

BREAKING!

TENTATIVE AGREEMENT REACHED AT DIRECTV ORANGE!

We could not have achieved this without your support and mobilization. The DTV Orange Customer Care Bargaining Committee **unanimously recommends a YES vote on this Tentative Agreement!**



HIGHLIGHTS OF THE TA INCLUDE:

WAGES AND PAY

- A 5% raise in year 1, then a 3% raise plus a Cost of Living Increase the following 3 years
- A breakout raise for Video Services Specialists (VSS)
 - Client Service Specialists and Customer Service Reps move to a new VSS title with a max pay of \$950/weekly for 2022
- Overtime to be paid after working 8 hours in a day
- A \$500 ratification bonus if ratified by August 31, 2022

BENEFITS

- Healthcare cost share under 29%; will increase to 29% in the last year of the Agreement
- Roll back of all "new hires" to "current employees" for cost-share (which will impact 78% of the unit)
 - New hires after January 1, 2023 will pay 32% cost-share
- Adds an "Option 3" with a high deductible
- Options 2 and 3 will have maintenance drugs excluded from the deductible, making them more affordable options

PENSION

- Maintains the BCB2 pension for all
- Maintains the 401(k) plan for all



MORE HIGHLIGHTS OF THE TA:

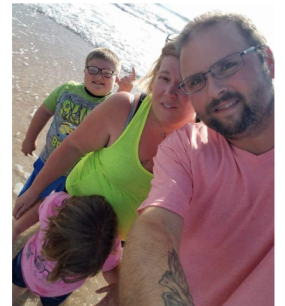
EMPLOYMENT SECURITY

- An Employee Security Commitment that includes all job titles
- A Call-Share Memorandum Agreement (MOA), meaning that the company may not have an involuntary surplus or close a call center while below the negotiated Call-Share percentage

ADDITIONAL BENEFITS

- Adds Martin Luther King Jr. Day to the list of paid Holidays
- New scheduling language to require shift bidding to be done at least every six months
- Changes language for funeral in family to death in family with a Letter of Agreement to assure our members have the benefit without providing proof unless there is suspicion of fraud
 - The three days may be delayed up to 6 months if the employee is waiting for a service to be scheduled
- Working Relations Committee meetings
- A National Safety Committee
- An improved attendance policy with points accumulating at a slower rate and rolling off after 6 months
- An MOA with rules for WFH titles:
 - Options for exchange time, excused unpaid time, or PTO when available for loss of internet or power
 - Paid by DTV if DTV's own system is out
 - No web cam surveillances; limits on usage for meetings
 - Notifications to Local Presidents or designees for all new hires; links to e-cards and virtual Local bulletin board for all WFH employees

THIS IS WHO WE'RE FIGHTING FOR:



This TA is unanimously recommended by your Orange DTV Bargaining Committee:

Chris Alvarado, Local 7750
Mike Anson, Local 2009
Ann Jensen, Local 7250
Jeanne Stewart, CWA Staff
Pat Telesco, CWA Staff

THIS IS YOUR UNION. YOUR VOTE MATTERS.