

# 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:

Before returning to the bargaining table District 9 informed your bargaining team about the issues that needed to be addressed from the information they gathered from the local presidents. Taking into account the amount of mobilization, and actions being conducted and understanding how close the other district was to getting a TA, your bargaining team went back to the table and worked for every improvement we could get. Below, you will find the details of the Tentative Agreement reached through an intense few days of bargaining that adds actual dollars to every member and improves Overtime rules in appendix E along with a 4x10 scheduling trial for appendix E.

Based on the feedback that was passed on from District 9, 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 (more middle loaded) exponentially to all titles, compounded to 15.02%. **FULL RETRO FOR EVERY TITLE**
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: **Appendix E improvements**, overtime cap to 12 hours, **added improved double time language over 52 hours**, improved notification language for schedule changes, **secured a 4x10 scheduling trial** 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 <u>achieved</u> .                         | 12. Pension increase for retirees <u>did not achieve</u> .         |
| 2. Protect Healthcare <u>achieved</u> .                         | 13. Maintain/improve Overtime Language <u>achieved</u> .           |
| 3. Retain 401K <u>achieved</u> .                                | 14. Retain ESB/VSB <u>achieved</u>                                 |
| 4. Job security <u>retained and limited improvements</u> .      | 15. Improve scheduling-6 days/weekends <u>achieved</u> .           |
| 5. Stop movement of work <u>did not achieve</u> .               | 16. Classroom training <u>did not achieve</u> .                    |
| 6. Eliminate Subcontracting <u>did not achieve</u> .            | 17. Maintain/Improve differentials <u>achieved/improve App E</u> . |
| 7. Pension band increase <u>yes traditional/BCB2 built in</u> . | 18. Tittle upgrades <u>did not achieve</u> .                       |
| 8. Preserve Article 2 <u>achieve for active employees</u> .     | 19. Apprenticeship Program <u>did not achieve</u> .                |
| 9. Retain SSP <u>achieved</u> .                                 | 20. Maintain/Improve Horizons Tuition aid <u>achieved</u> .        |
| 10. Improve vacation and time off <u>achieved MLK</u> .         | 21. Improve expand Article 9 Safety <u>did not achieve</u> .       |
| 11. Retro wages <u>achieved full retro</u> .                    | 22. Address The issue of New Technology <u>achieved</u> .          |

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 in the top zone will increase by \$5.88. Under this agreement, every member currently on the payroll will see improvements to his/her standard of living.

CORE Bargaining Team

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

CWA District 9 Vice President

Frank Arce

Assistant to District 9 Vice President

Domonique Thomas

## 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% with FULL RETRO

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

April 7, 2024	5%
April 6, 2025	3.5%
April 5, 2026	3.5%
April 4, 2027	2.25%

\*See charts for specifics, but by front loading the %, each member will receive more money in the life of the contract than previously agreed to.

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

\*\*\*In 2025, health, dental, and vision costs will remain unchanged from 2024. This includes the same rates and plan designs for Kaiser, Option 1, and Option 2. Due to the tentative agreement's ratification date being so close to the end of the year, we will not be able to implement the new benefits until 2026. Therefore, members can expect to continue with their current coverage and rates through 2025.

## Benefit Changes for Active Employees Effective 01/01/2026

### 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	**	\$162	\$172	\$177
Individual + Spouse Partner	N/A	\$421	\$447	\$460
Individual + Children	N/A	\$275	\$292	\$301
Family	**	\$453	\$481	\$496
** 2025 Rates and plan design are same as 2024				

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 \*\* Same as 2024

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 N/A

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 \*\* Same as 2024

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 N/A

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 starting in 2026

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

Ind+Spouse	N/A	N/A	\$2000	N/A	\$2000	N/A	\$2200	N/A
Ind + ch								
Family								

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	\$3300	\$9900
Ind + Spouse Ind + Ch Family	**	**	\$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	N/A	N/A	\$3000	N/A	\$3000	N/A	\$3300	N/A
Ind + Spouse Ind + Ch Family	N/A	N/A	\$6000	N/A	\$6000	N/A	\$6600	N/A

\*\* 2025 plan design is the same as 2024

OUT OF POCKET MAXIMUMS (OOP)

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	**	**	\$4,350	\$15,000	\$4,700	\$15,000	\$5,000	\$16,500
Ind + Spouse Ind + Ch Family	**	**	\$8,700	\$30,000	\$9,400	\$30,000	\$10,000	\$33,000
	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	N/A	N/A	\$4,350	N/A	\$4,700	N/A	\$5,000	N/A
Ind+Spouse Ind + ch Family	N/A	N/A	\$8,700	N/A	\$9,400	N/A	\$10,000	N/A

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	**	**	\$7,500	\$22,500	\$7,500	\$22,500	\$8,000	\$24,000
Ind + Spouse Ind + Ch Family	**	**	\$15,000	\$45,000	\$15,000	\$45,000	\$16,000	\$48,000

	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	N/A	N/A	\$7,500	N/A	\$7,500	N/A	\$8,000	N/A
Ind + Spouse Ind + Ch Family	N/A	N/A	\$15,000	N/A	\$15,000	N/A	\$16,000	N/A

Out of Pocket Max Provisions:

If the coverage tier is Individual + Children, Individual + Spouse or Family:

In a health care plan, the out-of-pocket (OOP) maximum is the most an individual pays for covered services in a plan year before the plan starts covering 100% of eligible costs. For a family or Individual + Spouse or Individual + Child(ren) plan, each individual has their own OOP maximum. If one person in the family reaches their individual OOP max, their future medical expenses will be fully covered by the plan, even if the overall family OOP maximum hasn't been reached. Other family members would continue to contribute toward their own expenses until either they reach their individual OOP max, or the family OOP max is met.

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
\$115**	\$125	\$130	\$135

\*\* same as 2024

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\*: Starting in 2026**

Up to \$750 annual individual reimbursement

\*Incentives for participating in the AT&T sponsored wellbeing program in 2026 Cryopreservation and Surrogacy Reimbursement.

Maximum annual reimbursement for adoptions has been increased

**Dental / Vision**

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

\*\* 2025 Rates are same as 2024

-Vision and Dental Coverage has been extended for dependents until age 26 \*\* starting in 2026

Prescription Drug Program (RX Plan): Starting in 2026

Changes to RX plan in 2026:

- 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)

	2026-2028
Generic	10%
Preferred	10%
Non-Preferred	50%

Retail – Network Co-insurance Maximum

	2025	2026	2027	2028
Generic	N/A	\$50	\$50	\$50
Preferred	N/A	\$100	\$100	\$100
Nonpreferred	N/A	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)

	2026-2028
Generic	10%
Preferred	10%
Non-Preferred	50%

Mail Order Coinsurance Maximum:

	2025	2026	2027	2028
Generic	N/A	\$100	\$100	\$100
Preferred	N/A	\$200	\$200	\$400
Non-Preferred	N/A	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)

	2026-2028
Generic	30%
Preferred	30%
Non-Preferred	50%

Retail – Network Co-insurance Maximum

	2025	2026	2027	2028
Generic	N/A	\$50	\$50	\$50
Preferred	N/A	\$100	\$100	\$200
Nonpreferred	N/A	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)

	2026-2028
Generic	30%
Preferred	30%
Non-Preferred	50%

Mail Order Coinsurance Maximum:

	2025	2026	2027	2028
Generic	N/A	\$100	\$100	\$100
Preferred	N/A	\$200	\$200	\$400
Non-Preferred	N/A	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 ATT 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 undergrad 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: No Change

- Martin Luther King Jr Day

Article 7: No Change

Article 8: No Change

- Capped layoff Table at 35 Years

Article 9: No Change

Article 10: No Change

- 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 52-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
- **Scheduling trial for 4/10 consecutive O-day schedule**

## 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)*