

Communications Workers of America
District 3

CWA – Bellsouth Telecommunications, LLC (BST)
Final Bargaining Report
2019



This report contains detailed information on the wages and benefits won at the CWA – Bellsouth Telecommunications, LLC (BST) bargaining table.

A ballot is printed with this report.

The final voting date for ratification of this contract is
October 1, 2019.

Dear Brothers and Sisters:

This summary details the changes negotiated in the tentative agreement between Communications Workers of America (CWA) and Bellsouth Telecommunications, LLC (BST).

We would like to thank you all for your support and mobilization efforts throughout the bargaining process. There is no question that your unprecedented demonstration of solidarity across District 3 forced the Company to bargain with us and reach this agreement.

As with all negotiations, we did not achieve every item our members desired. But without question, we believe this agreement will benefit all of our members over the next five years. The agreement provides wage increases of 13.25% over the life of the agreement for all employees, and continues to provide fair healthcare options to all employees, while healthcare costs in the market continue to increase drastically.

We worked as a team to represent all the members covered by this agreement and we urge you to take the time to cast your vote on this tentative agreement. If you have any questions or concerns, please reach out to your Local or a member of this team so that we all understand what has been negotiated for the betterment of our membership.

Your 2019 CWA/BST Bargaining Team unanimously recommends ratification of this tentative agreement.

In Unity,

Nick Hawkins – Chair
Billy O'Dell – Co-Chair
Herman Junkin – CWA Staff Representative
Keith Patterson – Alabama
Johnny Hernandez – Florida
Caleb East – Georgia
Matt Embry – Kentucky
Al Guillory – Louisiana
Bonnie Hester – Mississippi
Curtis Shew – North Carolina
Jason Kelley – South Carolina
Ricky King – Tennessee

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

Wages will be exponential over the progression tables.

Wage Zone A/ Wage Area I	CURRENT	3% Ratification Date	3% 9/6/2020	2.25% 9/5/2021	2.25% 9/4/2022	2.75% 9/3/2023
WS6	\$996.00	\$1026.00	\$1057.00	\$1081.00	\$1105.50	\$1136.00
WS16	\$1153.50	\$1188.00	\$1223.50	\$1251.00	\$1279.00	\$1314.00
WS20	\$1225.50	\$1262.50	\$1300.50	\$1330.00	\$1360.00	\$1397.50
WS27	\$1282.50	\$1321.00	\$1360.50	\$1391.00	\$1422.50	\$1461.50
WS31	\$1510.00	\$1555.50	\$1602.00	\$1638.00	\$1675.00	\$1721.00
WS32	\$1526.00	\$1572.00	\$1619.00	\$1655.50	\$1692.50	\$1739.00

Wage Zone B/ Wage Area II	CURRENT	3% Ratification Date	3% 9/6/2020	2.25% 9/5/2021	2.25% 9/4/2022	2.75% 9/3/2023
WS6	\$988.00	\$1017.50	\$1048.00	\$1071.50	\$1095.50	\$1125.50
WS16	\$1133.50	\$1167.50	\$1202.50	\$1229.50	\$1257.00	\$1291.50
WS20	\$1190.50	\$1226.00	\$1263.00	\$1291.50	\$1320.50	\$1357.00
WS27	\$1263.00	\$1301.00	\$1340.00	\$1370.00	\$1401.00	\$1439.50
WS31	\$1477.50	\$1522.00	\$1567.50	\$1603.00	\$1639.00	\$1684.00
WS32	\$1490.00	\$1534.50	\$1580.50	\$1616.00	\$1652.50	\$1698.00

Wage Zone C	CURRENT	3% Ratification Date	3% 9/6/2020	2.25% 9/5/2021	2.25% 9/4/2022	2.75% 9/3/2023
WS6	\$964.50	\$993.50	\$1023.50	\$1046.50	\$1070.00	\$1099.50
WS16	\$1126.50	\$1160.50	\$1195.50	\$1222.50	\$1250.00	\$1284.50
WS20	\$1186.00	\$1221.50	\$1258.00	\$1286.50	\$1315.50	\$1351.50
WS27	\$1255.00	\$1292.50	\$1331.50	\$1361.50	\$1392.00	\$1430.50
WS31	\$1463.00	\$1507.00	\$1552.00	\$1587.00	\$1622.50	\$1667.00
WS32	\$1477.50	\$1522.00	\$1567.50	\$1603.00	\$1639.00	\$1684.00

Success Sharing Plan

- Maintained the Success Sharing Plan

Health Care

Health Care Plan changes are effective June 1, 2020

- Option 1 and Option 2 Choice Provided
- Individual Coverage will be eligible for Company subsidy after the employee attains 90 days NCS
- Family Coverage will continue to be eligible for Company subsidy after the employee attains 6 months NCS
- **Option 1 Monthly Premiums for Current Employees, 2009 New Hires, 2012 New Hires, and 2015 New Hires:**

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Individual:	\$128	\$132	\$137	\$145	\$153
Family:	\$333	\$356	\$375	\$397	\$418

- **Option 2 Monthly Premiums for Current Employees, 2009 New Hires, 2012 New Hires, and 2015 New Hires:**

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Individual:	\$78	\$84	\$90	\$97	\$104
Family:	\$214	\$230	\$245	\$264	\$283

- **Option 1 Monthly Premiums for 2019 New Hires:**

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Individual:	\$152	\$156	\$163	\$172	\$181
Family:	\$395	\$422	\$444	\$469	\$494

- **Option 2 Monthly Premiums for 2019 New Hires:**

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Individual:	\$101	\$108	\$115	\$123	\$131
Family:	\$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.

- **Option 1 Annual Deductible:**

In-Network

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Individual:	\$725	\$750	\$800	\$850	\$900
Family:	\$1,450	\$1,500	\$1,600	\$1,700	\$1,800

Out-of-Network

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Individual:	\$2,175	\$2,250	\$2,400	\$2,550	\$2,700
Family:	\$4,350	\$4,500	\$4,800	\$5,100	\$5,400

- **Option 2 Annual Deductible:**

In-Network

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Individual:	\$1,450	\$1,500	\$1,550	\$1,600	\$1,650
Family:	\$2,900	\$3,000	\$3,100	\$3,200	\$3,300

Out-of-Network

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Individual:	\$4,350	\$4,500	\$4,650	\$4,800	\$4,950
Family:	\$8,700	\$9,000	\$9,300	\$9,600	\$9,900

If the coverage tier is Family, 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.

All prescription drug allowable charges of eligible expenses paid by the participant apply toward the applicable deductible amounts.

- **Option 1 Out-of-Pocket Maximums:**

In-Network

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Individual:	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500
Family:	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000

Out-of-Network

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Individual:	\$10,500	\$10,500	\$10,500	\$10,500	\$10,500
Family:	\$21,000	\$21,000	\$21,000	\$21,000	\$21,000

- **Option 2 Out-of-Pocket Maximums:**

In-Network

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Individual:	\$6,450	\$6,550	\$6,650	\$6,650	\$6,750
Family:	\$12,900	\$13,100	\$13,300	\$13,300	\$13,500

Out-of-Network

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Individual:	\$19,350	\$19,650	\$19,950	\$19,950	\$20,250
Family:	\$38,700	\$39,300	\$39,900	\$39,900	\$40,500

If coverage tier is Family, the applicable Family OOP Maximum must be met before the program pays 100% of allowable charges for eligible expenses. The program will pay 100% of the allowable charges for eligible expenses for In-Network/PPO for an individual once the individual meets the Individual OOP, even if the Family OOP has not been met.

Deductibles and outpatient prescription drug allowable charges of eligible expenses paid by the participant apply toward the OOP maximum amounts.

Prescription Coverage

Option 1:

- Deductible: None
- Out-of-Pocket Maximum:

In-Network

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Individual:	\$1,400	\$1,500	\$1,600	\$1,700	\$1,700
Family:	\$2,800	\$3,000	\$3,200	\$3,400	\$3,400

- Retail – In-Network Copays (up to 30 day supply, limited to 2 fills for maintenance subject to Advanced Control Specialty Formulary provisions)

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Generic	\$10	\$10	\$10	\$10	\$10
Preferred	\$35	\$35	\$40	\$40	\$45
Non-Preferred	\$70	\$70	\$80	\$80	\$90

- Retail – Non-Network Copays (up to 30 day supply)
Participant pays the greater of the applicable Network copay or balance remaining after the program pays 75% of the network retail cost.

- Mail Order Copays (up to 90 day supply subject to Advanced Control Specialty Formulary provisions)

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Generic	\$20	\$20	\$20	\$20	\$20
Preferred	\$70	\$70	\$80	\$80	\$90
Non-Preferred	\$140	\$140	\$160	\$160	\$180

- For more flexibility, 90 day prescriptions will continue to be available for pick-up at CVS pharmacies at mail order prices.

Option 2:

- Deductible: Integrated with Medical/Surgical, Mental Health/Substance Abuse, CarePlus
- Out-of-Pocket Maximum: Integrated with Medical/Surgical, Mental Health/Substance Abuse, CarePlus
- Retail – In-Network Copays (up to 30 day supply, limited to 2 fills for maintenance subject to Advanced Control Specialty Formulary provisions)

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Generic	\$10	\$10	\$10	\$10	\$10
Preferred	\$35	\$35	\$40	\$40	\$45
Non-Preferred	\$70	\$70	\$80	\$80	\$90

- Retail – Non-Network Copays (up to 30 day supply)
Participant pays the greater of the applicable Network copay or balance remaining after the program pays 75% of the network retail cost.

- Mail Order Copays (up to 90 day supply subject to Advanced Control Specialty Formulary provisions)

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Generic	\$20	\$20	\$20	\$20	\$20
Preferred	\$70	\$70	\$80	\$80	\$90
Non-Preferred	\$140	\$140	\$160	\$160	\$180

- For more flexibility, 90 day prescriptions will continue to be available for pick-up at CVS pharmacies at mail order prices.
- The following provisions will continue to apply to Option1 & Option 2:
 - Mandatory mail order for maintenance Rx – applies after 2nd fill at retail
 - Specialty pharmacy program
 - Personal Choice – 100% participant paid
 - Mandatory Generic
 - Compound medication limitation
 - Advanced Control Specialty Formulary
 - New Standard Prescription Drug Formulary
 - Generic Step Therapy

Dental

- Effective June 1, 2020, monthly premiums for 2020-2024:

Individual:	\$7
Individual + 1:	\$15
Family:	\$26

Vision

- Effective June 1, 2020, monthly premiums for 2020-2024:

Individual:	\$2
Individual + 1:	\$5
Family:	\$9

Flexible Spending Account (FSA)

- No change from current plan

Health Savings Account (HSA)

- Establish a Company-provided HSA for employees enrolled in a high deductible health plan, which allows for pre-tax contributions via payroll deduction.

Short-Term Disability

- Current employees, 2009 New Hires and 2012 New Hires will remain in the AT&T Southeast Disability Benefits Program.
- 2015 New Hires and 2019 New Hires will be eligible for the AT&T Disability Income Program.
- Utility Operations employees will be added to the AT&T Disability Income Program.

*Definition
or this?*

Long-Term Disability

- Current employees, 2009 New Hires and 2012 New Hires will remain in the AT&T Southeast Disability Benefits Program.
- 2015 New Hires and 2019 New Hires will be eligible for the AT&T Disability Income Program.
- Utility Operations employees will be added to the AT&T Disability Income Program.

Parental Leave

- + • Added two weeks paid parental leave.

+ Nanodegree

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

Wellness Program

- Employees continue to be eligible for the AT&T Your Health Matters Program.
The program includes:
 - Wellness Programs
 - Disease Management
 - Healthcare Price and Quality Transparency Tool
 - Health Assessment Portal

Medical/Dental for Eligible Retired Employees Who Retire During the Term of this Agreement

- Eligible Retired Employee (treated as Current Employee under the Benefits Agreement)
 - Continue to be treated the same as Current Employees
- Eligible Retired Employee (treated as 2009 New Hire under the Benefits Agreement)
 - Non-Medicare eligible – Continue to pay 50% of the full cost of coverage
 - Medicare eligible – ineligible for coverage
- Eligible Retired Employee (treated as 2012 New Hire, 2015 New Hire, and 2019 New Hire under the Benefits Agreement)
 - Non-Medicare eligible – Continue Pay 100% of the full cost of coverage

- Medicare eligible – ineligible for coverage

Retiree Vision for Employees Who Retire During the Term of this Contract

- Eligible Retired Employees shall be eligible to participate in the AT&T Eligible Former Employee Vision Program.
- Eligible Retired Employee (treated as Current Employee or 2009 New Hire under the Benefits Agreement)
 - Pay 100% of the full cost of coverage
- Eligible Retired Employee (treated as 2012 New Hire, 2015 New Hire, and 2019 New Hire under the Benefits Agreement)
 - Non-Medicare eligible – Pay 100% of the full cost of coverage
 - Medicare eligible – ineligible for coverage

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

SE Program of the AT&T Pension Benefit Plan

- Annual pension band increases:
 - 1% - effective June 1, 2020
 - 1% - effective January 1, 2021
 - 1% - effective January 1, 2022
 - 1% - effective January 1, 2023
 - 1% - effective January 1, 2024
- Retained lump sum payment option
- Preserved the pre-1999 non-decreasing lump sum pension benefit
- Employees who are surplus and are demoted will continue to have their Pension Band protected for 5 years when determining payment under SIPP

Core Articles

- Article 1.07 – Delete reference to NDCA
- Article 1.17 – Revise the definition of organizational unit
- Article 4.06B – Delete Processor Technician
- 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 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 8.03A1c2 – Delete reference to Expression of Interest
- 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
- Article 12.01B1 – Delete reference to NDCA
- Article 24.03B4 – Incorporate reference to AT&T Tuition Aid Policy
Delete \$50.00 lump sum
- Letter adding access to the AT&T Tuition Aid Policy

Appendix A

- Appendix A Part I – Delete Billing Verification Assistant, Investigation Assistant, Processor Technician, and Senior Office Assistant
- Appendix A Part II – Add Benton, Louisiana as an exchange
- Appendix A Part III - Add Material Service Coordinator* to Skill Group 3 and 9
- Appendix A Part III - Delete Billing Verification Assistant, Investigation Assistant, Processor Technician, and Senior Office Assistant

Appendix B

- 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 B Part I - Delete Billing Verification Assistant, Investigation Assistant, Processor Technician, and Senior Office Assistant

Appendix C

- Appendix C Part IX - Delete Operator Services/Consumer Services Forums
- Appendix C Part XIII – Modify Service Observing
- Appendix C Part V – Remove names from Flexible Vacation Days letter
- Appendix C Part XIV – Remove names from Service Requirements letter
- Appendix C Part XVII – Modify Uniform Program

Customer Markets Addendum

- CMA – Drug Testing – CPE – Remove names from letter
- CMA – Employee Development – CPE – Remove names from letter

Network Addendum

- Network Addendum – Wire Work – Remove names form letter

Network Addendum – UFO

- Section 1.02 NA-UFO – Add Administrative Support Assistant, Office Coordinator, and Warehouse Assistant
- Section 1.03 UFO - Add 6.06 – Military Service
- Section 4.12 – No receipts for meals on overnight trips
- 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 7 - Remove Section 7
- Letter standardizing UFO disciplinary entries

New Letters and MOAs

- Article 7 - Wage Scale 20 & below considered Essentially Same Type Work in a surplus
- Article 7 – Letter pooling OPT/ST/DT/FT, any org unit, for bumping
- Article 7 - Clarification letter for WS27 & WS27L pooling in a surplus
- Letter addressing staffing issues (including surplus issues)
- Letter agreeing to provide access to the AT&T Tuition Aid Program
- Health Savings Account Letter for High Deductible Health Plans

Modified/Renewed Letters, MOAs & MOUs

- Aligning for Success MOA which includes the continuation of the Local Governance Partnerships (LGPs) and continuation of the Business Unit Operations Boards in Network, Consumer, and Small Business.
- Maintained 4 CWA appointed positions including Process Improvement (Aligning for Success), Regional Partner (Partnership), Managed Care Specialist and Claims Facilitator (Benefits).
- The Company and the Union will provide joint contract training to supervisory management employees and select union representatives to ensure the contract changes are understood.
- Successorship Agreement
- Military Leave of Absence Letter providing pay differential and active employee healthcare benefits for up to 30 months for employees on active duty by Presidential Executive Order. (Includes Wire Technicians)
- Temporary Modified Duty letter addressing employees returning from an approved absence under short-term disability.
- Union Activity not paid by the Company will continue to be used to determine FMLA eligibility.
- Seniority Tie Breaker letter, using random number software program to determine seniority for staffing issues.

- Renewed the National Transfer Plan (NTP) MOA providing employees priority placement before external hires (after regional contract processes).
- Renewed Neutrality and Card Check Agreement which addresses future Union organizing efforts.
- Flexible Vacation Day MOA for the Orange Park, FL Customer Assistance Bureau which allows employees to use one vacation day flexibly, in increments of one hour or more.
- Flexible Vacation Day MOA which allows employees in Consumer Services to use 2 vacation days flexibly, in increments of one hour or more.
- Two forms of notification to Network employees when it is necessary to assign connecting overtime.
- Renewed the letter stating the Company will strive to use bargaining unit employees to perform customer premises work currently performed by contractors, such as installing broadband DSL, when there are qualified employees available and workload permits.
- Renewed the Supplemental Screening MOA (Jessica Lunsford Act) to continue additional protections for employees.
- Renewed the Safe Load Limit MOA providing the opportunity for employees to enter the PARTNERSHIP Job Bank.
- Renewed Process for Addressing Payroll Issues letter
- Renewed the DTV Transition Agreement MOA