

Final Bargaining Report CWA District 9

CWA & AT&T 2024-2028

A Message from Your District Vice President and Your Elected Bargaining Committees

Dear CWA District 9 Brothers, Sisters, and Siblings:

Prior to moving forward with a TA, your elected bargaining committee met with District 9 and the local Presidents. It was decided that the team should move forward with the terms negotiated at the Bargaining Table and present them to the Membership for a Vote. Below, you will find the details of the Tentative Agreement reached through months of intense bargaining.

Your elected Bargaining Team battled to get every cent and every improvement possible at the table. Together, we fought back against the following, and we were successful: New Entrants table, increase in scope of work for Appendix E, reduction of illness (paid) absence time, 0% pension increase, increased cost share for medical and sub-standard raises.

Based on the surveys that were returned from the membership, your elected bargaining team worked tirelessly to achieve an agreement that would be beneficial to all employees. The highlights of what was achieved are below.

1. **Wages:** 14.25% increase exponentially to all titles, compounded to 15.02%.
2. **Employment Security:** Article 2 was maintained; pooling MOA was maintained. Additional improvements to Appendix E.
3. **Benefits:** Maintained medical, dental, and vision. Added funded HSA (Health care spending account) for the high-deductible plan, two-tier system for medical was eliminated. Retained the SSP and 401K.
4. **Working conditions:** Improved overtime cap to 12 hours for Appendix E, Added double time language for Appendix E, improved notification language for schedule changes in Appendix E and permanently added MLK day as a paid Holiday for Appendix A and E, and memorialized the 4-day work week for the call center.
5. **Other Goals and comments:** Retained Horizons, increased tuition aid, maintained neutrality and card check along with Successorship language.

Out of the top 22 items on the survey, the following is a summary:

- | | |
|--|---|
| 1. Base wage increase achieved . | 12. Pension increase for retirees did not achieve . |
| 2. Protect Healthcare achieved . | 13. Maintain/improve Overtime Language achieved . |
| 3. Retain 401K achieved . | 14. Retain ESB/VSB achieved |
| 4. Job security retained and limited improvements . | 15. Improve scheduling-6 days/weekends did not achieve . |
| 5. Stop movement of work did not achieve . | 16. Classroom training did not achieve . |
| 6. Eliminate Subcontracting did not achieve . | 17. Maintain/Improve differentials achieved/improve App E . |
| 7. Pension band increase yes traditional/BCB2 built in . | 18. Title upgrades did not achieve . |
| 8. Preserve Article 2 achieve for active employees . | 19. Apprenticeship Program did not achieve . |
| 9. Retain SSP achieved . | 20. Maintain/Improve Horizons Tuition aid achieved . |
| 10. Improve vacation and time off achieved MLK . | 21. Improve expand Article 9 Safety did not achieve . |
| 11. Ratification Bonus achieved lump sum . | 22. Address The issue of New Technology achieved . |

When negotiations started, we considered our current preparedness across the district in mobilization. We want to thank those who were prepared and active prior to and through the negotiations. With this agreement every member will see an increase in their base salary. Over the life of the contract the average hourly pay will increase by \$5.88. Under this agreement, every member currently on the payroll will see improvements to his/her standard of living.

CWA District 9 Vice President

Frank Arce

Assistant to District 9 Vice President

Domonique Thomas

CORE Bargaining Team

Michael Barfield- Bargaining Chair, Art Gonzalez, Chris Roberts, Jason Hall, John Miller

Final Bargaining Report CWA District 9-AT&T

Term of Contract

The Four-year contract is effective **upon ratification through April 4, 2028.**

Wages and Other Compensation

14.25% raise over life of contract for a compounded wage increase of 15.02%

The general wage increase will be effective on the following dates:

Ratification	5%
April 6, 2025	3%
April 5, 2026	3%
April 4, 2027	3.25%

Lump sum of \$500 if contract ratified by 8/30/24

The wage schedules will be modified to reflect this increase, exponentialized with no change in the start rate.

Employment Security

Retained and broadened Job Security provisions:

- Maintain Article 2 for Current Employees.
- Red Circle employees over 35 years for Article 8 (ESB) Table until April 2026.

- Members over 35 years of service will have their seniority frozen until April 2026 for the purposes of surplus payout, after April 2026 members will receive a max payout of 35 years (120 weeks)
- Added Voluntary Separation Language Appendix E.
 - Allows high senior employees in Appendix E to volunteer for separation if the Business declares a surplus.
- Established New Separation Benefits for new hires.
 - Established a new table in Article 2 for any new hires.
- Retained MOA that Sales Consultant (Leverage Rep) is not applicable to a Job Offer Guarantee.

Pension Benefits

West Program:

Current Employees that continue to participate in the West Program will be eligible for the following pension band increases:

- 1.0% effective January 1, 2025
- 1.0% effective January 1, 2026
- 1.0% effective January 1, 2027
- 1.0% effective January 1, 2028

BCB2: (Covers any member hired after 2009)

- No Change. (Increases are built in Year over Year).

Lump Sum

- Lump sum distributions of monthly pension benefits were maintained.
- Bargained Cash Balance Program #2 (BCB2) of the AT&T Pension Benefit Plan No change
- Bargained Cash Balance (BCB) No change

Benefit Changes for Active Employees Effective 01/01/2025

Immediate medical coverage for new hires

Added two new discounted tiers to the medical plan (individual + spouse, individual + children)

Maintained medical cost share of 29% for Company plan option 1

Kaiser Plan

Term of Kaiser Arrangement: Effective 1/1/2025 and terminates 12/31/2028.

Eligibility: Current Employees (eliminated 2 tier health care)

Plan Design: Same terms and conditions as provided by Kaiser to Current Employees who are Eligible California Employees, subject to changes in law and the exceptions below (Kaiser Plan).

For current employees:				
Plan Year	2025	2026	2027	2028
Individual	\$153	\$162	\$172	\$177
Individual + Spouse Partner	\$397	\$421	\$447	\$460
Individual + Children	\$259	\$275	\$292	\$301
Family	\$427	\$453	\$481	\$496

If the cost of Kaiser Plan to AT&T for the Plan Year is in excess of the cost to AT&T of the Company self-insured medical plan Option 1 Broad available to Eligible California Employees, monthly contributions will apply to Eligible California Employees who are enrolled in the Kaiser Plan during the Plan Year equal to the contributions outlined above, plus the cost difference between the Kaiser Plan and the Company self-insured plan Option 1 Broad plan for the coverage tier elected.

Company Medical Plan

Monthly Contribution for all Current Employees:

Option 1 Broad:

2025	Individual \$153	Individual/Spouse \$397	Ind/child(ren) \$259	Family \$427
2026	Individual \$162	Individual/Spouse \$421	Ind/child(ren) \$275	Family \$453
2027	Individual \$172	Individual/Spouse \$447	Ind/child(ren) \$292	Family \$481
2028	Individual \$177	Individual/Spouse \$460	Ind/child(ren) \$301	Family \$496

Option 1 Select:

2025	Individual \$134	Individual/Spouse \$348	Ind/child(ren) \$228	Family \$375
2026	Individual \$142	Individual/Spouse \$370	Ind/child(ren) \$242	Family \$398
2027	Individual \$151	Individual/Spouse \$393	Ind/child(ren) \$257	Family \$423
2028	Individual \$155	Individual/Spouse \$404	Ind/child(ren) \$264	Family \$435

Monthly Contribution for all Current Employees:

Option 2 Broad:

2025	Individual \$52	Individual/Spouse \$146	Ind/child(ren) \$88	Family \$156
2026	Individual \$61	Individual/Spouse \$172	Ind/child(ren) \$105	Family \$184
2027	Individual \$72	Individual/Spouse \$201	Ind/child(ren) \$122	Family \$215
2028	Individual \$70	Individual/Spouse \$196	Ind/child(ren) \$119	Family \$210

Option 2 Select:

2025	Individual \$34	Individual/Spouse \$96	Ind/child(ren) \$58	Family \$103
2026	Individual \$43	Individual/Spouse \$120	Ind/child(ren) \$73	Family \$129
2027	Individual \$52	Individual/Spouse \$146	Ind/child(ren) \$89	Family \$156
2028	Individual \$49	Individual/Spouse \$138	Ind/child(ren) \$84	Family \$148

Health Savings Account for Option 2:

Employees who select Option 2 only, can elect to make pretax payroll contributions to an HSA (health savings account) up to the annual maximum set by the IRS.

The company will match up to the below amounts for employees who elect to make payroll contributions, in an amount equal or greater than the minimum amount outlined below.

Individual: \$1,000

Family: \$2,000

Annual Deductibles:

Option 1:

	BROAD		BROAD		BROAD		BROAD	
	2025		2026		2027		2028	
	Network & ONA	Non Network	Network & ONA	Non Network	Network & ONA	Non Network	Network & ONA	Non Network
Ind	\$1000	\$3000	\$1000	\$3000	\$1000	\$3000	\$1100	\$3300
Ind + Spouse Ind + Ch Family	\$2000	\$6000	\$2000	\$6000	\$2000	\$6000	\$2200	\$6600
	SELECT	SELECT	SELECT	SELECT	SELECT	SELECT	SELECT	SELECT
	Network & ONA	Non Network	Network & ONA	Non Network	Network & ONA	Non Network	Network & ONA	Non Network
Ind	\$1000	N/A	\$1000	N/A	\$1000	N/A	\$1100	N/A
Ind+Spouse Ind + ch Family	\$2000	N/A	\$2000	N/A	\$2000	N/A	\$2200	N/A

Note: The Annual Deductible will be included in the Out-Of-Pocket Maximums

Option 2:

	BROAD		BROAD		BROAD		BROAD	
	2025		2026		2027		2028	
	Network & ONA	Non Network	Network & ONA	Non Network	Network & ONA	Non Network	Network & ONA	Non Network
Ind	\$3000	\$9000	\$3000	\$9000	\$3000	\$9000	\$3300	\$9900
Ind + Spouse Ind + Ch Family	\$6000	\$18000	\$6000	\$18000	\$6000	\$18000	\$6600	\$19800
	SELECT	SELECT	SELECT	SELECT	SELECT	SELECT	SELECT	SELECT
	Network & ONA	Non Network	Network & ONA	Non Network	Network & ONA	Non Network	Network & ONA	Non Network
Individual	\$3000	N/A	\$3000	N/A	\$3000	N/A	\$3300	N/A
Ind + Spouse Ind + Ch Family	\$6000	N/A	\$6000	N/A	\$6000	N/A	\$6600	N/A

All Current Employees:

Spouse/Partner Access to Medical Coverage Additional Medical Contribution:

Participants whose spouse/partner enrolls in AT&T-sponsored medical coverage (within either self-insured or fully insured programs) 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 monthly additional contribution is shown below. The participant must attest that his or her spouse/partner does not have access to medical coverage otherwise the additional contribution will be applied.

Additional Monthly Medical Contribution:

2025	2026	2027	2028
\$120	\$125	\$130	\$135

All Current Employees:

Tobacco Use Additional Medical Contribution:

Employees and/or spouses/partners who use tobacco, are enrolled in AT&T-sponsored medical coverage (within either self-insured or fully insured programs) 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/partners 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/partner:

2025	2026	2027	2028
\$75	\$75	\$75	\$75

Wellbeing Incentive*:

Up to \$750 annual individual reimbursement

*Incentives for participating in the AT&T sponsored wellbeing program.

Cryopreservation and Surrogacy Reimbursement.

Maximum annual reimbursement for adoptions has been increased

	DENTAL	DENTAL	DENTAL	DENTAL
	2025	2026	2027	2028
<u>Individual</u>	\$9	\$9	\$10	\$10
<u>Individual +1</u>	\$19	\$19	\$21	\$21
<u>Family</u>	\$30	\$30	\$33	\$33
	VISION	VISION	VISION	VISION
	2025	2026	2027	2028
<u>Individual</u>	\$3	\$3	\$3.50	\$3.50
<u>Individual + 1</u>	\$7.50	\$7.50	\$9.50	\$9.50
<u>Family</u>	\$12.50	\$12.50	\$16	\$16

-Vision and Dental Coverage has been extended for dependents until age 26

Prescription Drug Program (RX Plan):

Changes to RX plan:

- 1) Flat dollar copay amounts will be replaced with percentage coinsurance, meaning members will pay a percentage of the cost of the drug (Option 1 - 10%, Option 2 - 30%) up to a maximum of \$50 for generics and \$100 for preferred brand drugs for a 30-day supply.
- 2) Under the Option 1 plan, the annual deductible and out-of-pocket maximum will now apply to both medical services and prescription drugs. Previously under Option 1, prescription drugs had no deductible and a separate out-of-pocket maximum.
- 3) The Option 2 annual deductible and out of pocket maximum will continue to apply to both medical and prescription drugs.
- 4) Maintenance drugs for chronic conditions like diabetes, asthma, hypertension, and congestive heart failure will be covered without a deductible.
- 5) New diet and weight loss medications will have expanded coverage.

All Current Employees

Option 1 Broad and Select:

Deductible: Now is Integrated with Med/Surg and MH/SA.

Retail – Network Coinsurance:

(Up to 30-day supply, Limited to 2 fills for maintenance)

	<u>2025-2028</u>
Generic	10%
Preferred	10%
Non-Preferred	50%

Retail – Network Co-insurance Maximum

	2025	2026	2027	2028
Generic	\$50	\$50	\$50	\$50
Preferred	\$100	\$100	\$100	\$100
Nonpreferred	No Maximum	No Maximum	No Maximum	No Maximum

Retail – Non-Network Coinsurance:

Participants pay the greater of the applicable Network coinsurance or balance remaining after the program pays 75% of network retail cost.

Mail Order Coinsurance:
(Up to 90-day supply)

	2025-2028
Generic	10%
Preferred	10%
Non-Preferred	50%

Mail Order Coinsurance Maximum:

	2025	2026	2027	2028
Generic	\$100	\$100	\$100	\$100
Preferred	\$200	\$200	\$200	\$400
Non-Preferred	No Maximum	No Maximum	No Maximum	No Maximum

Option 2 Broad and Select:

Deductible: Integrated with Med/Surg and MH/SA.

-- Any applicable coinsurance paid for preventive care drugs as permitted under section 223(c)(2)(C) of the IRS is not subject to the deductible

Out of Pocket Maximum – integrated with Med/Surg, MH/SA and CarePlus

Retail – Network Coinsurance:

(Up to 30-day supply, Limited to 2 fills for maintenance)

	2025-2028
Generic	30%
Preferred	30%
Non-Preferred	50%

Retail – Network Co-insurance Maximum

	2025	2026	2027	2028
Generic	\$50	\$50	\$50	\$50
Preferred	\$100	\$100	\$100	\$200
Nonpreferred	No Maximum	No Maximum	No Maximum	No Maximum

Retail – Non-Network Coinsurance:

Participants pay the greater of the applicable Network coinsurance or balance remaining after the program pays 75% of network retail cost.

Mail Order Coinsurance:

(Up to 90-day supply)

	2025-2028
Generic	30%
Preferred	30%
Non-Preferred	50%

Mail Order Coinsurance Maximum:

	2025	2026	2027	2028
Generic	\$100	\$100	\$100	\$100
Preferred	\$200	\$200	\$200	\$400
Non-Preferred	No Maximum	No Maximum	No Maximum	No Maximum

Disability Benefits:

Program:

2012 and 2009 New Hires and Current Employees

No Change from Current Program

2020 New Hires 2016 New Hires

No Change from Current Program

Short-Term Disability (STD):

No Change from Current Program

2012 and 2009 New Hires and Current Employees

No Change from Current Program

2020 New Hires and 2016 New Hires

No Change from Current Program

Benefit Changes for Current Retirees

No improvements. Your Union Bargaining Committee requested to bargain for current retirees, but AT&T was very consistent with their response that they were not willing to bargain for current retirees, as current retiree benefits are not a mandatory subject of bargaining.

Tuition Aid:

Annual tuition aid cap for full-time employees from \$5,250 to \$8,000.

Increase tuition lifetime caps for undergraduate from \$20,000 to \$25,000.

Graduate from \$25,000 to \$30,000.

Articles

Article 1:

- 1.05 Contract distribution

Article 2:

- Established new Separation Benefits for New Hires

Article 3: No Change

Article 4: No Change

Article 5: No Change

Article 6:

- Martin Luther King Jr Day

Article 7: No Change

Article 8:

- Capped layoff Table at 35 Years

Article 9: No Change

Article 10:

- Conclusion – Date changes

Appendices

Appendix A: No Changes

Appendix D: No Changes

Appendix E

- E1.03B Change of Hours increased from 12 to 16
- E1.03C Cancellation of Hours from 12 to 16
- E1.03D1 54-hour Double Time Rule
- E1.03D2 Mandatory overtime cap reduced from 14 to 12
- E1.03F Shift Differentials for scheduled tour hours falling between 6pm and 6am
- E1.04A Added Martin Luther King Jr Day
- E1.04L Civic Duty (employee's hours will be changed to coincide with jury duty)
- E1.05A Voluntary Resignation Program

MOA's / Letters

Maintained all letters except those that had expired or completed:

Improved TWP letter

Improved Wellness Program

Retained ESB

Retained Card Check

Retained Successorship
Retained GIIT (Consumer call center)
Retained Success Sharing Plan
Modified Horizon's Training/Retraining Program
Modified Tuition Aid (Nanodegrees)
Retained National Transfer Plan (NTP)
Retained Pooling
Retained Sunday Plus Four
Retained MOA that Sales Consultant (Leverage rep) is not applicable to a Job Offer Guarantee.
Retained Company Paid Union Appointed Representative (B-Help)
Retained Wage Credit
Retained Office Closure MOA
Retained CVS Caremark letter
Retained Company Wellness Letter
Retained Technological change Moa Added Artificial Intelligence (A/I) letter

Respectfully Submitted, Bargaining Committee Members

Michael Barfield - Chair, Art Gonzalez, Chris Roberts, Jason Hall, John Miller

OPEIU-29-AFL-CIO(233)