



Pat Telesco &lt;ptelesco@cwa-union.org&gt;

## ORANGE IMPLEMENTATION

1 message

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Thu, Sep 1, 2022 at 10:51 AM

To: "ptelesco@cwa-union.org" &lt;ptelesco@cwa-union.org&gt;

<b>Mobility Orange Implementation</b>		
<b>Contract Reference</b>	<b>Discussion Items</b>	<b>Contract Provision Effective Date</b>
Wages	2022 Retro GI	<b>8/28/2022</b>
Wages	Ratification Bonus - \$500	<b>9/16/2022 Paycheck</b>
Wages	Wage Table Adjustments for RSC, ISR, ISSR, Coordinator 2 titles	<b>9/11/2022 On 9/30/2022 paycheck</b>
New Titles	Reclassification of employees going into new titles (PSC, PSC WFH, BPSC, and TSS)	<b>9/11/2022 On 9/30/2022 paycheck</b>
Article 19 Section 1e	Basis of Compensation - ISR - Weekly rate adjusted to add At Risk weekly amount to determine wages when ISR applies for other positions in the labor agreement. (Same language as RSCs)	<b>8/1/2022</b>
Article 19 Section 3	Overtime in excess of 8 hours; exception employees who work 4x10 shifts in excess of 10 hours	<b>9/25/2022 On 10/14/2022 Paycheck</b>
Article 19 Section 3	Excused with Pay days considered time work	<b>9/25/2022</b>
Article 19 Section 4	On-Call Duty - Increased on-call duty to \$42 NoRetro	<b>8/14/2022</b>
Article 19 Section 5	Call out payment increased to 2 hours	<b>9/25/2022 On 10/14/2022 Paycheck</b>
Article 19 Section 11	Multilingual pay increase to \$6 per day, \$30 per week; PT - \$3 per day \$15 limit	<b>8/14/2022</b>
Article 24	Excused with Pay - Upon hire employee shall receive 2 EWP days, 3 months of service 1 EWP day, 6 months of service 1 EWP day	<b>Tentative 10/1/2022</b>

Benefits	Benefits	<b>1/1/2023</b>
Benefits	Paid Parental Leave	<b>1/1/2023</b>
Benefits	Commuter Benefits	<b>1/1/2023</b>
Benefits	Tuition Aid Increase	<b>1/1/2023</b>
Commissions	Retail and IHX Sales Relief	<b>10/1/2022</b>
MOA	ESC Letter - Guarantees employment security from a surplus resulting in a layoff of a regular employee (all titles included).	<b>8/1/2022</b>
MOA	Internet Stipend	<b>10/1/2022</b>

**Steve Frost**

Mobility Labor Relations

**AT&T Services, Inc.**

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