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DIRECTV

Summary of Tentative Agreement

2/26/2026

GENERAL WAGE INCREASE

The top step of the wage tables for each job title shall be increased as shown in the table below. The remaining steps in the wage tables, other than step 1 which will remain the same as in the 2022 DIRECTV Care Labor Agreement would be exponentially increased.

EFFECTIVE DATE	TOP STEP	BOTTOM STEP
02/15/2026	3.00%	No Change
02/14/2027	3.00%+ COLA	No Change
02/13/2028	3.00%+ COLA	No Change
02/11/2029	3.00% + COLA	No Change

**Clerk
Clerk (WFH)**

Step	2/15/2026	2/14/2027	2/13/2028	2/11/2029
1	\$375.50	\$375.50	\$375.50	\$375.50
2	\$406.50	\$407.50	\$408.50	\$409.50
3	\$440.00	\$442.50	\$444.50	\$446.50
4	\$476.50	\$480.00	\$483.50	\$487.00
5	\$516.00	\$521.00	\$526.00	\$531.50
6	\$558.50	\$565.50	\$572.50	\$579.50
7	\$605.00	\$613.50	\$623.00	\$632.00
8	\$655.00	\$666.00	\$677.50	\$689.50
9	\$709.00	\$723.00	\$737.00	\$752.00
10	\$767.50	\$784.50	\$802.00	\$820.00
11	\$831.00	\$851.50	\$872.50	\$894.50
12	\$899.50	\$924.00	\$949.50	\$975.50
13	\$974.00	\$1,003.00	\$1,033.00	\$1,064.00

**Workforce Administrator
Workforce Administrator (WFH)**

Step	2/15/2026	2/14/2027	2/13/2028	2/11/2029
1	\$419.00	\$419.00	\$419.00	\$419.00
2	\$451.00	\$452.00	\$453.50	\$454.50
3	\$485.50	\$488.00	\$490.50	\$493.00
4	\$522.50	\$526.50	\$530.50	\$534.50
5	\$562.50	\$568.00	\$574.00	\$579.50
6	\$605.50	\$613.00	\$620.50	\$628.50
7	\$652.00	\$661.50	\$671.50	\$681.50
8	\$701.50	\$714.00	\$726.50	\$739.00
9	\$755.50	\$770.50	\$785.50	\$801.50
10	\$813.00	\$831.50	\$850.00	\$869.00
11	\$875.00	\$897.00	\$919.50	\$942.50
12	\$942.00	\$968.00	\$994.50	\$1,022.00
13	\$1,014.00	\$1,044.50	\$1,076.00	\$1,108.50

**Video Solution Specialist
Video Solution Specialist (WFH)**

Step	2/15/2026	2/14/2027	2/13/2028	2/11/2029
1	\$600.00	\$600.00	\$600.00	\$600.00
2	\$630.50	\$632.00	\$633.50	\$635.00
3	\$662.00	\$665.50	\$668.50	\$672.00
4	\$695.50	\$700.50	\$706.00	\$711.00
5	\$730.50	\$738.00	\$745.00	\$752.50
6	\$767.50	\$777.00	\$786.50	\$796.50
7	\$806.00	\$818.00	\$830.50	\$842.50
8	\$847.00	\$861.50	\$876.50	\$892.00
9	\$889.50	\$907.00	\$925.50	\$943.50
10	\$934.50	\$955.50	\$976.50	\$998.50
11	\$981.50	\$1,006.00	\$1,031.00	\$1,057.00
12	\$1,031.00	\$1,059.50	\$1,088.50	\$1,118.50
13	\$1,083.00	\$1,115.50	\$1,149.00	\$1,183.50

NOTE: 2027 - 2029 wages displayed here may be increased for COLA. Please see the version of the contract posted on the DIRECTV Employee Portal for the current wages schedules.

Top Step By Hour VSS WFH

2/15/2026: \$27.07/hour

2/14/2027: \$27.88/hour

2/13/2028: \$28.72/hour

2/11/2029: \$29.59/hour

COST OF LIVING ADJUSTMENT (COLA)

Effective February 14, 2027, an adjustment will be made in basic weekly rates in each wage schedule. The amount of the adjustment shall be 0.5 times the increase above three and one-half percent (3.5%) in the U.S. Department of Labor Statistics "CPI-W" (1982-84=100) for December 2026 over December 2025. The adjustment will be added to the 2027 General Wage Increase and applied exponentially with no change to the starting wages. However, in no event shall the wage increase for 2027 exceed 5% in total.

Effective February 13, 2028, an adjustment will be made in basic weekly rates in each wage schedule. The amount of the adjustment shall be 0.5 times the increase above three and one-half percent (3.5%) in the U.S. Department of Labor Statistics "CPI-W" (1982-1984=100) for December 2027 over December 2026. The adjustment will be added to the 2028 General Wage Increase and applied exponentially with no change to starting wages. However, in no event shall the wage increase for 2028 exceed 5% in total.

Effective February 11, 2029, an adjustment will be made in basic weekly rates in each wage schedule. The amount of the adjustment shall be 0.5 times the increase above three and one-half percent (3.5%) in the U.S. Department of Labor Statistics "CPI- W" (1982-1984=100) for December 2028 over December 2027. The adjustment will be added to the 2029 General Wage Increase and applied exponentially with no change to starting wages. However, in no event shall the wage increase for 2029 exceed 5% in total.

LUMP SUM BONUS

A \$250 lump sum, one-time bonus shall be paid if the Company receives official notice of ratification from the Union on or before 5:00 p.m. Central Standard Time on March 27, 2026. Employees must be on payroll in a DIRECTV Care Job Title on both the Ratification Date and the payout date to be eligible to receive this lump sum. The Company will pay this bonus to eligible employees within forty-five (45) days of ratification.

A second \$250 lump sum, one-time bonus will be paid on the first paycheck in March 2027. Employees must be on payroll in a DIRECTV Care Job Title on both the Ratification Date and the payout date to be eligible to receive this lump sum.

All payments will be subject to normal wage withholdings and deductions.

CONVERSION OF DH/FH DAYS TO EWP DAYS

The additional three (3) EWP days in Article 24 Section 1 will take effect beginning with the 2027 vacation year. For 2026, eligible employees will continue to receive two (2) Floating Holidays and one (1) Designated Holiday as outlined Article 23 Section 1 of the 2022 DIRECTV Care Labor Agreement. Eligible employees are entitled to only two (2) Floating Holidays, one (1) Designated Holiday, and four (4) EWP days in the 2026 vacation year. For 2026, Article 23 Section 5 of the 2022 DIRECTV Care Labor Agreement continues to apply.

ELIMINATION OF ILLNESS PAY WAIT DAY

The elimination of one waiting period day will be implemented and become effective on the first pay period in May 2026 after ratification of the 2026 DIRECTV Care Labor Agreement. Paid illness time used prior to this implementation continues to be subject to the contractual waiting period requirement stated in the 2022 DIRECTV Care Labor Agreement.

Employee Hire Date	Maximum Paid Days in a Calendar Year
On/Before 01/01/2018 with Net Credited Service of One (1) Year	10 paid days
After 01/01/2018 with Net Credited Service of One (1) Year	5 paid days

COMBINED WORK SCHEDULES

Effective with the next scheduled shift bid, employees in the Video Solution Specialist and Video Solution Specialist (WFH) job titles in the CO and WV DTVi teams will be combined into one Management Unit (MU) for purposes of shift bidding and assignment of work schedules.

Annual advance vacation selection and day-at-a-time contractual time off selections will be combined into one Time Off Group (TOG).

These employees will retain their respective Work Location designation (i.e., CO or WV) in Workday.

Work schedules will continue to be based on the hours of operation based on the business needs.

ATTENDANCE POLICY

Statement of Intent Regarding Call Center Attendance Policy Changes

Effective May 3, 2026, the Company is revising our Call Center Attendance Guidelines to provide employees with up to 15 minutes at the start of their shift (i.e., first clock in of the day) when occasional events impact an employee's ability to report to work on time, as scheduled. This revision is due to the elimination of the Life Happens and Me Time programs effective with the transition from MyWorkLife, the reporting system currently used by call center employees to manage scheduling-related activities, to Employee Engagement Manager (EEM) and/or Agent Webstation applications which will be used to manage scheduling-related activities, including requests for paid time off (e.g., Vacation, EWP) beginning May 3, 2026. There will be no change to the Unscheduled Absence points or the attendance discipline process.

Forced Adjustment Payout

Effective with ratification, layoff maximum payout has been increased from \$18,000 to \$20,000. Official Language:

Severance Payments. If the Company determines that a surplus exists as described in Section 1. preceding, resulting in the layoff of a regular employee, that employee shall be eligible for a \$700 Severance Payment or payment equivalent to one week's wages (whichever is greater), for each completed six (6) months of Continuous Service during the first year of employment and an additional \$700 or payment equivalent to one week's wages (whichever is greater), for each subsequent completed year of Continuous Service up to a maximum of **\$20,000**18,000.

Travel

Added language guarantees that any temporary assignment required by the company will be work time as placed in Article 20 Section 3 part a. Also added language by the company stating: **“Any travel time resulting from an employee initiated request to temporarily change their assigned regular work location must be approved by management and is not eligible for travel time pay or mileage reimbursement.”** Which works out the company’s benefit.

Death of Family Member

One more day without pay has been added to anyone attending funeral/memorial service for immediate family outside of 200 miles. It’s been moved from 1 to 2 days.

Additional Rep for Grievance

In grievance meetings, number of paid participants have been increased from 2 to 3 when the grievant is present.

Mediation Removal

Article 8 for Mediation has been removed completely due to none usage by both parties

Part Time Language Change

Multiple Articles were agreed to change part time language to simplify calculation of EWP, Vacation, Sick Pay, and Benefits

Healthcare Benefits

Health benefits were negotiated down from the original company proposal of over 25% to down to 10.5% on the cost escalator per year on contributions. Option 3 has been removed and combined with Option 2 which is a lower cost option but less coverage. One prominent change also is the co pays for prescription and going to co-insurance.

Current Employees and 2017 New Hires

Option 1:

	2027	2028	2029	2030
Individual	\$227	\$245	\$264	\$283
Individual + Spouse	\$568	\$613	\$660	\$708
Individual + Child(ren)	\$454	\$490	\$528	\$566
Family	\$681	\$735	\$792	\$849

Option 2:

	2027	2028	2029	2030
Individual	\$117	\$125	\$133	\$144
Individual + Spouse	\$293	\$313	\$333	\$360
Individual + Child(ren)	\$234	\$250	\$266	\$288
Family	\$351	\$375	\$399	\$432

2023 New Hires

Option 1

	2027	2028	2029	2030
Individual	\$272	\$295	\$320	\$345
Individual + Spouse	\$680	\$738	\$800	\$863
Individual + Child(ren)	\$544	\$590	\$640	\$690
Family	\$816	\$885	\$960	\$1,035

Option 2:

	2027	2028	2029	2030
Individual	\$163	\$176	\$190	\$207
Individual + Spouse	\$408	\$440	\$475	\$518
Individual + Child(ren)	\$326	\$352	\$380	\$414
Family	\$489	\$528	\$570	\$621

Prescriptions

Retail

	2027-2030
Generic	10% \$25 Max

	2027-2030
Brand-Formulary	25% \$200 Max
Brand Non-Formulary	50% \$500 Max

Mail:

	2027-2030
Generic	10% \$50 Max

Preferred	\$25% \$400 Max
Non Preferred	50% \$1,000 Max