

March 12, 2012

TO: All Mobility Locals (District 6)

SUBJECT: 2012 CWA/AT&T Mobility Tentative Labor Agreement

Attached you find a summary of the 2012 tentative agreement and a draft of the wage tables. The tentative agreement was reached with the Company on Sunday, March 4, 2012.

The bargaining committee unanimously recommends the ratification of the agreement.

Results of the ratification vote from Mobility Locals must be received in the District 6 office by the close of business on April 3, 2012.

The bargaining committee appreciates the support of the members and the Locals during this round of negotiations.

In Unity,



Mike Neumann

CWA Representative



Jerrell Miller

CWA Representative



John Richie

Local 6200



Jim Murray

Local 6502



Mike Gemelli

Local 6016

**2012 Tentative Agreement
CWA District 6 and AT&T Mobility**

Duration

- Four-year agreement expiring on February 26, 2016.

Compensation

- Wage Increases
 - 2012 2.00% at the top
 - 2013 2.50% at the top
 - 2014 2.25% at the top
 - 2015 2.50% at the top
- Compounded total of 9.57% over the life of the agreement.
- Active employees will receive a \$1000.00 lump sum payment upon ratification.
- Increases on-call pay to \$34 per day.
- Wage tables are shortened to 13 steps.

Upgrades

- A new title, of Client Service Specialist (OOP), will be created for employees, in the CSR I title, currently performing work in the Office of the President.
- A new title, of Customer Support Specialist, will be created for employees, in the CSR I and BCSS I titles, currently performing escalated technical support work.
- A new title, of Workforce Administrator, will be created for employees in the Clerical Associates title in Workforce Operations.

- A new title of Information Systems Technician will be created. Current employees in the Information Systems Technician I, Information Systems Technician II and Information Systems Technician III will be merged into this title. The current Information Systems Technician III wage table and pension band will apply for this title.
- A new title of Technician MSC/RNOC will be created. Current employees in the Technician MSC/RNOC I, Technician MSC/RNOC II and Technician MSC/RNOC III will be merged into this title. The current Technician MSC/RNOC III wage table and pension band will apply for this title.
- A new title of Wireless Technician will be created. Current employees in the Wireless Technician I, Wireless Technician II and Wireless Technician III will be merged into this title. The current Wireless Technician III wage table and pension band will apply for this title.
- A total of 519 employees will receive an upgrade in pay and title.

Pensions and Disability

- Employees retain the existing 52-week short term disability provisions.
- Employees with a NCS date prior to 1-1-2009 retain the banded pension plan.
- Employees in the banded pension plan retain the lump sum payment option.
- Employees with a NCS date of 1-1-2009 or after, including new hires, retain the BCB2 pension plan.
- All employees retain the 80% match 401(k) plan.

Jobs

- AT&T Mobility will open and fill 2,000 job requisitions, for bargaining unit positions, during the life of this agreement.

Healthcare

- Employees, covered by this agreement, will remain covered by the National Bargained Benefit Plan.

Changes to the Agreement

- Establishes letters allowing transfers from Mobility to CORE and CORE to Mobility.
- Establishes a Commission “At-Risk” letter that defines a minimum \$12,500 at-risk payment for Retail Sales Consultants that achieve 100% of performance targets.
- Enhances the Retail Monthly Sales Quotas letter to include eight (8) hour quota relief, for discipline purposes, for Vacation, Training and Union absence and quota relief for part-time employees.
- Establishes a Memorandum of Agreement for an Expedited Arbitration Resolution Process.
- Renews the following Letters, Memorandums of Agreement and Memorandums of Understanding:
 - CWA’s Internal Appeal Process
 - Voluntary Recognition
 - Personnel Records
 - Call Quality Observation
 - DMDR Chargebacks
 - Jurisdictional Disputes
 - New Employees Entering the Bargaining Unit
 - New Employee Orientation
 - Sales Commissions

- Strategic Alliance Committee
- Establishes a Contract Index
- Adds language limiting the use of temporary agency workers.
- Improves the grievance procedure.
 - Establishes language to settle grievances at the lowest level.
 - Improves Company paid time for informal grievance meeting.
 - Increases appeal time to twenty (20) days.
 - Allows the Union to skip the first step in the Company fails to offer a meeting date within fourteen (14) days.
- Adds twenty-four (24) hour period to adequate rest section of Hours of Work article.
- Improves hire back rights for laid off employees.
- Improves the posting of jobs.
- Improves the information of transferees provided to the Union.
- Establishes a surplus orientation informational aid and process.
- Increases the severance payments for employees who become laid off.
- Improves the Non-discrimination language.
- Improves the Safety Committee.
- Improves the information provided to the Union of employees who have been transferred or released.
- Improves Union leave language.
- Improves Union Activities language.
- Improves voluntary transfer language.
- Increases retreat rights to ninety (90) days.
- Improves notification to the Union of changes to the commission plans.
- Improves night differential pay to include all time worked not just schedule.
- Increases payment for relief of a manager differential to all time performing the work.
- Removes the eighth (8th) day restriction for employees working in a higher job title.

- Improves leave language.
- Changes registered domestic partner to legally recognized partner.
- Changes the requirements for Illness and Injury days off.
 - Employees with less than two (2) years of NCS are not paid for illness and injury time.
 - Employees with two (2) years but less than six (6) years have three (3) days of waiting before receiving pay illness and injury time.
 - Employees with six (6) years but less than eight (8) years have two (2) days of waiting before receiving pay illness and injury time.
 - Employees with eight (8) years and over have one (1) day of waiting before receiving pay illness and injury time.
 - Current employees who have one year of NCS will be treated as if they have two years of NCS to enable them to receive illness and injury pay after they meet the three days of waiting.
 - Current employees who have less than one year of NCS will be treated as if they have two years of NCS to enable them to receive illness and injury pay after they meet the three days of waiting once they attain one year of NCS.
- Payouts for unused vacation to employees that are dismissed (except for reason of misconduct), resigns or retires will be based on the following table:

Month Employee Leaves Company	1 week (40) Hours	2 weeks (80) Hours	3 weeks (120) Hours	4 weeks (160) Hours	5 weeks (200) Hours
January	3	7	10	13	17
February	7	13	20	27	33
March	10	20	30	40	50
April	13	27	40	53	67
May	17	33	50	67	83
June	20	40	60	80	100
July	23	47	70	93	117
August	27	53	80	107	133
September	30	60	90	120	150

October	33	67	100	133	167
November	37	73	110	147	183
December	40	80	120	160	200

- Employees who die or are laid off will be paid for all unused vacation.
- Improves vacation language that Management will make reasonable efforts to make available the maximum number of vacation weeks during the most desirable vacation periods.
- Improves the manner that vacation calendars are posted.
- Improves Excused Days with Pay to allow employees to take their EWP days in one hour increments.

CLIENT SERVICE SPECIALIST

For Illustrative Purposes Only

Movement into new title with a 2% general increase

Step	2011	Step	2012	Client Service Specialist Step	2012
1	409.00	→	410.00	1	496.50
2	424.50	→	426.50	2	511.00
3	441.00	→	443.50	3	525.50
4	458.00	→	461.00	4	540.50
5	475.00	→	479.50	5	556.50
6	493.50	→	498.50	6	572.50
7	512.50	→	518.00	7	589.00
8	532.00	→	538.50	8	606.00
9	552.00	→	560.00	9	623.50
10	573.00	→	582.50	10	641.50
11	595.00	→	605.50	11	660.00
12	618.00	→	629.50	12	679.00
13	641.50	→	654.50	13	698.50

6 mo after move to new title

EXAMPLE:

- (1) Employee is currently earning \$573 per week.
- (2) Step 10 of the table increases to \$582.50 per week as a result of the negotiated wage increase.
- (3) Employee slots to Step 7 of the new table earning \$589 per week.
- (4) Progression to the next step in the new table would be 6 months from date of move; for example if move to new title occurred on 5/1/2012, Next Increase Date would be 11/1/2012.

CUSTOMER SUPPORT SPECIALIST
For Illustrative Purposes Only
Movement into new title with a 2% general increase

CSR I / BCSS I			Customer Support Specialist		
Step	2011	Step	2012	Step	2012
1	409.00	→	410.00	1	508.00
2	424.50	→	426.50	2	522.00
3	441.00	→	443.50	3	536.50
4	458.00	→	461.00	4	551.00
5	475.00	→	479.50	5	566.00
6	493.50	→	498.50	6	581.50
7	512.50	→	518.00	7	597.50
8	532.00	→	538.50	8	613.50
9	552.00	→	560.00	9	630.50
10	573.00	→	582.50	10	647.50
11	595.00	→	605.50	11	665.00
12	618.00	→	629.50	12	683.50
13	641.50	→	654.50	13	702.00

6 mo after move to new title

EXAMPLE:

- (1) Employee is currently earning \$573 per week.
- (2) Employee receives the 2012 general increase in current title earning \$582.50
- (3) Employee slots to Step 7 of the new table earning \$597.50 per week.
- (4) Progression to the next step in the new table would be 6 months from date of move; for example if move to new title occurred on 5/1/2012, Next Increase Date would be 11/1/2012.

WORK FORCE ADMINISTRATOR
For Illustrative Purposes Only

Movement into new title with a 2% general increase

Step	Clerical Associate		Step	Work Force Administrator	
	2011	2012		2012	
1	384.00	385.00	1	418.00	
2	398.50	400.00	2	432.50	
3	413.50	415.50	3	448.00	
4	429.00	432.00	4	463.50	
5	445.00	449.00	5	480.00	
6	462.00	466.50	6	496.50	
7	479.50	485.00	7	514.00	
8	497.50	504.00	8	532.00	
9	516.00	523.50	9	551.00	} 6 mo. after move to new title
10	535.50	544.00	10	570.00	
11	556.00	565.50	11	590.50	
12	577.00	587.50	12	611.00	
13	598.50	610.50	13	632.50	

EXAMPLE:

- (1) Employee is currently earning \$535.50 per week.
- (2) Step 10 of the Clerical Associate table increases to \$544 per week as a result of the negotiated wage increase.
- (3) Employee slots into Step 9 of the new table earning a new weekly wage of \$551.
- (4) Progression to the next step in the new table would be 6 months from date of move; for example if move to new title occurred on 5/1/2012, Next Increase Date would be 11/1/2012.

INFORMATION SYSTEMS TECHNICIAN

For Illustrative Purposes Only

Movement into new title with a 2% general increase

Info Systems Tech I		Info Systems Tech I		NEW TITLE Information Systems Technician	
Step	2011	Step	2012	Step	2012
1	521.00	→	522.00	→	1 588.50
2	545.00	→	547.50	→	2 617.50
3	570.50	→	573.50	→	3 647.50
4	597.00	→	601.00	→	4 679.50
5	624.50	→	630.00	→	5 713.00
6	653.50	→	660.00	→	6 748.00
7	684.00	→	692.00	→	7 785.00
8	716.00	→	725.00	→	8 823.50
9	749.00	→	760.00	→	9 864.00
10	784.00	→	796.50	→	10 906.50
11	820.50	→	834.50	→	11 951.00
12	858.50	→	874.50	→	12 998.00
13	898.50	→	916.50	→	13 1047.00

6 mo after move to new title

EXAMPLE:

- (1) Tech I is currently earning \$858.50 per week.
- (2) Employee receives the 2012 general increase in current title earning \$874.50
- (3) Employee slots to Step 10 of the new table for Information Systems Tech learning \$906.50 per week.
- (4) Progression to the next step in the new table would be 6 months from date of move; for example if move to new title occurred on 5/1/2012, Next Increase Date would be 11/1/2012.

INFORMATION SYSTEMS TECHNICIAN

For Illustrative Purposes Only

Movement into new title with a 2% general increase

Info Sys Tech II		Info Sys Tech II		NEW TITLE Information Systems Technician	
Step	2011	Step	2012	Step	2012
1	543.00	→	544.50	→	1 588.50
2	568.50	→	571.00	→	2 617.50
3	595.00	→	598.50	→	3 647.50
4	623.00	→	627.50	→	4 679.50
5	652.50	→	658.00	→	5 713.00
6	683.00	→	690.00	→	6 748.00
7	715.00	→	723.50	→	7 785.00
8	748.50	→	758.50	→	8 823.50
9	783.50	→	795.00	→	9 864.00
10	820.50	→	833.50	→	10 906.50
11	859.00	→	874.00	→	11 951.00
12	899.50	→	916.00	→	12 998.00
13	941.50	→	960.50	→	13 1047.00

} 6 mo after move to new title

EXAMPLE:

- (1) Tech II is currently earning \$899.50 per week.
- (2) Employee receives the 2012 general increase in current title earning \$916
- (3) Employee slots to Step 11 of the new table for Information Systems Tech earning \$951 per week.
- (4) Progression to the next step in the new table would be 6 months from date of move; for example if move to new title occurred on 5/1/2012, Next Increase Date would be 11/1/2012.

TECHNICIAN MSC/RNOC
For Illustrative Purposes Only
Movement into new title with a 2% general increase

Tech II MSC-RNOC Step	2011	Tech II MSC-RNOC Step	2012.00	NEW TITLE Technician MSC-RNOC Step	2012.00
1	690.50	→	692.50	→ 1	747.50
2	721.00	→	724.00	→ 2	787.50
3	752.50	→	756.50	→ 3	829.50
4	785.50	→	791.00	→ 4	874.00
5	819.50	→	826.50	→ 5	920.50
6	855.50	→	864.00	→ 6	969.50
7	893.00	→	903.00	→ 7	1021.50
8	932.00	→	944.00	→ 8	1076.00
9	973.00	→	986.50	→ 9	1133.50
10	1015.50	→	1031.00	→ 10	1194.00
11	1060.00	→	1078.00	→ 11	1258.00
12	1106.00	→	1126.50	→ 12	1325.00
13	1154.50	→	1177.50	→ 13	1396.00

6 mo after move to new title

EXAMPLE:

- (1) Tech II is currently earning \$1106 per week.
- (2) Employee receives the 2012 general increase in current title earning \$1126.50
- (3) Employee slots to Step 9 of the new table for Technician MSC/RNOC earning \$1133.50 per week.
- (4) Progression to the next step in the new table would be 6 months from date of move; for example if move to new title occurred on 5/1/2012, Next Increase Date would be 11/1/2012.

WIRELESS TECHNICIAN

For Illustrative Purposes Only

Movement into new title with a 2% general increase

Wireless Tech II		Wireless Tech II		NEW TITLE Wireless Technician	
Step	2011	Step	2012	Step	2012
1	646.50	→	648.50	→ 1	703.00
2	674.00	→	677.00	→ 2	740.50
3	703.00	→	707.00	→ 3	780.00
4	733.00	→	738.50	→ 4	821.50
5	764.50	→	771.00	→ 5	865.00
6	797.50	→	805.50	→ 6	911.00
7	831.50	→	841.00	→ 7	959.00
8	867.00	→	878.50	→ 8	1010.00
9	904.50	→	917.50	→ 9	1064.00
10	943.00	→	958.00	→ 10	1120.50
11	983.50	→	1000.50	→ 11	1180.00
12	1025.50	→	1044.50	→ 12	1242.50
13	1069.50	→	1091.00	→ 13	1308.50

6 mo after move to new title

EXAMPLE:

- (1) Wireless Tech II is currently earning \$1025.50 per week.
- (2) Employee receives the 2012 general increase in current title earning \$1044.50.
- (3) Employee is slotted into the new Wireless Technician table into Step 9 of the new table earning \$1064 per week
- (4) Progression to the next step in the new table would be 6 months from date of move; for example if move to new title occurred on 5/1/2012, Next Increase Date would be 11/1/2012.

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APPENDIX A

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Administrative Assistant

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	392.50	394.00	395.00	396.50
2	412.00	414.00	416.00	418.00
3	432.00	435.00	438.00	441.00
4	453.50	457.50	461.00	465.00
5	475.50	480.50	485.50	490.50
6	499.00	505.00	511.00	517.50
7	523.50	531.00	538.00	545.50
8	549.50	558.00	566.00	575.50
9	576.50	586.50	596.00	606.50
10	604.50	616.50	627.50	640.00
11	634.50	648.00	660.50	675.00
12	665.50	681.00	695.50	711.50
13	698.50	716.00	732.00	750.50

Business Account Executive

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	530.00	532.00	533.50	535.50
2	548.00	550.50	553.50	556.00
3	566.00	570.00	573.50	577.50
4	585.00	590.00	594.50	600.00
5	604.50	611.00	616.50	623.00
6	624.50	632.00	639.00	647.00
7	645.50	654.50	662.50	672.00
8	667.00	677.50	687.00	698.00
9	689.00	701.00	712.50	725.00
10	712.00	726.00	738.50	753.00
11	735.50	751.50	765.50	782.00
12	760.00	777.50	794.00	812.00
13	785.50	805.00	823.00	843.50

Business Customer Service Specialist I

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	410.00	411.50	413.00	414.50
2	426.50	429.00	431.00	433.00
3	443.50	446.50	449.50	452.50
4	461.00	465.00	469.00	473.00
5	479.50	484.50	489.00	494.50
6	498.50	504.50	510.00	516.50
7	518.00	525.50	532.50	540.00
8	538.50	547.50	555.50	564.00
9	560.00	570.00	579.00	589.50
10	582.50	594.00	604.50	616.00
11	605.50	618.50	630.50	643.50
12	629.50	644.00	657.50	672.50
13	654.50	671.00	686.00	703.00

Business Customer Service Specialist II

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	484.00	486.00	487.50	489.00
2	499.00	502.00	504.00	507.00
3	514.50	518.50	521.50	525.50
4	530.50	535.50	539.50	544.50
5	547.00	553.00	558.00	564.00
6	564.00	571.00	577.50	584.50
7	581.50	590.00	597.50	606.00
8	599.50	609.00	618.00	628.00
9	618.00	629.00	639.00	650.50
10	637.50	650.00	661.00	674.50
11	657.00	671.00	684.00	699.00
12	677.50	693.00	707.50	724.00
13	698.50	716.00	732.00	750.50

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CWA must undertake all precautions to secure from inadvertent or improper disclosure

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APPENDIX A**

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Business Sales Specialist

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	470.00	471.50	473.00	475.00
2	488.00	491.00	493.00	495.50
3	507.00	510.50	514.00	517.50
4	527.00	531.50	535.50	540.50
5	547.00	553.00	558.50	564.50
6	568.50	575.50	582.00	589.00
7	590.50	599.00	606.50	615.00
8	613.50	623.00	632.00	642.50
9	637.00	648.50	659.00	670.50
10	662.00	675.00	686.50	700.00
11	687.50	702.50	715.50	731.00
12	714.50	731.00	746.00	763.50
13	742.00	760.50	777.50	797.00

Clerical Associate

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	385.00	386.50	387.50	389.00
2	400.00	402.00	404.00	406.50
3	415.50	418.50	421.50	424.50
4	432.00	436.00	439.50	443.00
5	449.00	454.00	458.00	463.00
6	466.50	472.50	477.50	483.50
7	485.00	492.00	498.00	505.00
8	504.00	512.00	519.50	527.50
9	523.50	533.00	541.50	551.00
10	544.00	555.00	564.50	575.50
11	565.50	577.50	588.50	601.50
12	587.50	601.50	614.00	628.00
13	610.50	626.00	640.00	656.00

Client Service Specialist

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	496.50	498.00	500.00	501.50
2	511.00	513.50	516.00	518.50
3	525.50	529.50	532.50	536.50
4	540.50	545.50	550.00	554.50
5	556.50	562.00	567.50	573.50
6	572.50	579.50	586.00	593.50
7	589.00	597.50	605.00	613.50
8	606.00	615.50	624.50	634.50
9	623.50	634.50	644.50	656.00
10	641.50	654.00	665.50	678.50
11	660.00	674.00	687.00	702.00
12	679.00	694.50	709.00	725.50
13	698.50	716.00	732.00	750.50

Coordinator

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	475.50	477.50	479.00	480.50
2	497.00	500.00	502.00	505.00
3	519.50	523.50	526.50	530.50
4	543.00	548.00	552.00	557.00
5	567.50	573.50	579.00	585.00
6	593.00	600.50	607.00	614.50
7	620.00	628.50	636.50	645.50
8	648.00	658.00	667.50	678.00
9	677.00	689.00	700.00	712.50
10	708.00	721.50	734.00	748.50
11	739.50	755.50	770.00	786.00
12	773.00	791.00	807.50	826.00
13	808.00	828.00	846.50	867.50

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Customer Service Representative I

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	410.00	411.50	413.00	414.50
2	426.50	429.00	431.00	433.00
3	443.50	446.50	449.50	452.50
4	461.00	465.00	469.00	473.00
5	479.50	484.50	489.00	494.50
6	498.50	504.50	510.00	516.50
7	518.00	525.50	532.50	540.00
8	538.50	547.50	555.50	564.00
9	560.00	570.00	579.00	589.50
10	582.50	594.00	604.50	616.00
11	605.50	618.50	630.50	643.50
12	629.50	644.00	657.50	672.50
13	654.50	671.00	686.00	703.00

Customer Service Representative II

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	484.00	486.00	487.50	489.00
2	499.00	502.00	504.00	507.00
3	514.50	518.50	521.50	525.50
4	530.50	535.50	539.50	544.50
5	547.00	553.00	558.00	564.00
6	564.00	571.00	577.50	584.50
7	581.50	590.00	597.50	606.00
8	599.50	609.00	618.00	628.00
9	618.00	629.00	639.00	650.50
10	637.50	650.00	661.00	674.50
11	657.00	671.00	684.00	699.00
12	677.50	693.00	707.50	724.00
13	698.50	716.00	732.00	750.50

Customer Support Specialist

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	508.00	510.00	511.50	513.50
2	522.00	525.00	527.50	530.00
3	536.50	540.00	543.50	547.50
4	551.00	556.00	560.00	565.00
5	566.00	572.00	577.50	583.50
6	581.50	588.50	595.00	602.50
7	597.50	605.50	613.50	622.00
8	613.50	623.50	632.00	642.50
9	630.50	641.50	651.50	663.50
10	647.50	660.00	671.50	685.00
11	665.00	679.50	692.50	707.00
12	683.50	699.00	713.50	730.00
13	702.00	719.50	735.50	754.00

Finance Representative I

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	411.50	412.50	414.00	415.50
2	430.00	432.00	434.00	436.50
3	449.00	452.50	455.50	458.50
4	469.50	473.50	477.50	481.50
5	490.50	496.00	500.50	506.00
6	513.00	519.00	525.00	531.50
7	536.00	543.50	550.50	558.50
8	560.00	569.00	577.50	586.50
9	585.50	596.00	605.50	616.00
10	612.00	624.00	635.00	647.50
11	639.50	653.00	665.50	680.00
12	668.50	684.00	698.00	714.50
13	698.50	716.00	732.00	750.50

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DRAFT
APPENDIX A

DRAFT

Finance Representative II

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	452.00	453.50	455.00	456.50
2	471.00	473.50	475.50	478.00
3	491.00	494.50	497.50	501.00
4	511.50	516.00	520.00	524.50
5	533.00	538.50	544.00	549.50
6	555.50	562.50	568.50	576.00
7	579.00	587.00	594.50	603.00
8	603.50	613.00	622.00	632.00
9	629.00	640.00	650.50	662.00
10	655.50	668.50	680.00	693.50
11	683.00	697.50	711.00	726.50
12	712.00	728.50	743.50	761.00
13	742.00	760.50	777.50	797.00

Fraud Analyst

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	463.00	465.00	466.50	468.00
2	489.50	492.50	494.50	497.50
3	517.50	521.50	524.50	528.50
4	547.50	552.00	556.50	561.50
5	578.50	584.50	590.50	596.50
6	611.50	619.00	626.00	634.00
7	646.50	655.50	664.00	673.50
8	683.50	694.50	704.50	715.50
9	722.50	735.50	747.50	760.50
10	764.00	779.00	792.50	808.00
11	807.50	825.00	841.00	858.50
12	853.50	873.50	892.00	912.50
13	902.50	925.00	946.00	969.50

Information Systems Technician

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	588.50	590.50	592.50	594.50
2	617.50	620.50	623.50	627.00
3	647.50	652.50	656.50	661.00
4	679.50	685.50	691.00	697.00
5	713.00	720.50	727.50	735.00
6	748.00	757.50	765.50	775.50
7	785.00	796.00	806.00	817.50
8	823.50	836.50	848.50	862.00
9	864.00	879.50	893.50	909.00
10	906.50	924.00	940.50	959.00
11	951.00	971.50	990.00	1,011.00
12	998.00	1,021.00	1,042.00	1,066.50
13	1,047.00	1,073.00	1,097.00	1,124.50

National Distribution Account Executive

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	370.50	372.00	373.00	374.50
2	388.50	390.50	392.50	394.50
3	407.50	410.50	413.00	416.00
4	427.00	431.00	434.50	438.00
5	448.00	452.50	457.00	462.00
6	469.50	475.50	481.00	486.50
7	492.50	499.50	506.00	513.00
8	516.50	524.50	532.00	540.50
9	541.50	551.00	560.00	570.00
10	567.50	579.00	589.00	600.50
11	595.50	608.00	620.00	633.00
12	624.00	639.00	652.00	667.00
13	654.50	671.00	686.00	703.00

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DRAFT
APPENDIX A

DRAFT

Retail Sales Consultant

Sales Support Representative

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	350.50	352.00	353.00	354.50
2	369.00	371.00	373.00	375.00
3	388.50	391.50	394.00	396.50
4	409.00	412.50	416.00	419.50
5	430.50	435.00	439.50	444.00
6	453.50	459.00	464.00	470.00
7	477.50	484.00	490.00	497.00
8	502.50	510.50	517.50	526.00
9	529.00	538.00	547.00	556.50
10	557.00	567.50	577.50	589.00
11	586.00	598.50	610.00	623.00
12	617.00	631.00	644.50	659.00
13	649.50	665.50	680.50	697.50

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	385.00	386.50	387.50	389.00
2	400.00	402.00	404.00	406.50
3	415.50	418.50	421.50	424.50
4	432.00	436.00	439.50	443.00
5	449.00	454.00	458.00	463.00
6	466.50	472.50	477.50	483.50
7	485.00	492.00	498.00	505.00
8	504.00	512.00	519.50	527.50
9	523.50	533.00	541.50	551.00
10	544.00	555.00	564.50	575.50
11	565.50	577.50	588.50	601.50
12	587.50	601.50	614.00	628.00
13	610.50	626.00	640.00	656.00

Small Biz Advisor I

Small Biz Advisor II

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	498.50	500.00	501.50	503.50
2	514.50	517.50	520.00	522.50
3	531.00	535.00	538.50	542.00
4	548.50	553.50	558.00	562.50
5	566.00	572.50	578.00	584.00
6	584.50	592.00	598.50	606.00
7	603.50	612.00	620.00	629.00
8	623.00	633.00	642.50	652.50
9	643.50	655.00	665.50	677.50
10	664.00	677.50	689.50	703.00
11	686.00	700.50	714.00	729.50
12	708.00	724.50	740.00	757.00
13	731.00	749.50	766.50	785.50

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	529.00	531.00	532.50	534.50
2	546.00	549.00	552.00	554.50
3	564.00	568.00	571.50	575.50
4	582.00	587.50	592.00	597.50
5	601.00	607.50	613.00	620.00
6	620.50	628.00	635.00	643.00
7	640.50	649.50	658.00	667.50
8	661.00	671.50	681.50	692.50
9	682.50	694.50	706.00	718.50
10	704.50	718.50	731.00	745.50
11	727.00	743.00	757.50	773.50
12	750.50	768.50	784.50	803.00
13	775.00	794.50	812.50	833.00

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APPENDIX A

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Technician MSC/RNOC

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	747.50	750.00	752.50	755.00
2	787.50	791.50	795.50	799.50
3	829.50	835.50	840.50	846.50
4	874.00	881.50	888.50	896.50
5	920.50	930.50	939.00	949.00
6	969.50	981.50	992.50	1,005.00
7	1,021.50	1,036.00	1,049.00	1,064.00
8	1,076.00	1,093.50	1,109.00	1,126.50
9	1,133.50	1,154.00	1,172.00	1,193.00
10	1,194.00	1,217.50	1,239.00	1,263.00
11	1,258.00	1,285.00	1,309.50	1,337.50
12	1,325.00	1,356.00	1,384.00	1,416.00
13	1,396.00	1,431.00	1,463.00	1,499.50

Telesales Representative

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	421.50	423.00	424.50	426.00
2	440.00	442.50	444.50	447.00
3	459.50	463.00	466.00	469.00
4	480.00	484.00	488.00	492.50
5	501.50	506.50	511.50	517.00
6	523.50	530.00	536.00	542.50
7	546.50	554.50	561.50	569.50
8	571.00	580.00	588.50	597.50
9	596.00	606.50	616.50	627.50
10	622.50	634.50	646.00	658.50
11	650.00	664.00	677.00	691.00
12	679.00	694.50	709.00	725.50
13	709.00	726.50	743.00	761.50

Wireless Technician

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	703.00	705.50	708.00	710.50
2	740.50	744.50	748.00	752.00
3	780.00	785.50	790.50	796.00
4	821.50	828.50	835.00	842.50
5	865.00	874.00	882.50	892.00
6	911.00	922.00	932.50	944.00
7	959.00	972.50	985.00	999.00
8	1,010.00	1,026.00	1,041.00	1,057.50
9	1,064.00	1,082.50	1,100.00	1,119.50
10	1,120.50	1,142.00	1,162.00	1,185.00
11	1,180.00	1,205.00	1,228.00	1,254.50
12	1,242.50	1,271.00	1,297.50	1,328.00
13	1,308.50	1,341.00	1,371.00	1,405.50

Work Force Administrator

Step	Effective 2/25/2012	Effective 2/24/2013	Effective 2/23/2014	Effective 2/22/2015
1	418.00	419.50	420.50	422.00
2	432.50	435.00	437.00	439.50
3	448.00	451.00	454.00	457.00
4	463.50	467.50	471.50	475.50
5	480.00	485.00	489.50	495.00
6	496.50	503.00	508.50	515.00
7	514.00	521.50	528.00	535.50
8	532.00	541.00	548.50	557.50
9	551.00	561.00	569.50	580.00
10	570.00	581.50	591.50	603.50
11	590.50	603.00	614.50	627.50
12	611.00	625.50	638.50	653.00
13	632.50	648.50	663.00	679.50

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