

2022 CWA D4 AT&T Midwest Contract Extension
Tentative Agreement Summary

Wages

- All employees, except those in pay protected positions, will receive a general wage increase of 11% (11.46% compounded) over the term of the extension Agreement.
 - 3% 4/10/22
 - 3% 4/09/23
 - 2.5% 4/07/24
 - 2.5% 4/06/25
- Wage increases at top rate exponentialized throughout wage progression schedules.
- Ratification Bonus \$500.00 if ratified by January 20, 2022
 - SSP is extended

Pensions

- Pension Band increases of 1% in 2023, 1% in 2024, 1% in 2025, and 1% in 2026 (Banded Plan only)
- Lump Sum option preserved
- BCB2 for current and new employees preserved.

Health Care

- Health care plan design, plan rules, and contractual rights continue unchanged.
- Current Cost Share of 29% will remain the same for all years of the extension.
- 2018 New Hires are moved to the lower health care rates.
- Current employees that retire during the term of the extension will be treated as active employees.

Option 1

Monthly Premium	Current	135 single/375 family
	2023	135 single/375 family
	2024	141 single/389 family
	2025	148 single/410 family
	2026	156 single/432 family

Option 2

Monthly Premium	Current	86 single/237 family
	2023	87 single/240 family
	2024	93 single/258 family
	2025	100 single/278 family
	2026	108 single/300 family

Deductibles**Option 1**

Network/ONA/PPO		2023	2024	2025	2026
	Single	900.00	950.00	1000.00	1050.00
	Family	1800.00	1900.00	2000.00	2100.00
Non Network	Single	2700.00	2850.00	3000.00	3150.00
	Family	5400.00	5700.00	6000.00	6300.00

Option 2

Network/ONA/PPO					
	Single	1700.00	1750.00	1800.00	1850.00
	Family	3400.00	3500.00	3600.00	3700.00
Non Network	Single	5100.00	5250.00	5400.00	5550.00
	Family	10200.00	10500.00	10800.00	11100.00

Out of Pocket Maximums (include deductibles):**Option 1**

Network/PPO & ONA		2023	2024	2025	2026
	Single	3,750.00	4000.00	4200.00	4400.00
	Family	7,500.00	8,000.00	8400.00	8800.00
Non Network	Single	11250.00	12000.00	12600.00	13200.00
	Family	22500.00	24,000.00	25200.00	26400.00

Option 2

Network ONA/PPO					
	Single	6,750.00	6,850.00	6,950.00	7050.00
	Family	13,500.00	13,700.00	13,900.00	14100.00
Non Network	Single	20250.00	20,550.00	20850.00	21150.00
	Family	40500.00	41100.00	41700.00	42300.00

Co-Insurance

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

		2023	2024	2025	2026
Option 1	Single	1,700.00	1,700.00	1,800.00	1,800.00
	Family	3,400.00	3,400.00	3,600.00	3,600.00
Option 2	Single and Family integrated with Medical				

Rx Co Pay

Generic: Options 1&2

	2023	2024	2025	2026
Retail:	10.00	10.00	10.00	10.00
Mail:	20.00	20.00	20.00	20.00

Preferred: Options 1&2

	2023	2024	2025	2026
Retail:	40.00	45.00	45.00	45.00
Mail:	80.00	90.00	90.00	90.00

Non-Preferred: Options 1&2

	2023	2024	2025	2026
Retail:	80.00	90.00	90.00	90.00
Mail:	160.00	180.00	180.00	180.00

All other Plan provisions, benefits, and components are the same as current CVS Retail Purchase letter maintained.

Working Spouse Contribution

Spouses who enroll in AT&T coverage but otherwise have access to medical coverage through their Non-AT&T employer will pay an additional monthly charge as follows:

2023	2024	2025	2026
\$110.00	\$115.00	\$120.00	\$125.00

Tobacco Use Contribution

Employees and/or spouses who use tobacco and are enrolled in AT&T sponsored medical plans who choose not to participate in a designated tobacco cessation plan will pay an additional monthly contribution toward the cost of coverage as follows:

2023	2024	2025	2026
\$70.00	\$75.00	\$75.00	\$75.00

If you participate in the approved cessation plan, all charges will be waived.

Dental

No change from current plan design. (All employees)

	2023	2024	2025	2026
Individual	\$8.00	8.00	9.00	9.00
Individual +1	\$17.00	17.00	19.00	19.00
Family	\$27.00	27.00	30.00	30.00

Vision

No change from current plan design. (All employees)

	2023	2024	2025	2026
Individual	\$2.50	2.50	3.00`	3.00
Individual + 1	\$5.50	5.50	7.50	7.50
Family	\$9.00	9.00	12.50	12.50