

Communications Workers of America
District 3

CWA – Bellsouth Telecommunications, LLC (BST)
Final Bargaining Report
2024



This report contains detailed information on the wages and benefits won at the CWA – Bellsouth Telecommunications, LLC (BST) bargaining table.

A ballot is printed with this report.

The final voting date for ratification of this contract is
October 18, 2024.

Dear Brothers and Sisters:

This summary details the changes negotiated in the tentative agreement between Communications Workers of America (CWA) and Bellsouth Telecommunications, LLC (BST).

We would like to thank you all for your support and mobilization efforts throughout the bargaining process. There is no question that your unprecedented demonstration of solidarity, during a historic 31-day strike, forced the Company to bargain with us and reach this agreement.

As with all negotiations, we did not achieve every item our members desired. But without question, we believe this agreement will benefit all of our members over the next five years. The agreement provides wage increases of 18% over the life of the agreement for all employees, and continues to provide fair healthcare options to all employees, with decreased costs in some years.

We worked as a team to represent all the members covered by this agreement and we urge you to take the time to cast your vote on this tentative agreement. If you have any questions or concerns, please reach out to your Local or a member of this team so that we all understand what has been negotiated for the betterment of our membership.

Your 2024 CWA/BST Bargaining Team unanimously recommends ratification of this tentative agreement.

In Unity,

Nick Hawkins – Chair
Billy O’Dell – Co-Chair
Herman Junkin – CWA Staff Representative
Luther Land – Alabama
Eric Gosnell – Florida
Caleb East – Georgia
Chris Cates & Brock Hall – Kentucky
Al Guillory – Louisiana
Josh Drinkard – Mississippi
Curtis Shew – North Carolina
Jason Kelley – South Carolina
Scott Hutchison – Tennessee

Wages:

- 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

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

Wages will be exponential over the progression tables.

Wage Zone A/ Wage Area I	CURRENT	5% First Sunday Following Ratification Date	3% 9/7/2025	3.25% 9/6/2026	3.5% 9/5/2027	3.25% 9/3/2028
WS6	\$1,136.00	\$1,228.50	\$1,265.50	\$1,306.50	\$1,352.00	\$1,396.00
WS16	\$1,314.00	\$1,379.50	\$1,421.00	\$1,467.00	\$1,518.50	\$1,568.00
WS20	\$1,397.50	\$1,467.50	\$1,511.50	\$1,560.50	\$1,615.00	\$1,667.50
WS27	\$1,461.50	\$1,534.50	\$1,580.50	\$1,632.00	\$1,689.00	\$1,744.00
WS31	\$1,721.00	\$1,807.00	\$1,861.00	\$1,921.50	\$1,989.00	\$2,053.50
WS32	\$1,739.00	\$1,826.00	\$1,881.00	\$1,942.00	\$2,010.00	\$2,075.50

Wage Zone B/ Wage Area II	CURRENT	5% First Sunday Following Ratification Date	3% 9/7/2025	3.25% 9/6/2026	3.5% 9/5/2027	3.25% 9/3/2028
WS6	\$1,125.50	\$1,219.50	\$1,258.00	\$1,301.00	\$1,348.50	\$1,396.00
WS16	\$1,291.50	\$1,356.00	\$1,396.50	\$1,442.00	\$1,492.50	\$1,541.00
WS20	\$1,357.00	\$1,425.00	\$1,468.00	\$1,515.50	\$1,568.50	\$1,619.50
WS27	\$1,439.50	\$1,511.50	\$1,557.00	\$1,607.50	\$1,664.00	\$1,718.00
WS31	\$1,684.00	\$1,768.00	\$1,821.00	\$1,880.00	\$1,946.00	\$2,009.00
WS32	\$1,698.00	\$1,783.00	\$1,836.50	\$1,896.00	\$1,962.50	\$2,026.50

Wage Zone C	CURRENT	5% First Sunday Following Ratification Date	3% 9/7/2025	3.25% 9/6/2026	3.5% 9/5/2027	3.25% 9/3/2028
WS6	\$1,099.50	\$1,196.50	\$1,240.00	\$1,288.00	\$1,340.50	\$1,396.00
WS16	\$1,284.50	\$1,348.50	\$1,389.00	\$1,434.00	\$1,484.00	\$1,532.00
WS20	\$1,351.50	\$1,419.00	\$1,461.50	\$1,509.00	\$1,562.00	\$1,613.00
WS27	\$1,430.50	\$1,502.00	\$1,547.00	\$1,597.50	\$1,653.50	\$1,707.00
WS31	\$1,667.00	\$1,750.50	\$1,803.00	\$1,861.50	\$1,926.50	\$1,989.00
WS32	\$1,684.00	\$1,768.00	\$1,821.00	\$1,880.00	\$1,946.00	\$2,009.00

Benefits:

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

Monthly Contributions: 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

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

<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

Medical Out of Pocket Maximums: (Includes Deductibles)

<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	\$7	\$7	\$9	\$9	\$10	\$10
Ind + 1	\$15	\$15	\$19	\$19	\$21	\$21
Family	\$26	\$26	\$30	\$30	\$33	\$33

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 (HSA):

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.

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.

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

Core Articles:

- **Recognition** – Updated to include BellSouth Telecommunications, LLC, AT&T Services, Inc., AT&T Enterprises, LLC, and AT&T Billing Southeast, LLC
- **Article 1.17** – Updated definition of Organizational Unit to be the management level three (3) steps down from the CEO of AT&T Inc. and capped at eighteen (18) for force adjustment
- **Article 5.09A3** – Added language to clarify employees who leave the Company due to PMR, SIPP/ESIPP or death are entitled to payment in lieu of unused vacation
- **Article 4.01C** – Added language to clarify Union time (paid and unpaid) count toward weekly overtime build
- **Article 4.01D** – Added language to clarify only Company paid Union time is included in computing hours worked for double time
- **Article 4.06** – 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% rounded to the nearest \$100
- **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

New Letters and MOAs

- **MOA for Exchange Time** – MOA establishing an Exchange Time trial for Consumer and Small Business

Appendix A

- **Appendix A Part II** – Add Elizabethtown, Kentucky as an exchange in Zone C
- **Appendix A Part III** – Added Skill Group 11 for employees moving from the Billing contract

Network Addendum

- **Overtime for Network Operations** – Updated to reflect the changes in Article 4.06B regarding months with 10 hour and 12 hour weekly overtime caps
- **MOA Surplus/Affected FTs, STs and OPTs** – Modified the existing language to exclude the requirement to take a vacancy in another entity before bumping a Wire Technician

Customer Markets Addendum

- **Performance Discharge for Sales Associates** – Removed date and Company/Union representative names from the MOA
- **Contracting of Work in the CPE Marketplace** – Removed Company/Union representative names from the Letter

Network Addendum-UFO (Wire Technicians):

- **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”

New Letters and MOAs for the Network Addendum-UFO:

- **Letter regarding Wire Technician 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
- **MOA outlining Vacation Selection Process** – Added a permanent MOA to the contract book, outlining the process for annual vacation selection
- **Letter regarding Overtime Notification** – Added a letter requiring the Company to provide Wire Technicians two (2) hours’ notice prior to assigning connecting overtime
- **Wording of Discipline Letter** – Updated to refer to the correct section of the Network Addendum-UFO

New Letters and MOAs

- **Joint Contract Training** - Letter stating the parties will develop Joint Contract Training and the training will be delivered to employees as a required PLE course
- **Electronic Dues Authorization** – MOU regarding the use of electronic dues authorization
- **Billing** – MOA eliminating the Billing collective bargaining agreement and moving employees covered by that agreement into the BST agreement

Modified/Renewed Letters, MOAs & MOUs

- **Aligning for Success MOA** which includes the continuation of the Local Governance Partnerships (LGPs) and continuation of the Business Unit Operations Boards in Network, Consumer, and Small Business.
- Merged the MOAs outlining the four (4) **CWA appointed positions**: Process Improvement Rep (Aligning for Success), Regional Partner (Partnership), Managed Care Specialist (Benefits) and Claims Facilitator (Benefits) into a single MOA.
- **Easy Time** Consumer Services and Consumer Collections in Finance
- **Life Happens** Flex Time trial
- **Transfers from Utility Operations** Letter updated to reflect current allotment of personal days
- **Successorship** MOA
- **Military Leave of Absence** Letter providing pay differential and active employee healthcare benefits for up to 30 months for employees on active duty by Presidential Executive Order. (Includes Wire Technicians)
- **Temporary Modified Duty** letter addressing employees returning from an approved absence under short-term disability.
- **Union Activity** not paid by the Company will continue to be used to determine FMLA eligibility.
- Modified the **Seniority Tie Breaker** letter, using random number software program to determine seniority for staffing issues, to remove requirement for CWA to be present when the list is created
- Renewed the **National Transfer Plan (NTP)** MOA providing employees priority placement before external hires (after regional contract processes).
- Renewed **Neutrality and Card Check** Agreement which addresses future Union organizing efforts.
- **Flexible Vacation Day** MOA for the **Orange Park, FL Customer Assistance Bureau** which allows employees to use one vacation day flexibly, in increments of one hour or more.
- **Flexible Vacation Day** MOA which allows employees in **Consumer Services** to use 2 vacation days flexibly, in increments of one hour or more.
- Letter requiring two forms of notification to Network employees when it is necessary to assign **connecting overtime**.
- Renewed the letter stating the Company will **strive to use bargaining unit employees** to perform customer premises work currently performed by contractors, such as installing broadband DSL, when there are qualified employees available, and workload permits.
- Renewed the **Supplemental Screening** MOA (Jessica Lunsford Act) to continue additional protections for employees.

- Renewed the 2022 **Safe Load Limit** MOA providing the opportunity for employees to enter the PARTNERSHIP Job Bank.
- Renewed Process for Addressing **Payroll Issues** letter
- Renewed the **DTV Transition Agreement** MOA
- Letter stating Wage Scale 20 and below considered **Essentially Same Type Work** in a surplus
- Modified the Letter **pooling OPT/ST/DT/FT** regardless of organizational unit for bumping making the ST and OPT equal level with the FT and DT for Family of Skills lists
- Renew the Clarification Letter for **WS27 & WS27L pooling** in a surplus
- Letter of Intent on **Staffing Issues** (including surplus issues)
- Letter agreeing to provide access to the AT&T **Tuition Aid** Program
- Letter clarifying the surplus process for **Dedicated CPE** technicians
- MOA regarding **Employee Discounts**
- Union **Dues Deduction** MOA
- Payroll Deductions for **COPE** MOU