

CWA Local 1298 Contract Highlights

CWA 1298 District 1 is pleased to announce that Tentative Agreements have been reached for both AT&T East and AT&T Advertising Solutions, after almost 18 months of contentious bargaining. Both Memorandum of Understandings will be effective at 12:00 A.M. on April 5, 2009 and terminate April 7, 2012. As a committee, we stood our ground against all odds, and pushed for what we felt was a fair contract that addressed the needs of our hard working members. The bargaining Committee would also like to thank the business agents for their help and support with the Department sub-committees. We would also like to thank Monique LaBonte, Laurie Easton, and Brian LeBlanc who also helped on various sub-committees.

We unanimously recommend this agreement for ratification.

In Unity,

President Bill Henderson

District 1 Assistant to the President Dennis Trainor

Treasurer Glenn Kalata

Staff Representative Pat Telesco

Secretary Miriam DiNicholas

Vice President Rich Benham

Vice President Bob Cullen

Vice President Louise Gibson

Vice President Tonya Hodges

Vice President Dave Weidlich

August 26, 2010 Core Bargaining Highlights Aqua Turf Southington

6:00 -9:00 P.M.

August 28, 2010 Core Bargaining Highlights The Oakdale in Wallingford

9:00 -11:00 A.M.

August 30, 2010 Yellow Pages North Haven Holiday Inn

6:00 - 8:00 P.M.

Here are some of the highlights on the key issues of the new tentative agreement.

Wages

3% Retroactive to 4/5/09, 3% Retroactive to July 4, 2010, 2.75% (plus COLA) August 7, 2011.

COLA

August 7, 2011 adjustment shall be 0.5 X the increase above 4% in the US DOL Bureau of Labor Statistics "CPI-W (1982-84=100) for Dec. 2010 over Dec. 2009. It will be applied to the scheduled rates in effect in each wage schedule on Aug. 6, 2011.

Health Care – current healthcare will continue until May 31, 2011. The new healthcare plan will take effect June 1, 2011.

SNET Active Bargaining Unit Employee Health Plan –SNET POS

- Pos Option – includes Network and Non-Network benefits
- PPO Option –includes PPO and Non-PPO benefits

(Active Full-Time) Monthly Premium - \$35 single / \$75 family.

(Active Part-Time) No change from current plan

Preventative –

- In-Network/PPO/ONA- deductible waived no coinsurance.
- Non-Network /Non PPO – no benefit

Annual Deductible –

- Individual \$350/ Family \$700-Network/PPO/ONA
- Individual \$900/ Family \$1800 - Non-Network/Non-PPO

Co-insurance – (sickness/illness/urgent care/hospital inpatient/outpatient/tests/mental health/substance abuse)

- Network/PPO/ONA 10%
- Non-Network/ Non-PPO after deductible 40%

Out of Pocket Maximum – (excluding Annual Deductible)

	Network/PPO/ONA	Non-Network/Non-PPO
• Individual	\$1,000	\$3,000
• Family	\$3,000	\$6,000

- No Co-pays
- Individual Basis for deductibles and OOP.
- Obtained Health Care Benefit Committee- to address benefit issues.
- Current employees that retire will have multiple options available to them.
- Working Spouse Surcharge eliminated.

Prescription Coverage

Deductible- None

Out of Pocket Maximum*

- Individual \$900
- Family \$1,800

Co-pays – **

	Retail (30 day supply) In Network	Mail Order (90 Day supply)*
Generic	\$10	\$20
Formulary	\$20	\$40
Non-formulary	\$40	\$80

**Individual Basis for OOP*

***Co-pays Retail- non-network – plan pays 75%*

Dental - Same as today.

Vision - Same as today.

Life Insurance

Basic Pay Level 1X Annual Pay - employer paid.

Supplemental: Up to 6X Annual Pay - employee paid.

Accidental Death and Dismemberment 1X Annual Pay, Employer paid.

New Tax-Free Health Reimbursement Accounts (HRA)

New Hires - None

Current Employee's enrolled in Company medical plan excluding HMO's

2011 - Individual \$300/ Family \$600

*based on the status and coverage enrolled in effective June 1, 2011

Success Sharing Plan (SSP)

* Two components - Stock appreciation and AT&T dividend rate

1.) 150 success units awarded each year, October 1, 2009, October 1, 2010, October 3, 2011

2.) Determine Stock appreciation Award Value ending award value year 1 = Sept. 30, 2010, year 2= September 30, 2011, and year 3=September 28, 2012.

3.) Determine Dividend Rate Value – add each AT&T declared quarterly dividend during the award year.

4.) Payout- for years 2010 and 2011- based on the difference between the ending award value and the beginning award year times 150 success units.

For year 2012 employees will receive a total payout based on the difference between the ending award value and the beginning award value for the award year x 150 units + the dividend rate.

Pensions

Retained Cash Balance Plan.

Interest Crediting Rate will be the annual rate of the interest of 30-year Treasury securities for the month of November of the immediately preceding plan year.

Added extra column to the Core Pension service credit table for longer service members.

New Hires

Same medical with exception of HRA.

New Hires BCB2 cash balance pension with lump sum option.

Employment Security

Employment Security - kept Article VII.

Pre-Test Training Workshops - renewed

Family Care Committee -renewed

NEW BENEFITS ADDED

Movement of Work

New Movement of work language protects 84% of “in-side” job title holders limiting the company’s ability to move these jobs out of state for the life of the contract.

EO/ERB language applies when an entire department is moved out of state.

CVS Caremark

Employees will be permitted to pick up 90 day prescriptions for maintenance drugs at CVS retail pharmacies and receive the lower mail order rates.

Commuter Benefit

Pre-tax deductions for parking and mass transit subject to IRS guidelines \$230 parking/ \$230 mass transit.

CWA Nett

The Company agrees to promote the CWA Nett Academy training program.

National

Card Check Agreement - renewed

President's Council - renewed

National Transfer Plan - The Company has agreed to modify the external job posting system to provide, for employees who choose to participate, a National Transfer Plan.

Other Items

Retroactivity to April 5, 2009 for Wages and Arbitration rights.

Customer Information Services

1. Reduction in "Time on Title" from 14 months to 12 months.
2. Create C.I.S. Council: The Union and company agree to meet quarterly to discuss matters of interest.
3. Create new Term employee: A term employee may be hired for a specific project or limited period longer than one year but no more than 3 years. At the end of their term they are either work completed or converted to Regular Full Time.
4. Excused Work Days: C.I.S. employees will receive an additional EWD day for each year of the contract.
5. Movement of Work: same as Core.
6. Commuter Benefit: same as Core.
7. Success Sharing Plan – Same as Core.

Prem Techs –

1. \$3.00/hour every step, including the retroactive to April 5, 2009, in-lieu of GWI.
2. Will get COLA in third year if applicable.
3. Regular Full Time employee's will be eligible to participate in the new Bargained Cash Balance Program 2 (**BCB2**) under the AT&T Pension Benefit Plan.
4. Protections for employees who were surplus from the Core into Appendix F will continue.
5. Protections for future surplus employees who go into Appendix F from the Core.

6. Improved language on cancellation of hours.
7. Improved language on forced personal days off.
8. Established committee for end of day forced overtime.
9. Guaranteed 32 hour work week.
10. Overtime limited to 20 hours per week.
11. Improved language on overnight trips.
12. Improved language on residency requirements.
13. Improved language for rehires.
14. Success Sharing Plan- same as core.

Leverage Title

1. Create new Leverage Title – combination 60% base wages and 40% incentive, with the opportunity to earn more.
2. Current Service Rep Protections –
 - a. Service Reps and Leverage Title will be considered one title for the purposes of Article 7.
 - b. Company can't ever force or surplus current service Reps into Leverage Title position.
3. Existing Term Service Reps will be converted to Leverage Title and be made Regular Full Time.
4. Leverage Title Employees will be covered under improved Monitoring Agreement for current Service Reps.
5. Existing Service Reps can try Leverage Title for 6 months with retreat rights to same location.

Health Plan Changes for Retirees who terminate during the term of the agreement

Current Employee's will have two healthcare plan options depending on whether they are Medicare eligible or not.

Pre-Medicare (pre - 65) eligible will have:

- One plan that requires premiums calculated annually based on plan performance subject to a Defined Dollar Benefit Cap of \$12,500, and co pays.
- Another plan that while it does not require premiums or co-pays, it does have deductibles, co-insurance, and OOP Maximums.

Post-Medicare (Post-65) eligible will have one plan with no changes

Also Prescription Drug Plans include deductibles, OOP Max., and co-pays but no co-insurance.

Health Reimbursement Account

All eligible retirees will have a HRA established with the following deposits as soon after ratification as practicable.

	<u>2010</u>	<u>2011</u>
Individual	\$850	\$150
Family	\$1700	\$300

LOCAL 1298 REACHES TENTATIVE AGREEMENT FOR AT&T WORKERS

Aug 19, 2010



Members of Local 1298 in Connecticut rallied, marched and stayed strong during 18 months of AT&T bargaining that finally led to a tentative contract this week.

CWA members' solidarity during 18 long months of bargaining paid off Wednesday night in Connecticut when Local 1298 reached a tentative agreement with AT&T that includes job protection language the company had refused to include earlier.

"We hung tough, the membership hung tough, we had the support of national, and AT&T knew it and finally realized that 'we're not going to get these guys to move,'" Local 1298 President Bill Henderson said.

The two tentative contracts, one for nearly 3,400 core employees and the other for 176 yellow page workers, are the last in the round of bargaining that CWA and AT&T began at tables nationwide in 2009. Ratification ballots will be sent to members on Monday and must be returned by Sept. 7.

Both of the 1298 agreements require AT&T to keep at least 84 percent of the represented jobs in Connecticut. "It's not everything we wanted, but it's big for us and we can build on it in the future," Henderson said.

CWA District 1 Vice President Chris Shelton praised the negotiating team. "The bargaining committee stayed focused and devoted themselves to getting a just contract for the members and I thank them, my assistant Dennis Trainor and Staff Representative Pat Telesco for their work and dedication," he said.