

## 2025 DirecTV Southwest Bargaining Summary

### Substantial Wage Increase

- Wage Increases
  - April 27, 2025, 5.00%
  - April 26, 2026, 3.00%+COLA
  - April 25, 2027, 3.00%+COLA
  - April 23, 2028, 3.00%+COLA
- Health Care
  - Retain 29% cost share
  - Option 1 Individual Premium reduced by 23.38% from current \$154 in 2025 to \$118 in 2026
  - Option 1 Family Premium reduced by 20.57% from current \$418 in 2025 to \$332 in 2026
  - At the end of the contract in 2029 for Option 1 for Individual and Family Premiums the employees will be paying less than they are currently paying in 2025
  - Added Option 3 – low premium, high deductible option
  - Added Hearing Aid benefits
  - Added maintenance drugs under the Rx program
- Job Titles
  - Premise Technicians changed to Service Technicians
  - Added Administrative Support Assistant (WFH) and Office Coordinator (WFH) titles
- Company will print 300 copies of the contract
- Changed the classification of Part Time employees to “...work more than 17 by no more than 32 hours per week...”
- Basis of Compensation
  - Double time after 54 hours
  - Assigned overtime will not be over 12 hours per week
  - Added a defined Rest Period
- Working Conditions
  - Added Company must give a 30 day notice if they cancel home dispatch
- Holidays
  - Added MLK
- Vacations
  - Added Guaranteed Personal Time off. Employees can use either vacation or personal days
- Job Vacancy
  - Reduce Time in Title requirements to 24 months for all titles
- Temporary Work in Higher Positions
  - Increased Relief Differential to \$12
- Travel
  - Increased per diem to \$42

- Force Adjustment
  - Added Voluntary Resignation allowing employees to resign and receive a layoff allowance in order to alleviate the surplus
- Subcontracting
  - Added language to Subcontracting article stating that while the Company can hire contractors “...provided that it will not currently and directly cause layoffs of Regular Employees covered by this Agreement.”
- Bulletin Boards
  - Added language defining location and options for bulletin boards
- No Strike No Lockout article
- Letters and MOA
  - Added HSA eligibility letter for high deductibles plans, Options 2 and 3
  - Added a Tuition Aid letter allowing employees to participate in the DirectTV Tuition Aid
  - Added a Nanodegree letter allowing employees to be eligible for tuition reimbursement for approved nanodegree (i.e. nanodegree a certified online program that teaches specialized skills in a short amount of time, typically job relevant skills that help advance your careers.)
  - Added a Work Apparel letter allowing Service Technicians to wear shorts
  - Added Electronic Dues Authorization MOA and Dues Deductions and CWA-COPE Deductions MOA
  - Added Scheduling MOA for consecutive days off
  - Added 4x10 MOA that provides guidelines for 4x10 shifts
  - Added \$175 Work Boot Allowance MOA for Service Technicians and Warehouse Assistants starting in 2026
  - Added the Working Relations Committee MOA
  - Retained Neutrality and Card Check Recognition
  - Added Successorship MOA