

## **EXTENSION AGREEMENT**

This extension agreement (“2022 Extension Agreement”) is executed by and between Certain Business Operating Units and Divisions of AT&T Corp., AT&T of the Virgin Islands, Inc., and AT&T Global Communications Services Inc. (jointly referred to as “Company”) and Communications Workers of America (“Union”) to the 2018 core Collective Bargaining Agreement effective April 15, 2018 through April 9, 2022 (“2018 Agreement”). The Company and the Union are hereafter referred to as “Parties.” The Parties have agreed that the current 2018 Agreement shall continue in full force and effect until 11:59 p.m., April 9, 2022. Thereafter, the terms of the current 2018 Agreement shall continue in full force and effect until 11:59 p.m., on April 11, 2026, except as specifically provided herein, and this 2022 Extension Agreement shall thereafter be construed as if the new April 11, 2026 expiration date had been included in the original 2018 Agreement when it was ratified on August 5, 2019. Changes to the terms of the 2018 Agreement effective April 10, 2022 through the term of this extension and other consideration for this extension are as follows:

### **1. Article 15.4 – General Wage Schedule Increases**

- (a) The Parties agree that the terms of Article 15.4 of the 2018 Agreement are extended, but amended to provide for the additional general wage increases:

#### (e) Fifth Wage Increase

Effective April 10, 2022, wage schedules shall be increased by three percent (3%) on the Maximum Rates and by zero percent (0%) on the Minimum Rates in effect after the fourth wage increase above.

#### (f) Sixth Wage Increase

Effective April 9, 2023, wage schedules shall be increased by three percent (3%) on the Maximum Rates and by zero percent (0%) on the Minimum Rates in effect after the fifth wage increase above.

#### (g) Seventh Wage Increase

Effective April 7, 2024, wage schedules shall be increased by two and one half percent (2.5%) on the Maximum Rates and by zero percent (0%) on the Minimum Rates in effect after the sixth wage increase above.

#### (h) Eighth Wage Increase

Effective April 6, 2025, wage schedules shall be increased by two and one half percent (2.5%) on the Maximum Rates and by zero percent (0%) on the Minimum Rates in effect after the seventh wage increase above.

The progression step increases in the wage schedules between the zero (0) month step and the sixty (60) month step will be computed on an exponential basis. The progression steps beyond the sixty (60) month step will be increased based on the wage rate in effect April 14, 2018 at each respective step plus three percent (3.0%) for the initial wage increase, three percent (3.0%) for the second wage increase, two and one quarter percent (2.25%) for the third wage increase, ~~and~~ two and one quarter percent (2.25%) for the fourth increase, three percent (3%) for the fifth wage increase, three percent (3%) for the sixth wage increase, two and one half percent (2.5%) for the seventh wage increase and two and one half percent (2.5%) for the eighth wage increase.

- (b) In lieu of Article 15.4, the general wage increases noted above will apply to Articles 34.2(c), 44.1(h) and Appendix A Section 7.2 and USVI Article F.2(b).
- (c) The Parties agree that the terms of Article 45.5(b) are extended, but amended to provide for the additional general wage increases agreed upon in Article 15.4. The general wage increases provided for in Article 15.4 will be applied to Article 45.5(b) in a manner consistent with the historical application for general wage increases.

(6) Fifth Wage Increase

Effective April 10, 2022, wage schedules shall be increase by three percent (3%) on the High and Maximum Rates and by zero percent (0%) on the Minimum Rates in effect on April 9, 2022.

- (i) In addition, for employees whose Standard Rate is equal to or greater than the High Rate on April 9, 2022, and whose performance rating is Outstanding:
  - Effective on April 10, 2022, the employee's Standard Rate will be increased by three percent (3%) but not to exceed the maximum wage for that title.
- (ii) In addition, for employees whose Standard Rate is equal to or greater than the High Rate on April 9, 2022, and whose performance rating is More than Satisfactory:
  - Effective on April 10, 2022, the employee's Standard Rate will be increased by one and one half percent (1.5%) but not to exceed the maximum wage for that title.

(7) Sixth Wage Increase

Effective April 9, 2023, wage schedules shall be increase by three percent (3%) on the High and Maximum Rates and by zero percent (0%) on the Minimum Rates in effect on April 8, 2023.

- (i) In addition, for employees whose Standard Rate is equal to or greater than the High Rate on April 8, 2023, and whose performance rating is Outstanding:
  - Effective on April 9, 2023, the employee's Standard Rate will be increased by three percent (3%) but not to exceed the maximum wage for that title.
- (ii) In addition, for employees whose Standard Rate is equal to or greater than the High Rate on April 8, 2023, and whose performance rating is More than Satisfactory:
  - Effective on April 9, 2023, the employee's Standard Rate will be increased by one and one half percent (1.5%) but not to exceed the maximum wage for that title.

(8) Seventh Wage Increase

Effective April 7, 2024, wage schedules shall be increase by two and one half percent (2.5%) on the High and Maximum Rates and by zero percent (0%) on the Minimum Rates in effect on April 6, 2024.

- (i) In addition, for employees whose Standard Rate is equal to or greater than the High Rate on April 6, 2024, and whose performance rating is Outstanding:
  - Effective on April 7, 2024, the employee's Standard Rate will be increased by two and one half percent (2.5%) but not to exceed the maximum wage for that title.
- (ii) In addition, for employees whose Standard Rate is equal to or greater than the High Rate on April 6, 2024, and whose performance rating is More than Satisfactory:
  - Effective on April 7, 2024, the employee's Standard Rate will be increased by one and one quarter percent (1.25%) but not to exceed the maximum wage for that title.

(9) Eighth Wage Increase

Effective April 6, 2025, wage schedules shall be increase by two and one half percent (2.5%) on the High and Maximum Rates and by zero percent (0%) on the Minimum Rates in effect on April 5, 2025.

- (i) In addition, for employees whose Standard Rate is equal to or greater than the High Rate on April 5, 2025, and whose performance rating is Outstanding:
  - Effective on April 6, 2025, the employee's Standard Rate will be increased by two and one half percent (2.5%) but not to exceed the maximum wage for that title.

(ii) In addition, for employees whose Standard Rate is equal to or greater than the High Rate on April 5, 2025, and whose performance rating is More than Satisfactory:

- Effective on April 6, 2025, the employee's Standard Rate will be increased by one and one quarter percent (1.25%) but not to exceed the maximum wage for that title.

## **2. Ratification Bonus**

- (a) Each regular full-time employee on the Company payroll as of the date of ratification of this 2022 Extension Agreement will receive a single \$500 lump sum contract ratification bonus. Each regular part-time employee on the payroll as of the date of ratification of this 2022 Extension Agreement will receive a prorated ratification bonus based on what their part-time classification (or “part-time equivalent work week”) was on the ratification date. These ratification bonuses are contingent on the 2022 Extension Agreement being ratified by January 20, 2022. The Company will pay this bonus as soon as practicable following ratification, subject to normal wage withholdings and deductions.

## **3. Article 19 – Benefits**

- (a) The Parties agree that the terms of Article 19 of the 2018 Agreement are extended, but amended as outlined in Attachment A & B.
- (b) Monthly Benefit Tables and Pension Band Credits will be updated consistent with Article 19.2(B)(i) in Attachment A.

## **4. Wage Schedules**

- (a) Appendix 5 wage schedules will be updated consistent with Article 15.4, Article 34.2(c), 44.1(h) and 45.5(b).
- (b) Appendix A Section 7.1 will be updated consistent with Section 7.2
- (c) USVI Article F.2(c) will be updated consistent with Article F.2(b)

**5. Success Sharing Plan**

The Parties agree that the terms of the Success Sharing Plan in the 2018 Agreement are extended, but amended to provide for the following additional or revised terms:

- a) A.1. Success Units will be revised as follows:

Employees will be awarded 150 success units at the beginning of each award year (October 1, 2018, October 1, 2019, October 1, 2020, ~~and~~ October 1, 2021, October 3, 2022, October 2, 2023, October 1, 2024, and October 1, 2025). Those success units will only be valid for that award year and will not carryover to the next award year. A success unit is only used as a multiplier in the payout calculation and is not a share of stock nor has any other value.

- b) The following rows will be added to the table in A.2 Determining Award Value:

<u>Award Year</u>	<u>Beginning Award Value</u>	<u>Ending Award Value</u>
<u>2023</u> <u>(October 3, 2022 to September 29, 2023)</u>	<u>October 3, 2022 closing AT&amp;T stock price</u>	<u>September 29, 2023 closing AT&amp;T stock price</u>
<u>2024</u> <u>(October 2, 2023 to September 30, 2024)</u>	<u>October 2, 2023 closing AT&amp;T stock price</u>	<u>September 30, 2024 closing AT&amp;T stock price</u>
<u>2025</u> <u>(October 1, 2024 to September 30, 2025)</u>	<u>October 1, 2024 closing AT&amp;T stock price</u>	<u>September 30, 2025 closing AT&amp;T stock price</u>
<u>2026</u> <u>(October 1, 2025 to September 30, 2026)</u>	<u>October 1, 2025 closing AT&amp;T stock price</u>	<u>September 30, 2026 closing AT&amp;T stock price</u>

**6. The existing contract terms requiring changes to dates or amounts to accomplish treatment for the extended period similar to that of the expiring period.**

- (a) Employment Security – Paragraph 7
- (b) Miscellaneous Agreement – Article 20 Personal Illness Absence and Limited Exception for Personal Illness Absence Immediately Preceding an Approved Disability
- (c) Cope Pac Deductions – CWA
- (d) Funding of the Alliance
- (e) (cc) Designated Holidays

## **7. Other Matters**

- (a) A Memorandum of Agreement: Employment and Public Affairs Support Commitment (“MOA”) was signed on or about August 27, 2021. Section 3(d) of this Memorandum provides:

“The Company agrees that beginning in January 2022, it will recognize Martin Luther King Jr. Day as a holiday in all CWA collective bargaining agreements held by the Company. The terms of this holiday will be governed by the terms of the collective bargaining agreement applicable to each such employee. *This commitment shall continue for the term of this Agreement or the applicable collective bargaining agreement, whichever is longer.*”

The Parties agree that because the 2022 Extension Agreement extends the 2018 Agreement as if it had the expiration date of April 11, 2026 at the time it was ratified, the terms of the 2018 Agreement extend beyond the expiration of the MOA.

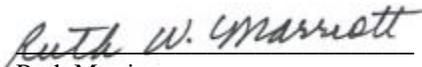
## **8. Ratification**

The Parties agree that if this 2022 Extension Agreement is not ratified by January 20, 2022, it will become null and void. The Parties agree that all efforts undertaken during this process would then remain confidential and would not be admissible in any forum for any purpose. In such event, the Parties will begin regular bargaining for an agreement to replace the 2018 Agreement as if Extension discussions had never been attempted, unless mutually agreed otherwise in writing.

**9. Conclusion**

The terms of this 2022 Extension Agreement shall remain in effect until 11:59 p.m., on April 11, 2026.

**FOR THE UNION:**

  
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Ruth Marriott  
CWA Staff Representative - T&T

1/21/22  
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Date

  
\_\_\_\_\_

Lisa Bolton  
CWA Vice President – T&T

1/21/22  
\_\_\_\_\_

Date

**FOR THE COMPANY:**

  
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Eric Bain  
Director Labor Relations

1.21.2022  
\_\_\_\_\_

Date

  
\_\_\_\_\_

Matasha Burr  
Assistant Vice President Labor Relations

1.21.2022  
\_\_\_\_\_

Date

  
\_\_\_\_\_

Diane Bradley  
Vice President Labor Relations

1.21.2022  
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Date