

Communications Workers of America  
District 3

CWA – Bellsouth Telecommunications for Utility Operations  
Final Bargaining Report  
2024



This report contains detailed information on the wages and benefits won at the CWA – AT&T  
SE (BST for Utility Operations) bargaining table.

A ballot is printed with this report.

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

Dear Members,

The details of the changes negotiated in this round of bargaining with BellSouth Telecommunications, LLC for Utility Operations are included in this final bargaining report. You will also find your ballot at the end of this report.

Bargaining in 2024 with AT&T was challenging and unlike any we previously faced. CWA passed numerous proposals that would have improved safety provisions, quality of work life issues, and economic benefits for our members. Meanwhile, the majority of the Company's proposals were demanding concessions to work rules and benefits.

When we began negotiations, CWA made it clear that we would need improvements to this Agreement. The Company repeatedly stated there was a cost structure to maintain, and they were not interested in negotiating additional costs into the contract. The Bargaining Committee fully understood that absent any jurisdiction of work language similar to Article 14 in the BellSouth Telecommunications, LLC Agreement, we had a tough round of negotiations ahead of us. AT&T Southeast in District 3 is the only region that uses Union members to perform this work and it is contracted out in all other regions of the Company.

The information you will find in this final Bargaining Report clearly shows that CWA was successful in making improvements in our primary objectives. We were able to achieve improvements in wages, paid time off, and the addition of paid illness days.

Your Bargaining Team unanimously recommends ratification of this tentative agreement.

In Unity,

Isa Shabazz - CWA Staff - Chair

Eric Adams - Georgia

Gail 'Bubba' Shewalter – South Carolina

**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

Machine Operators: 3% upfront wage increase to Wage Scale 1B prior to the 2024 general wage increase

Wages will be exponential over the progression tables

Hourly Rate	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
WS1B End of 24 <sup>th</sup> Month	\$24.55	\$26.55	\$27.35	\$28.25	\$29.25	\$30.20

**Benefits:**

**Monthly Contributions: Current Employees**

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

**Monthly Contributions: 2024 New Hires (Hired After Ratification Date)**

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

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

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

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

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

**Medical Out of Pocket Maximums: (Includes Deductibles)**

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

**Medical Out of Pocket Maximums: (Includes Deductibles)**

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

<b>Option 1 &amp; Option 2</b>	<b>Current - 2029</b>	
	<b>Network</b>	<b>Non-Network</b>
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:

		<b>Current</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>
<b>OPTION 1</b>	<b>Individual</b>	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700	\$1,700
	<b>Family</b>	\$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

<b>Retail</b>	<b>Current</b>	<b>2025-2029</b>
<b>Generic</b>	\$10	\$10
<b>Preferred</b>	\$45	\$45
<b>Non-Preferred</b>	\$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

2025	2026	2027	2028	2029
\$115	\$125	\$130	\$135	\$140

Tobacco Use Contribution

2025	2026	2027	2028	2029
\$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:**

- Utility Operations employees remain in the AT&T Disability Income Program.
- 2024 New Hires added to the AT&T Disability Income Program.

**Long Term Disability:**

- Utility Operations employees 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.

**Bargained Cash Balance Pension Program #2:**

- Maintained current plan.

**Success Sharing Plan:**

- Maintained annual Success Sharing Plan

### Articles:

- **Article 4A** – Added Martin Luther King Jr. Day as a specified holiday
- **Article 5** – Added five (5) paid illness days
- **Article 5D** – Added spouse's grandparents, stepbrother, stepsister and Legally Recognized Partner to the definition of immediate family
- **Article 6D** – Increased the layoff allowance from a maximum of \$1,750 to a maximum of \$5,000

### Letters and MOAs

- Renewed the **Inclement Weather** Work Policy letter
- Renewed **Promotional Wage Treatment** MOA
- Modified **Excused Time for Union Activity** – Increased time off for Union activity to 560 hours for a local president and 480 hours for one local officer
- Renewed the **Wire Work** letter
- Renewed the **Joint Occupational Safety and Health Committee**
- Renewed letter giving access to the **AT&T Tuition Aid Program**

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**OFFICIAL BALLOT  
2024 BARGAINING AGREEMENT  
COMMUNICATIONS WORKERS OF AMERICA  
CONTRACT RATIFICATION VOTE**

**BARGAINING UNIT AGREEMENT:**

**BellSouth Telecommunications Utility Operations**

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I understand that a YES vote means that I accept the Bargaining Unit Agreement and a NO Vote means that I authorize a strike action against the AT&T/Bellsouth Company that employs me.

YES

NO

Communications Workers of America  
4100 Perimeter Park S.  
Atlanta, GA 30341

CWA – Bellsouth Telecommunications Utility Operations  
(Utility Operations) Ballot 2024

**Deadline for ballot to be received by the District 3 Office: October 18, 2024 - 9:00am EDT**