
\_\_\_\_\_

Herman Junkin

\_\_\_\_\_  
August 4, 2024

Date

August 4, 2024

**Herman Junkin**  
**CWA Representative**  
Communications Workers of America District 3 **4100 Perimeter Park S**  
**Atlanta, GA 30341**

Dear Mr. **Junkin**:

During **2024** bargaining **it was agreed that Services** Technicians will **continue to** have the option of wearing shorts. This inclusion will remain in effect until the uniform policy is changed or these items are unavailable.

Sincerely,



---

Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

August 4, 2024

**Herman Junkin**  
**CWA Representative**  
Communications Workers of America – District 3  
**4100 Perimeter Park S**  
**Atlanta, GA 30341**

Dear Mr. **Junkin**:

This is to clarify that when an employee is covered on discipline and a disciplinary entry is placed in the employee's personnel record, the manager will provide a copy of such entry to the employee by printing out and handing it to the employee or emailing a copy at the conclusion of the meeting.

The Company further agrees that the disciplinary entry form will indicate the step of discipline (counseling, warning, suspension or discharge), the nature of the violation (e.g., safety, attendance, misconduct, or performance) and a short factual description (e.g., working aloft without hardhat, vehicle unlocked while unattended, failure to input time reports daily).

Sincerely,



---

Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

August 4, 2024

**Herman Junkin**  
**CWA Representative**  
Communications Workers of America – District 3  
**4100 Perimeter Park S**  
**Atlanta, GA 30341**

Dear Mr. **Junkin**:

During bargaining, the Company and Union discussed the subject of whether employees returning to work with temporary modified duties from an approved absence under the short-term disability program would be released to go home with pay in those cases where a modified duty work assignment was not available. As discussed, the Company agreed to the following:

When an employee returns from an approved absence under the Short Term Disability Plan with modified duties, but no such work assignment can be provided, the Company will continue the practice of paying such employees, provided the employee does not otherwise receive any benefits under the short-term disability program for the same period.

Sincerely,



---

Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

August 4, 2024

**Herman Junkin**  
**CWA Representative**  
Communications Workers of America – District 3  
**4100 Perimeter Park S**  
**Atlanta, GA 30341**

Dear Mr. **Junkin**:

I am writing to you concerning the Company's changes to the Military Leave of Absence Program that will be granted to employees who have been called to active duty by Presidential Executive Order.

These military leave provisions apply to all employees who are:

- (1) Drafted or inducted, or who are subject to induction and enlist for the minimum period into the Armed Forces, or
- (2) Members of a Component (including the Reserve and National Guard) and the unit or the employee as an individual is involuntarily ordered or called into active duty.

### **Pay Differential**

The Company will provide a pay differential for a total of thirty (30) months or the period of active duty, whichever is shorter. The differential will be determined by the difference in the employees' weekly base pay as determined by their time in grade at the start of the leave and their military pay as defined in the military leave. If their military pay is higher, then a differential will not be paid.

### **Healthcare**

The Company will provide active employee healthcare benefits for a total of **twenty-four (24)** months or the period of active duty, whichever is shorter. Represented employees will continue to pay any required premium for coverage.

Information will be provided in the military leave package advising employees of this commitment by the Company. They will be informed that their military coverage will be primary for them (the employee) while on active duty, and that the Company's medical plan will remain primary for their dependents.

**Eligibility**

Active eligibility will remain intact at the **DIRECTV Employee** Service Center. The employee should report any family status changes (birth of child, marriage, divorce, etc.) to the **DIRECTV Employee** Service Center.

**Effective Date**

These provisions will **continue to** apply to all military leaves.

**Termination Date**

These provisions will terminate with the **2024** Agreement.

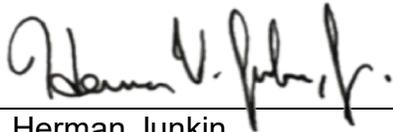
If you concur with the military leave provisions stated above, please sign below.

Sincerely,



\_\_\_\_\_  
Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

Concurred:



\_\_\_\_\_  
Herman Junkin

\_\_\_\_\_  
August 4, 2024

Date

August 4, 2024

Appendix C  
C13

**Herman Junkin**  
**CWA Representative**  
Communications Workers of America – District 3  
**4100 Perimeter Park S**  
**Atlanta, GA 30341**

Dear Mr. **Junkin**:

For eligible participating company employees, 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), **DIRECTV** will include Union Activity time not paid by the Company in determining if an employee meets FMLA's minimum hours of service requirement.

The above provision applies to the **DIRECTV, LLC** collective bargaining agreement.

Sincerely,



---

Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

August 4, 2024

Appendix C  
C14

Mr. Herman Junkin  
CWA Representative  
Communications Workers of America  
4100 Perimeter Park S  
Atlanta, GA 30341

Dear Herman:

The Company and CWA agreed to implement a selection process for paid time off in Article 5 Sections 5.08 and 5.12 for the upcoming Vacation Year, as defined in Section 5.05 of this Article, for all employees covered by the 2024 collective bargaining agreement.

#### Selection Process

1. The work group for selection purposes will be determined by the Company.
2. Selection shall occur in seniority order within the defined work group above.
3. Selection shall occur in the following order:
  - a. Full Week(s), known as a segment, will be selected first with only one segment selected until all other employees have selected a segment. The selection process rotates in seniority order until all employees in the work group have selected their segment(s).
  - b. Day-at-a-time or individual vacation days, vacation days provided when an authorized holiday falls during a vacation segment (Section 5.04 of the Agreement) and Personal Days Off will be chosen in seniority order within the work group defined above with employees choosing all such time off at one time, even though the days selected may not be consecutive.
4. A segment of Vacation is a continuous period of vacation (in full week increments beginning with Sunday of the first week and ending with Saturday of the last week) with no work time between the beginning and end of such vacation period. No more than three (3) weeks may be selected as a segment.
5. The Company will post a statement showing the available periods for selection and the period of time employee may choose time off for the upcoming vacation year ("selection period") no later than October 31<sup>st</sup> preceding the vacation year.

6. **The Company will begin contacting employees, in seniority order, on or after November 1<sup>st</sup> preceding the vacation year.**
7. **All scheduling will be completed by December 1<sup>st</sup> preceding the vacation year.**
8. **Employees who are not readily available between November 1<sup>st</sup> and December 1<sup>st</sup>, may express their preference for choices in writing to their manager in advance of being contacted, and if available, their choices will be assigned as chosen in accordance with seniority.**
9. **Employees not making a selection at the time of contact, employees not expressing advance choices, employees whose advance choice is not available, and employees whom the Company was unable to contact after two (2) days, shall be passed over but shall have the right to make a selection from the remaining available vacation periods in accordance with their seniority at any subsequent time prior to December 15<sup>th</sup> preceding the vacation year.**
10. **Employees who have not made their selections by December 15<sup>th</sup> preceding the vacation year may select from the remaining available periods insofar as service requirements permit.**
11. **During the selection period, an employee who has made a selection will not be allowed to change that selection.**
12. **The “seniority order” shall be determined by the employee’s seniority on January 1<sup>st</sup> of the Vacation Year.**
13. **After December 15<sup>th</sup> and prior to December 31<sup>st</sup> preceding the vacation year the Company will post or make available a completed list of selected time-off for each work group, and that list will be available to employees throughout the calendar year.**
14. **The Company will consider a request of an employee, based upon his/her reason, for a period not included in the posting under “5” above.**
15. **Employees who are not readily available between November 1<sup>st</sup> and December 1<sup>st</sup> may express their preference for choices in advance of being contacted, and if available, their choices will be assigned as chosen in accordance with seniority.**

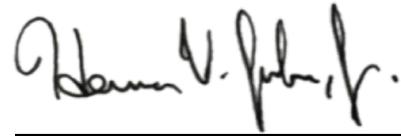
Sincerely,



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**Brian Cattaneo**  
Senior Director, Labor Relations  
DIRECTV

CONCUR:



---

**Herman Junkin**  
CWA Representative  
Communications Workers  
of America

August 4, 2024

**Herman Junkin**  
**CWA Representative**  
Communications Workers of America – District 3  
**4100 Perimeter Park S**  
**Atlanta, GA 30341**

Dear Mr. Junkin:

This will confirm our understanding that while the Parties reached an agreement on the Memorandums of Understanding **regarding Union Dues Deductions and Electronic Dues Authorization**, the Parties have further agreed that each CWA Local will ensure that Sensitive Personal information is protected.

Before **electronically** forwarding the Payroll Deduction Authorization Cards to the Company, the CWA will block out the entire Social Security Number and replace it with the UID of the employee.

Should there be a failure to follow the above agreed upon practice, the Parties will work together to ensure compliance to protect the Sensitive Personal Information of our employees and your members.

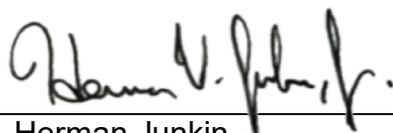
Sincerely,



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Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

Acknowledged:



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Herman Junkin

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August 4, 2024  
Date

**MEMORANDUM OF UNDERSTANDING**  
**UNION DUES DEDUCTIONS**

This Memorandum **with DIRECTV, LLC** referred to as the “Company” sets forth the terms and conditions under which the Company will withhold and remit union dues on behalf of Company employees who are represented by the Communications Workers of America (herein referred to as the “Union”).

Whereas, the Company and the Union have agreed that the terms of this agreement **are effective as of August 4, 2024**, and

Whereas, the Company and the Union have agreed in the Payroll Dues Deduction articles of the Agreements, that the Company make payroll deductions of Union dues or an amount equal to Union dues upon the **electronic** written direction and consent of eligible employees of the Company, and

Whereas, the Company and the Union desire to set forth in this Memorandum the procedures to be followed in the operation of this payroll deduction plan,

Now, therefore, the Company and the Union agree as follows:

1. It is the intent of the Company to comply with the terms and conditions contained in payroll deduction authorizations signed by participating employees, including time periods specified in such authorizations for participating employees to cancel authorizations for such payroll deductions. The parties acknowledge the existence of several types of deduction authorization cards issued by the Union prior to the date of this Memorandum that remain in effect and whose provisions will be honored by the Company.
2. It is understood and agreed that only **authorization cards as outlined in Exhibit A to the Memorandum of Understanding regarding Electronic Dues Authorization**, will be provided **electronically** by the Union and will be accepted **electronically** by the Company on and after the effective date of this Memorandum.
3. The Company agrees to make authorized deductions from only the first two check dates in each month. For an authorized deduction to be effective, for the first or second pay day in the month, the card must have been received by the **Company on or before Friday, the eighth (8<sup>th</sup>) calendar day preceding the last day of the pay period (usually closes on Saturday) for which the deduction is to be effective**. Authorization cards should be forwarded **electronically** to the **Company** as they are accepted by the Union.

4. The Union agrees, before transmitting such payroll deduction authorization cards to the **Company**, to review them and verify they have been properly completed by the employee and the employee is within the bargaining unit represented by the Union. Insofar as it is able to do so, the Union agrees not to transmit to the Company any card that has not been so verified.
5. Deductions will not be made for less than the full amount authorized by the employee.
6. When there are insufficient funds to cover all payroll deductions authorized by the employee, then Union dues deductions and deductions for allotments to the Savings and Security Plan, respectively, shall have priority over all authorized deductions except those required by law and those authorized deductions for insurance.
7. The Company agrees, where necessary, to provide for make-up of missed deductions where failure to deduct is the result of insufficient pay for reasons other than unauthorized absence. As such, the Company agrees to reimburse, at the direction of the Union and on a case-by-case basis, make-up deductions taken in excess of two pay periods.
8. Deductions made during a month in which an employee's status changes so that such deductions are no longer applicable will be remitted for the partial month in which they were collected prior to the change.
9. The Union agrees that the Company may refund to employees deductions which are improperly made and deduct the amount of such refunds from a subsequent remittance to the Union.
10. The Union shall indemnify and hold the Company harmless against any and all claims, demands, suits, litigation expenses (including attorneys' fees) or other forms of liability which may arise out of or by reason of action taken or not taken by the Company for the purpose of complying with any of the provisions of this Memorandum, or in reliance on any authorization or assignment furnished under the Memorandum.

11. Remittance of union dues deductions made in any month will be made by the Company to CWA National in Washington D.C.

The monthly interface files contain the following data elements as reported to CWA National.

**Collective Agreement**  
**Integration File Designation**  
**Local Union**  
**Local District**  
**Last Name**  
**First Name**  
**MI**  
**Employee ID**  
**Job ID**  
**Job Title**  
**Location**  
**Location Zip Code**  
**Home Address**  
**Home Address 2**  
**Home City**  
**Home State**  
**Home Zip Code**  
**Employment Status Code**  
**Employee Type**  
**Time Type**  
**Dues Authorized**  
**Dues Paid**  
**Act**  
**Act Date**  
**Initiation Fee**  
**Weekly Rate**  
**NCS Date**  
**Age**  
**Gender**  
**Scheduled Hours**  
**Total Remitted**  
**Company – Name**

12. The Company will notify the Union each month of the name, department, and work location of all represented employees who separated from service during the preceding month.

13. The Company will recognize methods of determining the amount to be deducted as certified to the Company by the Secretary-Treasurer of the Communications Workers of America. The regular monthly deductions may vary from Local to Local but shall be uniform within a Local. All such monthly deductions will be equated to the first and second payday in the month for the purpose of making deductions.
14. The Union will furnish the Company a list of dues rates or percentages by Locals showing the jurisdiction of each Local and will keep the Company currently advised of any change in such dues rates or percentage or jurisdiction. Changes by a Local will be certified to the Company by the Secretary-Treasurer of the Communications Workers of America and handled as follows:
  - a. Under the percent basis for determining deductions, the Union will certify to the Company a percentage for each Local, to the nearest hundredth of a percent, which is to be applied to the basic pay.
  - b. Where percentage or hours pay authorizations are used the rate of pay to which the percentage will be applied will be the employee's rate in effect for the payroll period being processed.
15. Changes in dues rates or percentages authorized by a Local will be certified to the Company by the Secretary-Treasurer of the Union. Such certifications will be submitted ninety (90) days or more prior to the month in which such changes are to occur.
16. Employees who are promoted to acting management positions shall continue to have deductions made at the same dollar amount that was in effect immediately preceding the appointment to the acting management position.
17. The Company will notify the Union forthwith of the First and Last Name, work location, Job Title and date of cancellation of all authorizations canceled at the request of the employee.
18. Authorizations for deductions will be automatically canceled when an employee leaves the service of the Company or goes on a leave of absence. However, if an employee has on file a written order authorizing a dues payroll deduction, he will not be required to sign a new order when he returns from a leave of absence to have such deduction resumed.
19. Authorization cards may be revoked only during the ten-day periods referred to in the Agreement. Authorization cards, which by their terms are revocable at will, are not subject to the ten-day period referred to in the Agreement. The Union will ensure that the appropriate copy of the multi-copy authorization card is sent **electronically** to the Company.

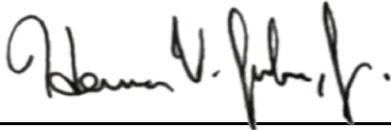
20. Authorizations of employee dues deductions will automatically be transferred in case of Inter-Company and Intra-Company movement by the employee. Dues collected at the transferor and transferee locations will be remitted by those locations.

This Memorandum of Understanding shall expire contemporaneously with the termination date provided in the Duration of Agreement article of the Company Working Agreements that are subject to this Memorandum.

IN WITNESS WHEREOF, the foregoing Memorandum has been executed in the day and year first above written.

Communications Workers of America

DIRECTV



Herman Junkin  
CWA Representative  
District 3

Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

Date: August 4, 2024

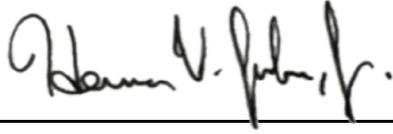
Date: August 4, 2024

**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 Article 25 (Payroll Dues Deduction and Union Security) of the Collective Bargaining Agreement, 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, shall 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 electronically 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 Collective Bargaining Agreement 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. Additionally, the parties agree that if the Union receives a signed payroll dues deduction, COPE or PAF authorization form in paper, it shall only transmit such form to the Company in an electronic format such as PDF sent via email (that is paper forms shall not be mailed to the Company.)

**This Memorandum of Agreement will remain in effect through the term of the 2024 Collective Bargaining Agreement between the Parties.**

**FOR THE UNION:**



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**Herman Junkin  
CWA Representative  
Communications Workers of America**

**FOR THE COMPANY:**



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**Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV**

**This document provides a comprehensive description of the proposed text and fields contained within the DIRECTV E-card.**

**\* Asterisk indicates a required field.**

**First page: “This is a simple form with three different sections. You will receive a receipt in your email of your entry and will have the opportunity to make changes by email if something was entered in mistake. If you prefer to sign paper copies of any of these forms, please contact [insert contact].”**

**Second page - CWA Membership Form:**

**Header: “I hereby request and accept membership in the Communications Workers of America (CWA) and when accepted by the Local, agree to be bound by the Constitution of the Union and Amendments thereto and Rules and Regulations now in effect or subsequently enacted by the Union and/or the Local to which I am assigned.”**

**Fields:**

**First Name\***

**Last Name\***

**Work Location Address\***

**Work Location State\***

**Employee ID**

**Local Number**

**Home Address\***

**Home City\***

**Home State\***

**Home Zip\***

**Personal E-mail Address\***

**Personal Cell Phone**

**CWA Text/Call Opt-in**

**Membership question - radio buttons with two options:\***

- **“Yes, I accept membership in the Communications Workers of America!”**
- **“No, I decline membership. I understand I don't get to vote for local union officers or on contracts.”**

**Electronic Signature\***, with preface of “This typed electronic signature is equivalent to, and in place of, a hand-written signature. CWA and I agree that this card may be electronically signed and that the electronic signature appearing here is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility.”

**Automatically collected fields:**

**Signature Date**

**Timestamp**

**IP Address**

**Third page - Dues (or Equivalent Fee) Deduction Form:**

**Header: “I hereby authorize DIRECTV to deduct from the compensation (including disability benefits or vacation payments) due me an amount equal to the initiation fee certified in writing to the Company by the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent, and each month an amount equal to regular monthly Union dues, certified in writing to the Company by the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent. Each amount so deducted shall be remitted to the Secretary-Treasurer of the Communications Workers of America, or his/her duly constituted agent. If for any reason the Company fails to make a deduction, I authorize the Company to make such deduction in a subsequent payroll period.**

**This authorization is voluntarily made and is neither conditioned on my present or future membership in the Union, nor is it to be considered as a quid pro quo for membership. This authorization shall continue in effect until canceled by written notice by me and individually sent by email to the Company. This cancellation of authorization must be sent electronically during the fourteen (14) day period prior to each anniversary date of the current or any subsequent Collective Bargaining Agreement, or during the fourteen (14) day period prior to the termination of the current or any subsequent Collective Bargaining Agreement.**

**Fields:**

**All fields are carried over from previous page (if filled in), except the Dues Deduction Authorization question and the Electronic Signature.**

**First Name\***

**Last Name\***

**Work Location Address\***

**Work Location State\***

**Employee ID**

**Local Number**

**Home Address\***

**Home City\***

**Home State\***

**Home Zip\***

**Personal E-mail Address\***

**Personal Cell Phone**

**CWA Text/Call Opt-in**

**Dues Deduction Authorization question - radio buttons with two options:\***

- **“Yes, I choose to opt in for payroll dues deduction. I affirm that I am an employee employed by DIRECTV. I authorize DIRECTV to deduct from my salary an amount equal to regular monthly deals. This authorization shall remain in effect unless I cancel in writing.”**
- **“No, I choose to opt out of payroll dues deduction.”**

**Electronic Signature\*, with preface of “This typed electronic signature is equivalent to, and in place of, a hand-written signature. CWA and I agree that this card may be electronically signed and that the electronic signature appearing here is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility.”**

**Automatically collected fields:**

**Signature Date**

**Timestamp**

**IP Address**

**Fourth page - Political Contributions Committee Payroll Deduction Form:**

**Fields:**

**Field carried over from previous page (if filled in) include First and Last Name, Local Number, Home Address, Home City, Home State, Home Zip, Personal Email Address, Personal Cell Phone, and CWA Text/Call Opt-in.**

**First Name**

**Last Name**

**Occupation**

**Local Number**

**Home Address**

**Home City**

**Home State**

**Home Zip**

**Personal Email Address**

**Personal Cell Phone**

**CWA Text/Call Opt-in**

**Amount to Deduct Per Pay Period - radio buttons with the following options:**

- **\$5**
- **\$15**
- **\$20**
- **\$25**
- **Other - write in**

Select one - radio buttons with the following options:

- New Enrollment
- Change of Amount
- Cancellation

Political Contributions Authorization question - radio buttons with two options:\*

- “Yes, I hereby authorize my employer to deduct from my wages the listed sum each pay period and to remit such amount to the Communications Workers of America-Committee on Political Education Political Contributions Committee. (CWA-COPE PCC).”
- “No, I choose to opt out.”

Legal language prior to Electronic Signature: “THIS AUTHORIZATION IS VOLUNTARILY MADE BASED ON MY SPECIFIC UNDERSTANDING THAT:

The signing of this authorization card and the making of contributions to CWA COPE PCC are not conditions of membership in the union nor of employment with the Company and that I may refuse to do so without fear of reprisal.

I am making a contribution to a joint fund-raising effort sponsored by CWA-COPE PCC and the AFL-CIO Committee on Political Education Political Contributions Committee (“AFL-CIO COPE PCC”) and that CWA-COPE PCC and AFL-CIO COPE PCC will use my contributions for political purposes, including but not limited to, the making of contributions to or expenditures on behalf of candidates for federal, state, and local offices and addressing political issues of public importance.

Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and the name of employer of individuals whose contributions exceed \$200 in a calendar year.

Contributions or gifts to CWA-COPE PCC and AFL-CIO COPE PCC are not deductible as charitable contributions for federal income tax purposes.”

Electronic Signature\*, with preface of “This typed electronic signature is equivalent to, and in place of, a hand-written signature. CWA and I agree that this card may be electronically signed and that the electronic signature appearing here is the same as a handwritten signature for the purposes of validity, enforceability, and admissibility.”

Automatically collected fields:

Signature Date

Timestamp

IP Address

**Fifth and final page - Receipt page. Form logic will only show certain parts if the worker has opted in for membership, dues deduction, and/or political contributions. Email receipt delivers identical information:**

**If opted in for membership: Welcome to CWA!**

**This message is to confirm that we have received an electronic submission of authorization from you requesting and accepting membership in the Communications Workers of America (CWA). We have sent a confirmation message to the email address you provided: [Personal email]**

**Building a strong union at DIRECTV requires that we all pitch in to help out. We're excited for you to get involved! To find out how, contact [insert contact]**

**The information you submitted is below. If you need to correct any of the information you submitted, please contact us at [insert contact].**

**Name: [value]**

**Work Location Address: [value]**

**Work Location State: [value]**

**Employee ID: [value]**

**Local: [value]**

**Address: [value]**

**City: [value]**

**State: [value]**

**Zip: [value]**

**Personal Email: [value]**

**Personal Cell Phone: [value]**

**I want union-related updates from CWA via cell (text & voice): [value]**

**Electronic Signature: [value]**

**Signature Date: [value]**

**CWA Membership: [value]**

**If opted in for dues deduction authorization: We have received an electronic submission of authorization from you authorizing dues deduction. We have sent a confirmation message to the email address you provided: [value]**

**The information you submitted is below. If you need to correct any of the information you submitted, please contact us at [insert contact]**

**Name: [value]**

**Work Location Address: [value]**

**Work Location State: [value]**

**Local No.: [value]**

**Home Address: [value]**

**City: [value]**

State: [value]  
Zip: [value]  
Personal Email: [value]  
Personal Cell Phone: [value]  
I want union-related updates from CWA via cell (text & voice): [value]

Dues Deduction Authorization: [value]

Electronic Signature: [value]  
Signature Date: [value]

If opted in for political contributions: We have received an electronic response regarding contributions to the CWA-COPE-PCC. We have sent a confirmation message to the email address you provided: [value]

If you would like to make any change any amount you contribute to the CWA-COPE-PCC, please email: [cwacope@cwa-union.org](mailto:cwacope@cwa-union.org).

Name: [value]  
Occupation: [value]  
Address: [value]  
City: [value]  
State: [value]  
Zip: [value]  
Personal Email: [value]  
Personal Cell Phone: [value]  
I want union-related updates from CWA via cell (text & voice): [value]  
Amount to Deduct Per Pay Period: [value]  
Type: [value]  
Political Contributions Authorization:[value]  
Electronic Signature: [value]  
Signature Date: [value]

**MEMORANDUM OF UNDERSTANDING**  
**PAYROLL DEDUCTION OF CWA-COPE**

This Memorandum is made and entered into with respect to the following collective bargaining agreements: **DIRECTV, LLC** (the **DIRECTV Company** which employs individuals in **this bargaining unit is** for ease of reference, herein referred to as the "Company"). This memorandum sets forth the terms and conditions whereby eligible employees who are represented by the Communications Workers of America (herein referred to as the "Union") may make voluntary contributions through payroll deduction to CWA-COPE, a separately segregated Political Action Committee (PAC) sponsored by the Union.

Whereas, the Company and the Union have agreed that the terms of this agreement are effective upon ratification of the Labor Agreements between the parties and for the life of the Labor Agreement.

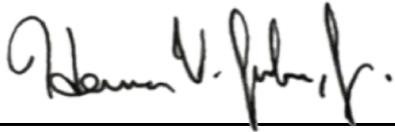
The terms of the agreement are:

1. Eligibility to participate in contributions to CWA-COPE is restricted to those employees of the Company who are certified by the Union as eligible under applicable federal and state laws. Participation by eligible employees shall be on a voluntary basis and employees shall be so informed by the person soliciting their participation on behalf of the Union.
2. Deductions from employees' pay shall be made each pay period and will begin or change in the first pay period ending in the month following receipt of a signed payroll deduction authorization (PRD) card. Authorization cards are to be forwarded **electronically** to the **Company** by the 20th calendar day of a month in order for them to be effective in the month following receipt. Deductions shall be in the minimum amount of **one dollar (\$1.00), or fifty-cent (\$.50) increments thereof, per month. Deductions from employees' pay shall be made each pay period.** The employees' pay drafts will carry an indication of **CWA-COPE PAC** deduction.
3. The Company will remit contributions to the Treasurer, CWA-COPE Political Contributions Committee monthly, following the deduction from the employees' pay. In addition, the Company will transmit monthly a list of contributors through payroll deductions showing the contributors' names and amounts contributed.
4. Any employee's payroll deduction shall cease only upon the occurrence of any of the following:
  - a. Termination of a participating employee's employment with the Company.
  - b. Retirement of a participating employee.
  - c. Transfer of a participating employee out of the bargaining unit.

- d. Receipt **by the Company** of written notice to cancel contributions to CWA-COPE signed by the employee.
  - e. Receipt by the Company of electronic notice from the Union that an employee is no longer eligible to participate.
  - f. Leave of absence (unpaid) of a participating employee.
5. This agreement is subject to applicable federal, state and local laws and regulations and shall not be effective where prohibited by any such laws or regulations.
6. The parties agree the Company assumes no responsibility under this agreement other than the collection of contributions pursuant to employee authorization of payroll deductions and forwarding of such amounts collected to CWA-PAC. The Union agrees to indemnify the Company and hold it harmless from all claims, damages, costs and expenses of any kind which may arise in connection with the program covered by this agreement.

Communications Workers of America

DIRECTV, LLC



Herman Junkin  
CWA Representative-  
District 3

Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

Date: August 4, 2024

Date: August 4, 2024

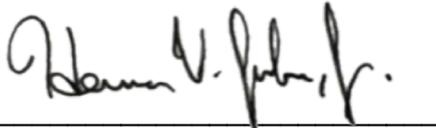
**MEMORANDUM OF AGREEMENT**

**SUCCESSORSHIP**

**DIRECTV, LLC** (for ease of reference, herein referred to as the “Company”) agrees that in any agreement to sell a portion of its assets in a transaction involving the transfer of employees subject to this Collective Bargaining Agreement, as a condition of the closing of such sale, that the Buyer shall agree to assume the terms of the existing Collective Bargaining Agreement, provided that the Buyer shall have the right to re-open the unexpired Collective Bargaining Agreement 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 Communications Workers of America (“Union”) hereby agrees to accept or, the Buyer and Union may bargain at the expiration of the Collective Bargaining Agreement, whichever is earlier. In no event will the terms of this Successorship Memorandum of Agreement limit any of the Company’s existing rights under this Agreement. 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.

This Memorandum of Agreement will remain in effect through the term of the **2024** Collective Bargaining Agreement between the Parties.

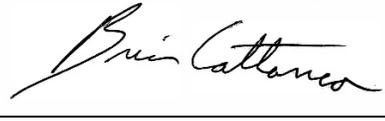
For the Union:



Herman Junkin  
CWA Representative  
District 3

Date: August 4, 2024

For the Company:



Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

Date: August 4, 2024

## MEMORANDUM OF AGREEMENT

### REGARDING NEUTRALITY AND CARD CHECK RECOGNITION

**DIRECTV, LLC** (“the Company”) and Communications Workers of America (“the Union”), enter into this Memorandum of Agreement Regarding Neutrality and Card Check Recognition as of the last date of the parties’ signatures on this Agreement.

**1. Duration.** This Agreement is effective as of the date stated above, and shall remain in effect for the life of the **2024** Collective Bargaining Agreement, 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 **DIRECTV, LLC** and all other present and future companies, divisions, subsidiaries or operating units thereof.

(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. 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 he 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, **DIRECTV, LLC**, 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 **DIRECTV, LLC**, or

(b) the elimination of bargaining unit work while new jobs are created in any other entity of the Company or any subsidiary of **DIRECTV, LLC**,

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 **DIRECTV** 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 **DIRECTV, LLC** 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 **DIRECTV** 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;

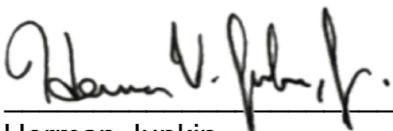
provided, however, that this paragraph shall not be construed as having any effect on the Union’s right or the Company’s obligation, to the extent the same may exist under applicable law and/or any preexisting collective bargaining agreement(s), to negotiate changes in the terms and conditions applicable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

Communications Workers  
of America

DIRECTV

By   
Herman Junkin

By   
Brian Cattaneo

Date: August 4, 2024

Date: August 4, 2024

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.

**MEMORANDUM OF AGREEMENT REGARDING  
SCHEDULING**

This Memorandum of Agreement covers the understanding reached between the Company and the Union concerning scheduling in the job title of Services Technician.

The Company will endeavor to schedule tours to allow technicians to have two (2) consecutive days off each week as noted below:

1. Consecutive Off Days - Friday & Saturday
2. Consecutive Off Days - Saturday & Sunday
3. Consecutive Off Days - Sunday & Monday

The number of slots available for each of these three (3) options will be subject to the needs of the business and determined by the Company but the total number of slots for these three (3) options will not fall below the number of technicians within the workgroup. Employees will exercise their seniority in selecting their work schedules.

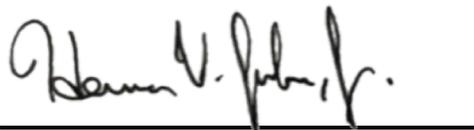
While the Company reserves the right to call employees into work on their day off, under the terms and conditions of the existing bargaining agreement, one (1) of these slots of two (2) consecutive days each week, will be designated as a guaranteed two (2) consecutive days off per month.

Should the Company change how it schedules tours from the manner outlined above, it agrees that employees will be guaranteed one (1) weekend off per month. This requirement shall not pertain in cases of emergency or when an employee agrees to overtime assignments in excess of this limitation.

This Memorandum of Agreement will remain in effect through the term of the 2024 Collective Bargaining Agreement between the parties, and will be implemented with the next tour selection following ratification of the 2024 Collective Bargaining Agreement.

**AGREED:**

**FOR THE UNION:**



**Herman Junkin  
CWA Representative**

**FOR THE COMPANY:**



**Brian Cattaneo  
Senior Director, Labor Relations**

Date: August 4, 2024

Date: August 4, 2024

**MEMORANDUM OF AGREEMENT**

**CONTINUOUS BARGAINING COMMITTEE**

The parties agree to **create a** Continuous Bargaining Committee for the duration of this Agreement. This committee will build on the structure and joint problem solving methods used in **2024 bargaining**. **The committee** will meet **virtually** as needed, by mutual agreement.

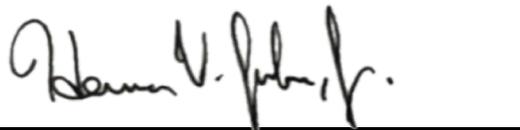
The committee will be comprised of six **(6)** regular members, three **(3) designated by the Company** and three **(3) designated by the Union**, chaired by the respective collective bargaining agents. If mutually agreed, both the Company and the Union may select up to an additional three **(3)** members in order to best resolve the issues at hand. The Continuous Bargaining Committee may discuss any topic that is a subject of collective bargaining. The parties agree, however, that modifications to the Agreement will require the normal method of implementing the changes through Memoranda of Agreement or through ratification. By way of example, such topics could include:

- Issues that need to be addressed before the next scheduled contract negotiations.
- Proposals from employee participative groups that require negotiation of an agreement.
- Establishment of joint task forces, as needed, to develop mutual solutions.

The parties affirm that the Continuous Bargaining Committee will conduct its meetings to solve problems and will promote continual improvement in collective bargaining.

Communications Workers of America

DIRECTV, LLC



Herman Junkin  
CWA Representative  
District 3

Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV

Date: August 4, 2024

Date: August 4, 2024

**MEMORANDUM OF AGREEMENT**

**WORKING RELATIONS COMMITTEE (WRC)**

**This Memorandum of Agreement confirms our understanding that it would be beneficial to both parties to discuss broad concerns of mutual interest. In order to accomplish this goal, the Company and the Union agree to the following:**

**To establish a Working Relations Committee (WRC).**

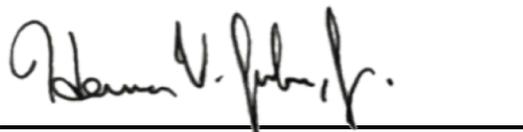
**The WRC does not have the authority to formulate policy or enter into agreements that require collective bargaining. The WRC proceedings will not be used in lieu of the grievance or arbitration procedures nor will they be subject to the grievance and arbitration process.**

**The WRC will consist of no more than two (2) representatives designated by the Company and no more than two (2) representatives designated by the Union. In addition, a representative from the CWA International and a representative from DIRECTV Labor Relations may attend. Pay will be limited to two (2) Union representatives who will be paid in accordance with Article 17 Section 06 of the current Collective Bargaining Agreement for attendance at WRC meetings. Additional Union or Company representatives may attend the meetings, as needed.**

**The WRC will meet virtually on a bi-annual basis, or more frequently upon mutual agreement of the parties, for the purpose of discussing whatever agenda either party may wish to present.**

**Communications Workers of America**

**DIRECTV, LLC**



**Herman Junkin  
CWA Representative  
District 3**

**Brian Cattaneo  
Senior Director, Labor Relations  
DIRECTV**

**Date: August 4, 2024**

**Date: August 4, 2024**