

CWA District 9/AT&T West

Bargaining Bulletin #78

8/10/2009 8:19:04 AM

Your Bargaining Committee is grateful for your support. A tentative agreement has been reached.

Here are some of the highlights of the agreement:

Wages - 3%, 3%, 2.75% plus cola in 3rd yr retroactive to April 5, 2009

Pension – 2%, 2%, 2% plus cola in 3rd year

Health Care

Monthly Premium - \$35 single/\$75 family

Preventative - no deductible, no coinsurance

Deductible - \$350/\$700

Co-insurance - 10%/40% (Out of Network)

Out of Pocket Maximum - \$1,000/\$3,000

\$3,000/\$6,000 (Out of Network)

No Co-pays

Create New Tax-Free Health Reimbursement Accounts (HRA)

Active Employees will get:

\$450 single/\$900 family Year 1

\$300 single/\$600 family Year 2

0/0 Year 3

Kaiser plan guaranteed no change for life of contract

Prescription Coverage

Co-pays - 10/20/40 twice co-pay for 3 month supply mail order

Co-pays non-network - 75%

Separate OOP max \$900/\$1,800

90 day prescriptions available at CVS Pharmacies at mail order prices

Team Award Replaced with SSP (Success Sharing Plan)

a) Dividend x 150 in year 3 only, year 1 and 2 amounts pay for current retiree HRA

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

\$1500 to all active employees on ratification date who would have been eligible for 2008

TPA

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Current Retirees - Establish Health Reimbursement Accounts (HRA)

\$850 single/\$1700 family Year 1

\$150 single/\$300 family Year 2

Multiple health plan options for pre and post 65 retirees with an option for no premium payments

401(k) – Catch-up and Roth provision added

Relief differential and per diem - \$2 increase for each

National Transfer Plan

Employment Security Plan - Extended and expanded

Premises Technician – Converted to regular employees, \$0.45/hr at every step plus General Wage increase retroactive to April 5, Pension and 401(k), access to Horizons, equitable distribution of overtime, clear definition of Scope of work, resolution process for future changes.

New Leveraged title with protections for existing Service Reps

Term employees have access to AUTS and Horizons

ERB Retained

A full report will be mailed with your ratification ballot.

IN UNITY,

Lupe Mercado

Bill Demers

Pam Suniga

Art Gonzalez

Tom Runnion

William B. Harvey

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