


**CWA/AT&T DTV Effects Bargaining 2021**  
**Transfer Process - AT&T Company Operated Positions**

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Regarding former AT&T employees who transitioned to DirecTV on August 1, 2021. The Company will give consideration to qualified former AT&T employees who moved to DirecTV as part of the August 1, 2021 sale and apply for a CWA represented position for which they are qualified at time of application prior to other external applicants who, in the judgment of the Company are similarly qualified. Notwithstanding this, the Company retains discretion to select the most qualified candidate to fill any vacant position in accordance with the applicable labor agreement. The Company will implement this process as soon as administratively possible. This consideration is not retroactive and will expire two years after the implementation.



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Steve Frost  
Assistant Vice President  
Mobility Labor Relation



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Sylvia J. Ramos  
Assistant to the Vice President  
Communication Workers of America

Date: 08/25/2021

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