



Communications Workers of America Local 4250/CTU#16, Chicago IL
18225 Burnham Ave. Suite 11, Lansing, IL 60438

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NOTICE! All CWA AT\$T Medicare Eligible Retirees/Spouses NOTICE!

February 26, 2016

URGENT

To: All CWA AT\$T Medicare Eligible Retirees/Spouses

During 2015 CWA/AT\$T contract negotiations, AT\$T agreed (In Writing) to fund 2016 HRA's for all **Medicare eligible retirees and their Medicare eligible spouses** at the same level as 2015 (\$4,200 combined total). However, AT\$T did NOT agree to fund your HRA beyond 2016. AT\$T's written commitment was not in the 2015 contract. It was included in a "side-letter" from AT\$T Benefits VP Marty Webb to former CWA/T&T VP Bill Bates and pertained to ALL CWA/AT\$T Medicare eligible retirees/spouses

AT\$T also agreed to the following in the "side-letter":

"to outline proposed current retiree benefit programs, share plan design elements and provide access to internal leaders at the company's designation who have skill and expertise to explain the content of these proposed plans and programs. These discussions are intended to provide CWA an opportunity to understand these proposed programs, pose questions and receive information that may aid their efforts to respond directly to retirees. During these discussions, the Company will also share timelines and draft materials for communications that may be used to explain plan or program elements to these retirees for 2016. Without creating an obligation to hold any additional meeting(s), where there is mutual agreement, a subsequent meeting(s) may be held in order to provide CWA with additional information and responses to their questions."

I am an AT&T Medicare eligible retiree and a CWA Retiree Representative on the aforementioned committee. In my opinion, it is essential that all AT&T Medicare eligible retirees provide your CWA Retiree Representatives with factual information regarding your personal 2016 Healthcare Premium costs ASAP!

Please email your personal 2016 healthcare premium costs ASAP. **You May Email Your Personal Healthcare Premium Information To Your Local RMC President:**
http://www.cwa-union.org/pages/rmc_chapters

Or, CWA District RMC President :
http://cwa-union.org/pages/retired_members_council_board_roster

If you wish to remain anonymous, please indicate this in your email response. **You may also email your 2016 healthcare premium costs to me. (See Email Address Below)**

The following example is my personal 2016 healthcare premium costs. Your CWA Retiree Committee Representatives require this information to substantiate the continued funding of your retiree/spouse HRA's beyond 2016 and to prove the need for an immediate increase in AT&T's contribution to our HRA's

Thank you in advance for your cooperation.

FIGHT BACK!

Steve Tisza, CWA Local 4250 President Emeritus
CWA Local 4250/CTU #16 RMC President
Email: stevetisza@sbcglobal.net

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(Example) Medicare Eligible Retiree/Spouse 2016 Healthcare Premium Costs

2016 Medicare Annual Premium (104.95/Month x 12 x 2 = \$2,518.80/Year

Supplemental Healthcare Annual Premiums

Retiree Supplemental Plan G Annual Premium \$1,686.74/Year

Spouse Supplemental Plan F Annual Premium \$2,025.52/Year

Prescription Drug Annual Premium Retiree & Spouse

(\$20.50/Month) x 12 x 2 = \$492.00/Year

2016 Total Annual Premiums (Retiree & Spouse)

\$6,725.06

AT&T 2016 HRA Account

\$4,200.00

AT&T HRA 2016 Shortfall

\$2,525.06

NOTE: 2016 total annual premium cost does NOT include actual 2016 prescription drug costs or any other reimbursable healthcare costs.

COPY OF AT&T SIDE-LETTER TO BILL BATES, CWA/ T&T VICE PRESIDENT

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(Side Letter Received From AT&T During 2015 CWA/AT&T Legacy T Bargaining)

Mr. Bill Bates
Vice President - CWA



501 Third St. NW
Washington, DC 20001

Dear Bill,

"The Company recognizes the importance of our AT&T heritage and values the significant efforts provided by AT&T's retirees. With the CWA, we share a mutual respect and a desire for our retirees to have opportunities to enjoy their retirement. Moreover, as both the Company and the CWA are well aware, rising health care costs for our eligible current retirees is a concern and one which we have worked cooperatively to address by modifying the delivery of health care and by providing coverage options and explanations of the benefit programs that are available. In addition, many of these health care programs are currently heavily subsidized by AT&T at a level far greater than that offered by the vast majority of other U.S. companies.

Though we do not bargain matters relating to current retirees, the Company is announcing to the CWA that we will provide a Health Reimbursement Account (HRA) in 2016 to Medicare eligible retirees on the same terms and amounts (\$2,700 for the eligible retiree and \$1,500 for an eligible dependent) as provided in 2015. This letter also reflects our continuing efforts to provide information to you so the CWA can better understand the current retiree benefit programs sponsored by AT&T. More specifically, AT&T is committed to outline proposed current retiree benefit programs, share plan design elements and provide access to internal leaders at the company's designation who have skill and expertise to explain the content of these proposed plans and programs. These discussions are intended to provide CWA an opportunity to understand these proposed programs, pose questions and receive information that may aid their efforts to respond directly to retirees. During these discussions, the Company will also share timelines and draft materials for communications that may be used to explain plan or program elements to these retirees for 2016. Without creating an obligation to hold any additional meeting(s), where there is mutual agreement, a subsequent meeting(s) may be held in order to provide CWA with additional information and responses to their questions.

This letter and its contents shall not be viewed as intent to bargain by AT&T, or establishing, any requirement or obligation that AT&T is engaging in or will engage in bargaining for

current retirees at any time. The Company retains the full discretion and right, independent of bargained active benefit programs, to change, modify or eliminate any benefit program provided to current retirees. AT &T believes, however, that meeting with CWA representatives will help the CWA better understand the challenges AT&T faces with regard to retiree health care."

Sincerely,

*Marty Webb
Vice President
AT&T Inc. Benefits*