

Memorandum Of Agreement Regarding
DirectTV/CWA District 3 Scheduling

This Memorandum of Agreement covers the understanding reached between the Company and the Union concerning scheduling in the job title of Wire Technician in the nine (9) Southeastern States (Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, & Tennessee).

In lieu of any existing provisions of the collective bargaining agreement, this agreement provides employees with the opportunity to exercise their seniority in selecting the following work schedules:

1. Consecutive Off Days - Friday & Saturday
2. Consecutive Off Days - Saturday & Sunday
3. Consecutive Off Days - Sunday & Monday

The number of slots available for each of these three (3) options will be subject to the needs of the business and determined by the Company but the total number of slots for these three (3) options will not fall below the number of technicians within the workgroup. Employees will exercise their seniority in selecting their work schedules.

While the Company reserves the right to call employees into work on their day off, under the terms and conditions of the existing bargaining agreement, one (1) of these slots of two (2) consecutive days each week, will be designated as a guaranteed two (2) consecutive days off per month.

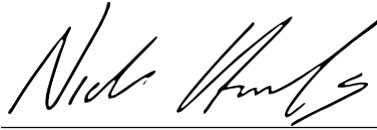
Under the terms of the MOA, this guarantee for two (2) consecutive days off replaces and satisfies the requirement of the guaranteed weekend off provision of the collective bargaining agreement and the DirectTV/CWA District 3 – Technician Schedule Trial MOA. The Union agrees it will not file or pursue a grievance over the alleged denial of a contractual weekend off.

Both the Company and the Union reserve the right to end the MOA with 45 days' advanced written notice to reinstate the contractual weekend off. If neither party provides 45 days' notice prior to the start of the tour selection process, the MOA will continue.

If proper notice is provided by either party, and the Company changes how it schedules tours from the manner outlined above, it agrees that employees will be guaranteed one (1) weekend off per month. This requirement shall not pertain in cases of emergency or when an employee agrees to overtime assignments in excess of this limitation.

This Memorandum of Agreement will remain in effect until August 3, 2024, the expiration date of the current Collective Bargaining Agreement between the parties, and will be implemented with the next tour selection.

AGREED:



Nick Hawkins
CWA District 3

09/12/2022

Date



Dennis Lyda
DIRECTV

September 12, 2022

Date