

2015 CWA D4 AT&T Midwest Tentative Agreement Summary

Wages

All employees, other than those in pay protected positions, will receive a general wage increase of 8.25% over the life of the contract as follows:

- 3% Effective April 12, 2015
- 2.25% Effective April 10, 2016
- 3% Effective April 9, 2017

Wage increases at top rate exponentialized throughout wage progression schedules.

Pay protected employees continue to be pay protected through term of contract.

Employment Security

Article 26 and associated MOA's in the core contract were protected with some improvements including

- 1) Pay protection and employment security for those hired before 2004, were maintained through the life of this agreement.
- 2) Core employees hired after April 8, 2012 and not covered under the employment security commitment letter, will now be covered under the Extended Employment Opportunity MOA (EEOP)

Monitoring

Protect existing language

Attendance

Maintained Current Network Attendance Plan for all employees covered by this agreement.

Personal Illness

Maintained current paid personal illness hours in a calendar year. New Employees will have 40 hours paid personal illness in a calendar year.

Mandatory Overtime Core Employees

Maintained current contract language for all states.

Home Solutions

- Team Lead quota relief
- SC Lead 100% target
- Vacation override

Success Sharing Plan (SSP)

Maintained current:

a) Dividend x 150

b) Appreciation in stock price, year over year x 150

All SSP payments will now be cash

Pensions

Pension Band Increases of 1% - 1% - 1% (Banded Plan Only)

Preserved lump sum option for life of contract.

Preserved current BCB2 for current and new Employees.

Demand Time (A-17)

Demand Days can now be used Monday thru Saturday

Health Care

Maintained traditional Health Care Plan (Option 1) Plan Rules and Contractual Rights with only 1% cost share shifting each year of contract

Monthly Premium –

2016-	88 single/ 219 family
2017-	102 single/ 255 family
2018-	110 single/ 273 family

Agreed to a new, low premium, health care option (option 2) available to all employees beginning in 2016. The new plan with higher deductibles but significantly lower monthly premiums may be a good option for individuals or families that have low usage. The plan has the same benefits and networks with a different cost structure.

Monthly Premium -

2016-	24 single/ 60 family
2017-	36 single/ 89 family
2018-	50 single/ 124 family

Preventative - no deductible, no coinsurance (Network Only)

Deductibles

Option 1

Network/ONA/PPO		2016	2017	2018
	Single	500.00	500.00	600.00
	Family	1000.00	1000.00	1200.00
Non Network	Single	1300.00	1300.00	2100.00
	Family	2600.00	2600.00	4200.00

Option 2

Network/ONA/PPO				
	Single	1300.00	1300.00	1300.00
	Family	2600.00	2600.00	2600.00
Non Network	Single	3900.00	3900.00	3900.00
	Family	7800.00	7800.00	7800.00

Out of Pocket Maximums (include deductibles):

Option 1				
In Network/PPO & ONA		2016	2017	2018
	Single	2,500.00	2,500.00	3,000.00
	Family	5,000.00	5,000.00	6,000.00
Non Network	Single	7,300.00	7,300.00	9,000.00
	Family	14,600.00	14,600.00	18,000.00
Option 2				
In Network ONA/PPO				
	Single	6450.00	6450.00	6450.00
	Family	12900.00	12900.00	12900.00
Non Network	Single	19350.00	19350.00	19350.00
	Family	38700.00	38700.00	38700.00

Co-Insurance

Option 1	10%/40%	10%/40%	10%/50%
Option 2	10%/50%	10%/50%	10%/50%

Prescription Drugs

RX Deductible	
Option 1	None
Option 2	Single and Family Integrated with Medical

**Rx Out of Pocket Maximum
Includes deductible**

Option 1	Single	1,200.00	1,200.00	1,200.00
	Family	2,400.00	2,400.00	2,400.00

Option 2 Single and Family integrated with Medical

Rx Co Pay

<u>Generic:</u>	Option 1	2016-2018
	Retail:	10.00
	Mail:	20.00
	Option 2	
	Retail:	9.00
	Mail:	18.00

Brand	Option 1	2016-17	2018
	Retail Preferred:	35.00	35.00
	Mail Preferred:	70.00	70.00
	Retail Non-Pref:	60.00	70.00
	Mail Non-Pref:	120.00	140.00
	Option 2		
	Retail Preferred:	35.00	35.00
	Mail Preferred:	70.00	70.00
	Retail Non-Pref:	70.00	70.00
	Mail Non-Pref:	140.00	140.00

All other Plan provisions, benefits, and components are same as current

CVS Retail Purchase letter maintained.

Current employees that retire will be treated as active employees.

Dental

2016-2018

Individual	\$7.00
Individual +1	\$14.00
Family	\$23.00

(No change to current Plan. Applies to all current employees and 2015 new hires)

Vision

Introduction of a new Vision Plan with higher benefit levels than the previous no premium plan. The significantly higher benefit levels in this plan will provide better value than the former AT&T Vision Plus Plan at much lower premiums.

2016-2018

Individual	\$2.00
Individual + 1	\$5.00
Family	\$8.00

Coverage Levels

<u>Exam:</u>	1 per 12 months
Network:	No co pay/No co-insurance
Non-Network:	\$28.00 allowance toward exam.

<u>Frame Allowance:</u>	1 allowance per 12 months
Network:	\$130.00
Non-Network:	\$30.00

Lenses Allowance: 1 set per 12 months
Network: No co pay/No co-insurance
Standard plastic lenses: single, bi-focal, tri-focal, lenticular, progressive plus polycarbonate at 100%.

Non-Network 1 set per 12 months
\$30.00-\$80.00 allowance toward lenses

Contact Lenses Allowance: Allowance per 12 months
Network: \$150.00
Non-Network \$150.00

Second Pair Benefit: Network only- Allows for a second pair of glasses, or contact lenses allowance after the first pair benefit is utilized per 24 months

Monthly contributions are fixed for the term of the 2015 Collective Bargaining Agreement. (Applies to all current employees and 2015 new hires)

New Voluntary Wellness Programs

Includes: Tobacco cessation, heart health, diabetes management, weight management, stress management and others. These programs can assist employees and their families in staying healthy and keeping their health care costs low.

Disease management for Asthma, Heart Failure, Coronary Artery Disease, Diabetes and Chronic Obstructive Pulmonary Disease.

Disability

(Includes Accident*, Short-Term and Long-Term)

All current employees

AT&T Midwest Disability Benefits Program – (No change to current program)

2015 New Hires

AT&T Disability Income Program – 26 week limit at 100% or 60% of pay based on NCS. No accident disability* (covered under Short Term Disability). Re-employment opportunity for those remaining disabled after 26 weeks but becoming able to perform available jobs up to 52 weeks from the end of their Short Term Disability. Supplemental Long Term Disability option in addition to standard Long Term Disability.

Appendix F

Add Core Agreements A-4 Regional Joint Benefits Forum, A-5 Commercial Driver's License & Special Operating Permit or License, A-11 AT&T Non-Management Staffing Process, A-15 Medical Facilities or Physician Visits, A-16 Labor Advisory Forum, A-21 Neutral Evaluation Process, A-22 Proper Use of Union-Management Review Board, A-31 Presidential Council, A-32 National Transfer Plan

Mandatory OT cap reduced to 14 hours per week.

Add language for purpose of crediting time worked for 40 hour threshold for overtime eligibility, Visit to Medical Facility or Company-Designated Physician at Company's Request, Personal Days Off (Paid)

Overnight travel expenses increased from \$35.00 to \$37.00 per day.

In addition to GWI, the wage rate for Dispatcher will be increased an additional **1.75%** prior to the general wage increase at the top rate and exponentialized throughout the remainder of the wage scale.

In addition to GWI, the wage rates for the title Premises Technician shall be increased by fifty-five cents **(\$0.55) per hour** at each step of the wage table, immediately prior to the general wage increase.

Guaranteed Personal Time Off

A second personal day per year can be used upon demand with 24 hour notice. Demand days can be used in 1/2 day increments and now be used Monday thru Saturday.

Additional job duties to include

Pair Changes, fiber cross-connects and fiber drops when installing IP enabled products and services (Excluding Fusion Splicing), Bridge Tap Cancellation devices (excluding splicing them into cable pairs).

Appendix G

Appendix "G" added additional common MOA's - A-11 AT&T Non-Management Staffing Process, A-22 Proper Use of Union-Management Review Board, A-32 National Transfer Plan.