



CWA DISTRICT 3 – AT&T SOUTHEAST

2024 TENTATIVE AGREEMENT SUMMARY

SEPTEMBER 15, 2024

I am pleased to announce that we have reached tentative agreements with AT&T Southeast, Utility Operations, & AT&T Billing. I would like to congratulate our bargaining team for their success at the bargaining table, and extend a special thanks to all of the CWA members across District 3 for your dedication, which ultimately enabled our bargaining team to reach an agreement. As you know, this round of negotiations was more challenging than ever before, and it took all of us standing together in unity, on picket lines across District 3, for over a month, to force the company to actually bargain with us.

In summary, this agreement will provide us with a five (5) year contract, a 19.33% compounded wage increase for employees in every job title, lower medical costs, numerous contract improvements, along with additional wage increases for Machine Operators & Wire Technicians.

Once again, I would like to thank all of you for your sacrifices, and the unprecedented solidarity that exists within our Union. Together, we have fought hard to create a better future for CWA members in District 3. We hope that this agreement serves as proof that when workers stand together and fight, we can win.

Richard Honeycutt
CWA District 3 Vice President

WAGES:

A general wage increase (GWI) of 19.33% compounded over the life of the agreement:

- **5%** effective the first Sunday following Ratification Date
- **3%** effective September 7, 2025
- **3.25%** effective September 6, 2026
- **3.5%** effective September 5, 2027
- **3.25%** effective September 3, 2028

Additionally:

- **Machine Operators: 3% upfront wage increase** to Utility Operations Wage Scale 1B prior to the 2024 general wage increase
- **Wire Technicians: 3% upfront wage increase** to Wage Scale 6 prior to the 2024 general wage increase
- **Wire Technicians: Upgrade Wage Zones B & C to Wage Zone A** over the life of the agreement

MACHINE OPERATOR - ANNUAL PAY								Total New Money Over The Life Of The Contract
	2024 Current	BUMP	2024	2025	2026	2027	2028	
GWI		3%	5.00%	3.00%	3.25%	3.50%	3.25%	
	\$51,064.00	\$52,596.00	\$55,226.00	\$56,883.00	\$58,731.50	\$60,787.00	\$62,762.50	
Annual Increase		\$1,532.00	\$2,630.00	\$1,657.00	\$1,848.50	\$2,055.50	\$1,975.50	\$39,070.00

WIRE TECHNICIAN - ZONE A - ANNUAL PAY								Total New Money Over The Life Of The Contract
	2024 Current	BUMP	2024	2025	2026	2027	2028	
GWI		3%	5.00%	3.00%	3.25%	3.50%	3.25%	
	\$59,072.00	\$60,844.00	\$63,886.00	\$65,802.50	\$67,941.00	\$70,319.00	\$72,604.50	
Annual Increase		\$1,772.00	\$3,042.00	\$1,916.50	\$2,138.50	\$2,378.00	\$2,285.50	\$45,193.00



WIRE TECHNICIAN - ZONE B - ANNUAL PAY								Total New Money Over The Life Of The Contract
	2024 Current	BUMP	2024	2025	2026	2027	2028	
GWI		3%	5% + \$2/wk	3% + \$2/wk	3.25% + \$2/wk	3.5% + \$2/wk	Move to Zone A	
	\$58,526.00	\$60,282.00	\$63,400.00	\$65,406.00	\$67,635.50	\$70,106.50	\$72,604.50	
Annual Increase		\$1,756.00	\$3,118.00	\$2,006.00	\$2,229.50	\$2,471.00	\$2,498.00	\$46,522.50

WIRE TECHNICIAN - ZONE C - ANNUAL PAY								Total New Money Over The Life Of The Contract
	2024 Current	BUMP	2024	2025	2026	2027	2028	
GWI		3%	5% + \$7.50/wk	3% + \$7.50/wk	3.25% + \$7.50/wk	3.5% + \$7.50/wk	Move to Zone A	
	\$57,174.00	\$58,889.00	\$62,223.50	\$64,480.00	\$66,965.50	\$69,699.50	\$72,604.50	
Annual Increase		\$1,715.00	\$3,334.50	\$2,256.50	\$2,485.50	\$2,734.00	\$2,905.00	\$50,103.00

WAGE SCALE 31 - ZONE A - ANNUAL PAY							Total New Money Over The Life Of The Contract
	2024 Current	2024	2025	2026	2027	2028	
GWI		5%	3%	3.25%	3.50%	3.25%	
	\$89,492.00	\$93,966.50	\$96,785.50	\$99,931.00	\$103,428.50	\$106,790.00	
Annual Increase		\$4,474.50	\$2,819.00	\$3,145.50	\$3,497.50	\$3,361.50	\$53,441.50

WAGE SCALE 31 - ZONE C - ANNUAL PAY							Total New Money Over The Life Of The Contract
	2024 Current	2024	2025	2026	2027	2028	
GWI		5%	3%	3.25%	3.50%	3.25%	
	\$86,684.00	\$91,018.00	\$93,748.50	\$96,795.50	\$100,183.50	\$103,439.50	
Annual Increase		\$4,334.00	\$2,730.50	\$3,047.00	\$3,388.00	\$3,256.00	\$51,765.00



SALES CONSULTANT - ZONE A - ANNUAL PAY							Total New Money Over The Life Of The Contract
	2024 Current	2024	2025	2026	2027	2028	
GWI		5.00%	3.00%	3.25%	3.50%	3.25%	
	\$45,682.00	\$47,966.00	\$49,405.00	\$51,010.50	\$52,796.00	\$54,512.00	
Annual Increase		\$2,284.00	\$1,439.00	\$1,605.50	\$1,785.50	\$1,716.00	\$27,279.50

SALES CONSULTANT - ZONE C - ANNUAL PAY							Total New Money Over The Life Of The Contract
	2024 Current	2024 Increase	2025	2026	2027	2028	
GWI		5.00%	3.00%	3.25%	3.50%	3.25%	
	\$44,668.00	\$46,901.50	\$48,308.50	\$49,878.50	\$51,624.00	\$53,302.00	
Annual Increase		\$2,233.50	\$1,407.00	\$1,570.00	\$1,745.50	\$1,678.00	\$26,674.50

WAGE SCALE 32 - ZONE A - ANNUAL PAY							Total New Money Over The Life Of The Contract
	2024 Current	2024	2025	2026	2027	2028	
GWI		5.00%	3.00%	3.25%	3.50%	3.25%	
	\$90,428.00	\$94,949.50	\$97,798.00	\$100,976.50	\$104,510.50	\$107,907.00	
Annual Increase		\$4,521.50	\$2,848.50	\$3,178.50	\$3,534.00	\$3,396.50	\$54,001.50

WAGE SCALE 32 - ZONE C - ANNUAL PAY							Total New Money Over The Life Of The Contract
	2024 Current	2024	2025	2026	2027	2028	
GWI		5.00%	3.00%	3.25%	3.50%	3.25%	
	\$87,568.00	\$91,946.50	\$94,705.00	\$97,783.00	\$101,205.50	\$104,494.50	
Annual Increase		\$4,378.50	\$2,758.50	\$3,078.00	\$3,422.50	\$3,289.00	\$52,294.50



WAGE SCALE 10 - ZONE A - ANNUAL PAY							Total New Money Over The Life Of The Contract
	2024 Current	2024	2025	2026	2027	2028	
GWI		5.00%	3.00%	3.25%	3.50%	3.25%	
	\$63,388.00	\$66,557.50	\$68,554.00	\$70,782.00	\$73,259.50	\$75,640.50	
Annual Increase		\$3,169.50	\$1,996.50	\$2,228.00	\$2,477.50	\$2,381.00	\$37,853.50

WAGE SCALE 10 - ZONE C - ANNUAL PAY							Total New Money Over The Life Of The Contract
	2024 Current	2024	2025	2026	2027	2028	
GWI		5.00%	3.00%	3.25%	3.50%	3.25%	
	\$61,672.00	\$64,755.50	\$66,698.00	\$68,865.50	\$71,276.00	\$73,592.50	
Annual Increase		\$3,083.50	\$1,942.50	\$2,167.50	\$2,410.50	\$2,316.50	\$36,827.50

WAGE SCALE 18 - ZONE A - ANNUAL PAY							Total New Money Over The Life Of The Contract
	2024 Current	2024	2025	2026	2027	2028	
GWI		5.00%	3.00%	3.25%	3.50%	3.25%	
	\$70,070.00	\$73,573.50	\$75,780.50	\$78,243.50	\$80,982.00	\$83,614.00	
Annual Increase		\$3,503.50	\$2,207.00	\$2,463.00	\$2,738.50	\$2,632.00	\$41,843.50

WAGE SCALE 18 - ZONE C - ANNUAL PAY							Total New Money Over The Life Of The Contract
	2024 Current	2024	2025	2026	2027	2028	
GWI		5.00%	3.00%	3.25%	3.50%	3.25%	
	\$68,744.00	\$72,181.00	\$74,346.50	\$76,763.00	\$79,449.50	\$82,031.50	
Annual Increase		\$3,437.00	\$2,165.50	\$2,416.50	\$2,686.50	\$2,582.00	\$41,051.50



WAGE SCALE 20 - ZONE A - ANNUAL PAY							Total New Money Over The Life Of The Contract
	2024 Current	2024	2025	2026	2027	2028	
GWI		5.00%	3.00%	3.25%	3.50%	3.25%	
	\$72,670.00	\$76,303.50	\$78,592.50	\$81,147.00	\$83,987.00	\$86,716.50	
Annual Increase		\$3,633.50	\$2,289.00	\$2,554.50	\$2,840.00	\$2,729.50	\$43,396.50

WAGE SCALE 18 - ZONE C - ANNUAL PAY							Total New Money Over The Life Of The Contract
	2024 Current	2024	2025	2026	2027	2028	
GWI		5.00%	3.00%	3.25%	3.50%	3.25%	
	\$70,278.00	\$73,792.00	\$76,006.00	\$78,476.00	\$81,222.50	\$83,862.00	
Annual Increase		\$3,514.00	\$2,214.00	\$2,470.00	\$2,746.50	\$2,639.50	\$41,968.50

BENEFITS:

HEALTHCARE

Monthly Contributions:

Current Employees

		Current	2025	2026	2027	2028	2029
OPTION 1	Individual	\$153	\$153	\$141	\$149	\$159	\$168
	Family	\$418	\$418	\$384	\$408	\$433	\$460
OPTION 2	Individual	\$104	\$104	\$99	\$107	\$115	\$124
	Family	\$283	\$283	\$271	\$292	\$315	\$339

2024 New Hires (Hired After Ratification Date)

		Current	2025	2026	2027	2028	2029
OPTION 1	Individual	\$181	\$181	\$167	\$177	\$187	\$199
	Family	\$494	\$494	\$456	\$483	\$512	\$543
OPTION 2	Individual	\$131	\$131	\$126	\$135	\$144	\$155
	Family	\$359	\$359	\$343	\$367	\$394	\$422



Medical Deductibles: (included in Out-of-Pocket Maximums)

<i>Network</i>		Current	2025	2026	2027	2028	2029
OPTION 1	Individual	\$900	\$900	\$1,000	\$1,050	\$1,100	\$1,150
	Family	\$1,800	\$1,800	\$2,000	\$2,100	\$2,200	\$2,300
OPTION 2	Individual	\$1,650	\$1,650	\$1,700	\$1,750	\$1,800	\$1,850
	Family	\$3,300	\$3,300	\$3,400	\$3,500	\$3,600	\$3,700

<i>Non-Network</i>		Current	2025	2026	2027	2028	2029
OPTION 1	Individual	\$2,700	\$2,700	\$3,000	\$3,150	\$3,300	\$3,450
	Family	\$5,400	\$5,400	\$6,000	\$6,300	\$6,600	\$6,900
OPTION 2	Individual	\$4,950	\$4,950	\$5,100	\$5,250	\$5,400	\$5,500
	Family	\$9,900	\$9,900	\$10,200	\$10,500	\$10,800	\$11,100

Medical Out of Pocket Maximums: (Includes Deductibles)

<i>Network</i>		Current	2025	2026	2027	2028	2029
OPTION 1	Individual	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500	\$3,500
	Family	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000
OPTION 2	Individual	\$6,750	\$6,750	\$6,750	\$6,750	\$6,750	\$6,750
	Family	\$13,500	\$13,500	\$13,500	\$13,500	\$13,500	\$13,500

<i>Non-Network</i>		Current	2025	2026	2027	2028	2029
OPTION 1	Individual	\$10,500	\$10,500	\$10,500	\$10,500	\$10,500	\$10,500
	Family	\$21,000	\$21,000	\$21,000	\$21,000	\$21,000	\$21,000
OPTION 2	Individual	\$20,250	\$20,250	\$20,250	\$20,250	\$20,250	\$20,250
	Family	\$40,500	\$40,500	\$40,500	\$40,500	\$40,500	\$40,500

General Copay/Coinsurance: (After Deductible)

For all co-insurance excluding Emergency Room Services*

Option 1 & Option 2	Current - 2029	
	Network	Non-Network
Preventative	\$0/0\$ ded. waived	No Benefit
Sickness/Illness	\$0/10% after ded.	\$0/50% after ded.



Prescription Drugs:

Option 1

Deductible: None

Out-of-Pocket Maximum:

		Current	2025	2026	2027	2028	2029
OPTION 1	Individual	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
	Family	\$3,400	\$3,400	\$3,400	\$3,400	\$3,400	\$3,400

Option 2

Deductible: Integrated with Med/Surg, MH/SA, CarePlus

Out-Of-Pocket Maximum: Integrated with Med/Surg, MH/SA, CarePlus

Copays:

Option 1 & Option 2

Retail	Current	2025-2029
Generic	\$10	\$10
Preferred	\$45	\$45
Non-Preferred	\$90	\$90

Mail Order	Current	2025-2029
Generic	\$20	\$20
Preferred	\$90	\$90
Non-Preferred	\$180	\$180

Dental:

	Current	2025	2026	2027	2028	2029
Individual	\$7	\$7	\$9	\$9	\$10	\$10
Ind + 1	\$15	\$15	\$19	\$19	\$21	\$21
Family	\$26	\$26	\$30	\$30	\$33	\$33

Vision:

	Current	2025	2026	2027	2028	2029
Individual	\$2	\$2	\$3	\$3	\$3.50	\$3.50
Ind + 1	\$5	\$5	\$7.50	\$7.50	\$9.50	\$9.50
Family	\$9	\$9	\$12.50	\$12.50	\$16	\$16



Surcharges:

Working Spouse Contribution

<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>
\$115	\$125	\$130	\$135	\$140

Tobacco Use Contribution

<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>
\$75	\$75	\$75	\$75	\$75

**Note – Maintained 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.*

Health Savings Account:

Employees who meet the legal requirements can continue to make pre-tax contributions to an HSA up to the annual maximum set by the IRS. Additionally, the company will provide employees who contribute to an HSA with matching annual contributions up to: (\$150 Individual / \$150 Family) in years 2026, 2027, 2028, & 2029.

New Plan Provisions:

- Eligibility & Subsidy: Eligibility for medical, dental, and vision coverage, with company subsidy begins on the employee's date of hire, provided that the employee enrolls within the 31-day enrollment period.
- Fertility Services: The company will provide medical and prescription drug fertility services on the same terms and conditions available under management's medical program.
- Adoption, Surrogacy, & Cryopreservation: Employees may receive reimbursement of qualifying adoption, surrogacy and tissue cryopreservation expenses up to the same amounts available to AT&T managers.
- Employees Hired After 2019: Employees hired in 2019 or later will receive a reduction in monthly contributions for medical coverage, from a 32% cost share down to a 28% cost share.

The logo for the Communications Workers of America (CWA) is displayed in a large, bold, red font. The letters 'CWA' are prominently featured, with a thick red horizontal line positioned directly beneath the 'A'.

Short Term Disability:

- Current Employees, 2009 New Hires, and 2012 New Hires remain in the AT&T SE Disability Program.
- 2015 New Hires and Utility Operations remain in the AT&T Disability Income Program.
- 2024 New Hires added to the AT&T Disability Income Program.

Long Term Disability:

- Current Employees, 2009 New Hires, and 2012 New Hires remain in the AT&T SE Disability Program.
- 2015 New Hires and Utility Operations remain in the AT&T Disability Income Program.
- 2024 New Hires added to the AT&T Disability Income Program.

Eligible Retired Employees:

- Employees who retire during the life of the agreement are eligible to participate in the same choice of programs, plans and provisions as similarly situated active employees.

Appointed Positions:

- Maintained CWA appointed Managed Care Specialist and Claims Facilitator
- Maintained CWA appointed Process Improvement Representative and Regional Partner

Parental Leave:

- Maintained two weeks paid parental leave.

Nanodegree:

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



Wellness Program:

- Renewed access to the AT&T Total Wellbeing Program.

Bellsouth Savings & Security Plan (401K):

- Maintained current plan.

AT&T Retirement Savings Plan (401K):

- Maintained current plan.

Southeast Program of the AT&T Pension Benefit Plan:

(Pension – employees hired on or before August 8, 2009)

- 1% increase - effective January 1, 2025
- 1% increase - effective January 1, 2026
- 1% increase - effective January 1, 2027
- 1% increase - effective January 1, 2028
- 1% increase - effective January 1, 2029

Bargained Cash Balance Pension Program #2:

(Pension – employees hired after August 8, 2009)

- Maintained current plan.

Success Sharing Plan:

- Maintained annual Success Sharing Plan

Joint Contract Training:

- The parties will develop a joint contract training that will be delivered to employees as a required PLE course.

The logo for the Communications Workers of America (CWA) is displayed in a large, bold, red font. The letters 'CWA' are prominently featured, with a thick red horizontal line positioned directly beneath the 'A'.

AT&T Southeast Billing:

- The AT&T Southeast Billing contract will be eliminated and employees will be moved into the AT&T Southeast Core contract
- Added a letter calling for AT&T Southeast Billing employees to be moved into the Southeast Core agreement as a separate Organizational Unit for purposes of force adjustment

Utility Operations:

- **Additional Wage Increase** – 3% upfront wage increase to Utility Operations Wage Scale 1B prior to the 2024 general wage increase
- **Article 4A** – Added Martin Luther King Jr. Day as a recognized holiday
- **Article 5D** – Added spouse’s grandparents, stepbrother, stepsister and legally recognized partner to the definition of immediate family
- **Article 6B** – Increased the layoff allowance from a maximum of \$1,750 to a maximum of \$5,000
- **Paid Illness Time** – Added five (5) paid illness days per year
- **Union Time** – Increased time for Union activity to 560 hours for Local Presidents and 480 hours for one Local Officer
- **Renewed** – Existing MOAs and Letters not printed in the contract book

Wire Technicians – Network Addendum:

- **Additional Wage Increase** – 3% upfront wage increase to Wage Scale 6 prior to the 2024 general wage increase
- **Wage Zone Upgrades** – Upgrading Wage Zones B & C to Wage Zone A over the life of the agreement



- **Section 3.02** – Modified language to use a random number generator in place of social security numbers as the seniority tie breaker for staffing and surplus
- **Section 4.01** – Increased the notification timeline for a schedule change notice from twelve (12) hours to sixteen (16) hours
- **Section 4.04** – Removed the Company’s ability to cancel an employee’s scheduled work hours by deleting the Cancellation of Hours section of the addendum
- **Section 4.05A** – Reduced the weekly forced overtime cap from fourteen (14) hours to twelve (12) hours
- **Section 4.05B** – Added new language to include Holiday hours excused from work in the weekly build for overtime compensation
- **Section 4.05C** – Added Double Time compensation after fifty-four (54) hours in a week
- **Section 4.06** – Improved shift differential language by removing the requirement that more than fifty percent (50%) of scheduled time fall between 6:00pm and 6:00am to be eligible for shift differential payments
- **Section 4.07** – Modified language to provide that all hours worked on Sundays be paid at the rate of time and one-half (1 ½)
- **Section 4.12** – Increased meal allowance for overnight trips to \$40
- **Section 5.01** – Added Martin Luther King Jr. Day as a recognized holiday
- **Section 5.01** – Added new language that calls for holiday schedules to be rotated by seniority
- **Section 5.06** – Eliminated language allowing the Company to designate a week of an employee’s vacation be taken at a specific time
- **Section 6.02** – Eliminated language stating that when employees follow their work, it will be considered an employee-initiated transfer



- **Section 6.03** – Added new language calling for surpluses to be processed by Exchange, instead of “a group determined by the Company” and providing surplus employees with a 35-mile bump list
- **Section 6.04** – Increased layoff allowance from a maximum six (6) weeks to a maximum of eight (8) weeks
- **Section 12-14** – Modified language to provide employees who accept a Wire Technician vacancy from the PARTNERSHIP Job Bank with pay protection and other economic protections
- **Section 13.01** – Corrected the economic protection references to “Articles”
- **Future Transfer Requests** – Agreed to implement a process for Wire Technicians to have up to two (2) future transfer requests on file for transfers to another location in the UFO Addendum with priority consideration over external applicants
- **Vacation Selection Process** – Added a permanent MOA to the contract book, outlining the process for annual vacation selection
- **Overtime Notification** – Added a letter requiring the Company to provide employees two (2) hours’ notice prior to assigning overtime

Core Contract Employees:

- Clean-up Items
 - **Article 1.17** – Updated definition of Organizational Unit
 - **Article 5.09A3** – Added language to clarify intent
 - **Appendix A Part II** – Added Elizabethtown, Kentucky as an exchange
- **Exchange Time** – Trial for Consumer and Small Business
- **Article 4.01D** – Added language to clarify intent of Double Time build for compensation



- **Article 4.06B3** – Changed the weekly forced overtime cap from twelve (12) hours per week in eight (8) months and ten (10) hours per week in four (4) months to twelve (12) hours per week in six (6) months and ten (10) hours per week in six (6) months
- **Article 5.01A1** – Added Martin Luther King Jr. Day as a recognized holiday
- **Article 6.04C** – Added legally recognized partner to the definition of immediate family
- **Article 8.02B** – Simplified the Reassignment Pay Protection Plan
- **Article 8.03A3a** – Increased all steps of the SIPP/ESIPP payment table by 15%
- **Article 8.04B** – Limited termination pay to forty (40) weeks for employees hired after August 4, 2024 (New Hires Only)
- **Article 9.01B** – Modified relocation expenses eligible for reimbursement
- **Article 24.01D** – Increased PARTNERSHIP funding formula from \$110 to \$135
- **MOA Surplus/Affected FTs, STs and OPTs** – Modified language to exclude requirement to take vacancy in another entity before bumping a junior Wire Tech
- **Surplus Bumping DTs, FTs, STs and OPTs** – Modified Article 7.01C4c letter regarding the pooling of DT, FT, OPT & ST for bumping to allow pooling regardless of wage scale for the purposes of bumping
- **Renewed** – Existing MOAs and Letters not printed in the contract book

