

**CWA District 3 – AT&T Southeast
2019 Tentative Agreement Summary
August 29, 2019**

Wages:

- 3% effective Ratification Date
- 3% effective September 6, 2020
- 2.25% effective September 5, 2021
- 2.25% effective September 4, 2022
- 2.75% effective September 3, 2023

Benefits:

Healthcare Effective June 1, 2020

Monthly Contributions

Current Employees, 2009 New Hires, 2012 New Hires, & 2015 New Hires

		Current	2020	2021	2022	2023	2024
OPTION 1	Individual	\$119	\$128	\$132	\$137	\$145	\$153
	Family	\$295	\$333	\$356	\$375	\$397	\$418
OPTION 2	Individual	\$69	\$78	\$84	\$90	\$97	\$104
	Family	\$171	\$214	\$230	\$245	\$264	\$283

2019 New Hires (Hired After Ratification)

		Current	2020	2021	2022	2023	2024
OPTION 1	Individual	\$151	\$152	\$156	\$163	\$172	\$181
	Family	\$374	\$395	\$422	\$444	\$469	\$494
OPTION 2	Individual	\$101	\$101	\$108	\$115	\$123	\$131
	Family	\$250	\$276	\$295	\$314	\$337	\$359

Working Spouse Contribution

Participants whose spouse/LRP enrolls in AT&T-sponsored medical coverage but otherwise has access to medical coverage through their employer, excluding AT&T, will pay an additional monthly contribution toward their cost of coverage. The participant must attest that his or her spouse/LRP does not have access to medical coverage otherwise the additional contribution will be applied.

Additional Monthly Medical Contribution:

<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
\$0	\$100	\$100	\$110	\$115

Tobacco Use Contribution

Employees and/or spouses/LRPs who use tobacco, are enrolled in AT&T-sponsored medical coverage and who choose not to participate in a designated Tobacco Cessation program will pay an additional monthly contribution toward their cost of coverage. The employee and/or spouse/LRPs must attest to no tobacco usage or engage in a Company-sponsored Tobacco Cessation program in the time defined during Annual Enrollment otherwise the additional monthly contribution will be applied. Engagement is currently defined as enrollment, participation and completion. A tobacco user is currently defined as someone who has used tobacco products more frequently than once a month. Tobacco products include cigarettes, cigars, pipes, e-cigarettes, vaporizers and smokeless tobacco. The definitions of engagement, tobacco user, tobacco products and the terms of the Company-sponsored Tobacco Cessation program may change from time to time, at the sole discretion of the Company.

Additional Monthly Medical Contribution for each employee and/or spouse/LRP:

<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
\$50	\$60	\$65	\$70	\$75

For 2020 and 2021, employees will be subject to one tobacco use surcharge should the employee and/or their spouse/LRP identify as a tobacco user and do not complete the Tobacco Cessation program.

For 2022 – 2024, employees will be required to pay the tobacco use surcharge for both the employee and their spouse/LRP, if they identify as a tobacco user and do not complete the Tobacco Cessation program.

*Note – New Letter Outside the Contract: The Company commits that the definition of engagement shall not be defined as the attainment of a non-tobacco user status

*Note – Employees’ initial enrollment selection regarding surcharges will be the default selection in subsequent enrollments.

Medical Deductibles (included in Out-of-Pocket Maximums)

Option 1 - Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires, & 2019 New Hires

		Current		2020		2021	
		<i>Network & PPO</i>	<i>Non-Network</i>	<i>Network & PPO</i>	<i>Non-Network</i>	<i>Network & PPO</i>	<i>Non-Network</i>
OPTION 1	Individual	\$700	\$2450	\$725	\$2175	\$750	\$2250
	Family	\$ 1400	\$4900	\$1450	\$4350	\$1500	\$4500
		2022		2023		2024	
OPTION 1	Individual	\$800	\$2400	\$850	\$2550	\$900	\$2700
	Family	\$1600	\$4800	\$1700	\$5100	\$1800	\$5400

Option 2 - Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires, & 2019 New Hires

		Current		2020		2021	
		<i>Network & PPO</i>	<i>Non-Network</i>	<i>Network & PPO</i>	<i>Non-Network</i>	<i>Network & PPO</i>	<i>Non-Network</i>
OPTION 2	Individual	\$1300	\$3900	\$1450	\$4350	\$1500	\$4500
	Family	\$2600	\$7800	\$2900	\$8700	\$3000	\$9000
		2022		2023		2024	
OPTION 2	Individual	\$1550	\$4650	\$1600	\$4800	\$1650	\$4950
	Family	\$3100	\$9300	\$3200	\$9600	\$3300	\$9900

For Option 2, with Family coverage, no individual can receive benefits until the Family Annual Deductible is met. The Family Annual Deductible can be met by one or a combination of covered family members.

The following costs paid by the participant also apply toward the applicable Network/PPO or Non-Network/Non-PPO Deductible amounts:

- All prescription drug allowable charges of eligible expenses.

Medical Out of Pocket Maximums (Includes Deductibles)

Option 1 - Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires, & 2019 New Hires

		Current		2020		2021	
		<i>Network & PPO</i>	<i>Non-Network</i>	<i>Network & PPO</i>	<i>Non-Network</i>	<i>Network & PPO</i>	<i>Non-Network</i>
OPTION 1	Individual	\$3500	\$10500	\$3500	\$10500	\$3500	\$10500
	Family	\$7000	\$21000	\$7000	\$21000	\$7000	\$21000
		2022		2023		2024	
OPTION 1	Individual	\$3500	\$10500	\$3500	\$10500	\$3500	\$10500
	Family	\$7000	\$21000	\$7000	\$21000	\$7000	\$21000

Option 2 - Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires, & 2019 New Hires

		Current		2020		2021	
		<i>Network & PPO</i>	<i>Non-Network</i>	<i>Network & PPO</i>	<i>Non-Network</i>	<i>Network & PPO</i>	<i>Non-Network</i>
OPTION 2	Individual	\$6450	\$19350	\$6450	\$19350	\$6550	\$19650
	Family	\$12900	\$38700	\$12900	\$38700	\$13100	\$39300
		2022		2023		2024	
OPTION 2	Individual	\$6650	\$19950	\$6650	\$19950	\$6750	\$20250
	Family	\$13300	\$39900	\$13300	\$39900	\$13500	\$40500

General Copay/Coinsurance (After Deductible)

For all co-insurance excluding Emergency Room Services*

Current Employees, 2009 New Hires, 2012 New Hires, 2015 New Hires, & 2019 New Hires					
		Current		2020/2021/2022/ 2023/2024	
		<i>Network ONA PPO</i>	<i>Non Network</i>	<i>Network ONA PPO</i>	<i>Non Network</i>
OPTION 1	Individual	10%	50%	10%	50%
OPTION 2	Family	10%	50%	10%	50%

Prescription Drugs

Option 1

Deductible: None

Out-of-Pocket Maximum

		Current	2020	2021	2022	2023	2024
OPTION 1	Individual	\$1200	\$1400	\$1500	\$1600	\$1700	\$1700
	Family	\$2400	\$2800	\$3000	\$3200	\$3400	\$3400

Option 2

Deductible: Integrated with Med/Surg, MH/SA, CarePlus

Out-Of-Pocket Maximum: Integrated with Med/Surg, MH/SA, CarePlus

Copays

For both Option 1 & Option 2

		Current	2020	2021	2022	2023	2024
Generic	Retail	\$10	\$10	\$10	\$10	\$10	\$10
	Mail Order	\$20	\$20	\$20	\$20	\$20	\$20
Preferred	Retail	\$35	\$35	\$35	\$40	\$40	\$45
	Mail Order	\$70	\$70	\$70	\$80	\$80	\$90
Non-Preferred	Retail	\$70	\$70	\$70	\$80	\$80	\$90
	Mail Order	\$140	\$140	\$140	\$160	\$160	\$180

All other Plan provisions, benefits and components same as current

Health Savings Account

Added Company vendor sponsored Health Savings Account, with contributions through payroll deductions

Dental

	Current	2020	2021	2022	2023	2024
Individual	\$7	\$7	\$7	\$7	\$7	\$7
Ind + 1	\$14	\$15	\$15	\$15	\$15	\$15
Family	\$23	\$26	\$26	\$26	\$26	\$26

Vision

	Current	2020	2021	2022	2023	2024
Individual	\$2	\$2	\$2	\$2	\$2	\$2
Ind + 1	\$5	\$5	\$5	\$5	\$5	\$5
Family	\$8	\$9	\$9	\$9	\$9	\$9

Short Term Disability

Current Employees, 2009 New Hires, and 2012 New Hires remain in the AT&T SE Disability Program.

2015 New Hires remain in the AT&T Disability Income Program.

2019 New Hires and Utility Operations added to the Disability Income Program.

Long Term Disability

Current Employees, 2009 New Hires, and 2012 New Hires remain in the AT&T SE Disability Program.

2015 New Hires remain in the AT&T Disability Income Program.

2019 New Hires and Utility Operations added to the AT&T Disability Income Program.

Eligible Retired Employee

Employees who retire during the life of the agreement are eligible to participate in the same choice of programs, plans and provisions as similarly situated active employees.

Benefits Appointed Positions

Maintained Managed Care Specialist and Claims Facilitator.

Parental Leave

Added two weeks paid parental leave.

Nanodegree

Tuition reimbursement through the AT&T Tuition Aid Program for approved nanodegree programs.

Wellness Program

Renewed access to the AT&T Your Health Matters Program

Bellsouth Savings & Security Plan

(401k - employees hired on or before August 8, 2009)

Added a new step for employees whose weekly wage is above \$1,299

Weekly Compensation	Maximum Amount of Basic Contribution
\$0 - \$299	\$15.00
\$300 - \$399	\$20.00
\$400 - \$499	\$25.00
\$500 - \$599	\$30.00
\$600 - \$699	\$35.00
\$700 - \$799	\$40.00
\$800 - \$899	\$45.00
\$900 - \$999	\$50.00
\$1000 - \$1099	\$55.00
\$1100 - \$1199	\$60.00
\$1200 - \$1299	\$65.00
\$1300 & Over	\$67.00

Southeast Program of the AT&T Pension Benefit Plan

(Pension – employees hired on or before August 8, 2009)

- 1% effective January 1, 2020
- 1% effective January 1, 2021
- 1% effective January 1, 2022
- 1% effective January 1, 2023
- 1% effective January 1, 2024

BST

Core -

- Clean-up Items
 - Article 1.07 – Delete reference to NDCA
 - Article 4.07J4a – Update road name
 - Article 5.12A2 – Add reference to Easy Time (Appendix C Part IV)
 - Article 7.01H, 8.02B, 9.01B – Add reference to 7.01N
 - Article 8.03A1c2 – Delete reference to Expression of Interest
 - Article 12.01B1 – Delete reference to NDCA
 - Appendix A Part II – Add Benton, Louisiana as an exchange
 - Appendix B Part I – Correct titles dropped from printing in 2015 CBA
Wage Scales 14 & 32
 - Appendix B Part I – Correct WS20 pension band printing errors in 2015 CBA
 - Appendix B Part I – Add Wage Scale 46, 47, and 48
 - Appendix C Part V, Appendix C Part XIV, Network Addendum – Wire Work, CMA – Drug Testing – CPE, and CMA – Employee Development – CPE:
Remove names from these letters included in the CBA
 - Section 1.02 NA-UFO – Add Administrative Support Assistant, Office Coordinator, and Warehouse Assistant
- Article 4.06B, Appendix A Part I, Appendix B Part I - Delete obsolete titles:
Delete Billing Verification Assistant, Investigation Assistant, Processor Technician, and Senior Office Assistant
- Art 1.17 – Revise the definition of organizational unit
- Article 7 requestors receive priority consideration over Article 10 requestors
- Article 7 - Defined surplus process for dedicated Systems Technicians
- Article 7.01A5* - Limited to dedicated Systems Technicians
- Article 7.01C2 - Added two additional steps to SIPP – same title, any org unit, same exchange & same title, any org unit, any exchange within 35 miles

- Article 7.01C4 – Changed time to complete Master Ranking Sheet to 7 days
- Article 8.03A1e - Revised Optional ESIPP – 2 requests limited to within the state, any org unit, any Skill Group their title appears
- Article 7 & 8.03 – Delete WRA (use exchange)
- Appendix A Part III - Add Material Service Coordinator* to Skill Group 3 and 9
- Article 7 - Wage Scale 20 & below considered ESTW
- Article 7 – Letter pooling OPT/ST/DT/FT, any org unit, for bumping
- Article 7 - Clarification letter for WS27 & WS27L pooling
- Article 24.03B4 – Incorporate reference to AT&T Tuition Aid Policy
Delete \$50.00 lump sum
- Letter adding availability of the AT&T Tuition Aid Policy
- Appendix C Part IX - Delete Operator Services/Consumer Services Forums
- Appendix C Part XIII – Modify Service Observing Letter
- Appendix C Part XVII - Uniform Program – Added caps on annual carryover and number of items that can be ordered
- Eliminated the Presidential Council
- Renew existing MOAs and Letters
- MOA - Appointed Positions
Maintained Regional Partner (Partnership) & Process Improvement Representative (Aligning for Success)
- Guarantee to fill 100 requisitions in Consumer

Network Addendum for U-verse Field Operations -

- Section 4.12 – No receipts for meals
- Section 5.12 – Eliminate 24 hour notice for second requested day off
- Section 6.04 – Add two weeks to layoff allowance
- Section 6.03 – Change layoff notification to four weeks
- Section 6.03 - Surplus by seniority
- Section 1.03 UFO - Add 6.06 – Military Service
- Section 7 - Remove Section 7
- Letter addressing disciplinary entries for NA-UFO employees

BILLING

- Expanded SIPP to BST during surplus
- Priority consideration for Article 7 requestors over Article 10 requestors
- Employees in WS18 & below considered ESTW for surplus
- Increase number of days to return Master Ranking Sheet
- Renewed personal illness absence letter for absences leading to an approved STD

UTILITY OPERATIONS

- Increased Short Term Disability
- Added Long Term Disability
- Option for 30-minute lunch
- Increased boot allowance / \$100 to \$125
- Added option to carryover vacation
- Defined unlimited overtime
- Added caps to the uniform program
- Renewed Inclement Weather Letter
- Agreed to use the seniority tie break letter for staffing issues
- Added availability to the AT&T Tuition Aid Program