

## CWA District 3 – AT&T Billing Southeast

### Summary of 2015 Tentative Agreement

October 19, 2015

#### Wages:

- 4 year agreement
- 3%, 3%, 2.25% and 2.5% increase for all employees. 2015 increase retro to September 6, 2015.

#### Benefits:

- Pension Bands Increased 1% each year
- Retained Managed Care Specialist and Claims Facilitator
- Retained Partnership Appointee
- Added Wellness and Disease Management programs in 2017
- 1.5% increase in health care cost share in the first year of the agreement, then 1% increase in cost share in each of the following years. '2012 New Hires' included with current employees for health care. Added a second option with lower premiums.

Option 1 – Network	2016 (June)	2017	2018	2019
Monthly Contributions	83 / 206	95 / 236	105 / 260	119 / 295
Deductible	550 / 1100	600 / 1200	650 / 1300	700 / 1400
Medical OOPM	2750 / 5500	3000 / 6000	3250 / 6500	3500 / 7000
Rx Copays (Retail)	10, 35, 60	10, 35, 60	10, 35, 60	10, 35, 70
Rx Copays (Mail Order)	20, 70, 120	20, 70, 120	20, 70, 120	20, 70, 140
Rx OOPM	1200 / 2400	1200 / 2400	1200 / 2400	1200 / 2400

Option 2 – Network	2016 (June)	2017	2018	2019
Monthly Contributions	24 / 60	36 / 89	50 / 124	69 / 171
Deductible	1300 / 2600	1300 / 2600	1300 / 2600	1300 / 2600
Medical OOPM	6450 / 12900	6450 / 12900	6450 / 12900	6450 / 12900
Rx Copays (Retail)	9, 35, 70	9, 35, 70	9, 35, 70	9, 35, 70
Rx Copays (Mail Order)	18, 70, 140	18, 70, 140	18, 70, 140	18, 70, 140
Rx OOPM	Integrated	With	Medical	

'2015 New Hires' (employees hired after ratification)

Option 1 – Network	2016 (June)	2017	2018	2019
Monthly Contributions	132 / 327	138 / 342	144 / 357	151 / 374
Deductible	550 / 1100	600 / 1200	650 / 1300	700 / 1400
Medical OOPM	2750 / 5500	3000 / 6000	3250 / 6500	3500 / 7000
Rx Copays (Retail)	10, 35, 60	10, 35, 60	10, 35, 60	10, 35, 70
Rx Copays (Mail Order)	20, 70, 120	20, 70, 120	20, 70, 120	20, 70, 140
Rx OOPM	1200 / 2400	1200 / 2400	1200 / 2400	1200 / 2400

Option 2 – Network	2016 (June)	2017	2018	2019
Monthly Contributions	73 / 181	80 / 200	90 / 222	101 / 250
Deductible	1300 / 2600	1300 / 2600	1300 / 2600	1300 / 2600
Medical OOPM	6450 / 12900	6450 / 12900	6450 / 12900	6450 / 12900
Rx Copays (Retail)	9, 35, 70	9, 35, 70	9, 35, 70	9, 35, 70
Rx Copays (Mail Order)	18, 70, 140	18, 70, 140	18, 70, 140	18, 70, 140
Rx OOPM	Integrated	With	Medical	

- Maintained 52 weeks of Short Term Disability for current employees. '2015 New Hires' (employees hired after ratification) will be limited to 26 weeks of Short Term Disability.
- No change to non-decreasing lump sum option

**Article Changes**

**Article 5.05H** flexible Excused Work Days – Add the unpaid EWD to days that can be used flexibility.

**Article 5.07F1** Allows other ways to handle request for time off to provide more efficient and prompt handling of employees' request.

**Article 6.02A** – '2015 New Hires' (employees hired after ratification) will be capped at 5 paid illness equivalent days (new language)

**Article 6.04A4** Add the following language: "Once per year, an employee may receive regular pay for up to one session of a normal tour to attend election training if the training is not provided outside the employee's normal tour or is not available online."

**Article 7.01N** - Employee given consideration for vacancies across state lines after all stay-on-payroll options exhausted (new language for BST and Billing)

**Article 7.02A3 and 7.02A8** Extends recall rights to a period of 5 years instead of 4 years.

**Article 24.05D2** – Any employee with 29 or more years of service will have 52 weeks eligibility in the Partnership Job Bank (improved table)

**Letters, MOAs and MOUs:**

- Added a letter that allows business units to allow more vacation time to be used flexibly
- Renewed National Transfer Plan
- Renewed Card Check
- Added Successorship Clause
- Joint Contract Training following ratification
- Renew Martin Luther King Jr Letter
- Renew Seniority Tie Breaker Letter
- Renew “Service Requirements” Letter