

AT&T Midwest – Tentative Agreement Better Off Calculation
07.03.2019

Table 1 – Annual Wage Rates under Tentative Agreement				
Job Title (Wage Zone)	Current	CY 1 (After Ratification)	CY 2	CY 3
Customer Services Specialist (Zone 7)	\$83,590	\$88,681	\$90,676	\$92,716
Service Representative (Zone 6)	\$73,606	\$78,089	\$79,846	\$81,642
Maintenance Administrator (Zone 10)	\$66,534	\$70,586	\$72,174	\$73,798
Premises Technician	\$50,128	\$53,181	\$54,377	\$55,601
Dispatcher	\$41,236	\$43,747	\$44,732	\$45,738

Table 2 – “New Wage Dollars” All Wages over and above Current Wage Rate					
Job Title (Location)	Retro (6 mos, Feb - Aug)	CY 1 (8 mos, Aug - Apr)	CY 2	CY 3	Total
Customer Services Specialist (Zone 7)	\$1,254	\$3,394	\$7,086	\$9,126	\$20,860
Service Representative (Zone 6)	\$1,104	\$2,988	\$6,240	\$8,036	\$18,368
Maintenance Administrator (Zone 10)	\$998	\$2,701	\$5,640	\$7,264	\$16,603
Premises Technician	\$752	\$2,035	\$4,249	\$5,473	\$12,509
Dispatcher	\$619	\$1,674	\$3,496	\$4,502	\$10,290

	2020	2021	2022	Total
<u>Option 1</u>				
Employee Only	\$340	\$464	\$550	\$1,354
Family	\$968	\$1,360	\$1,724	\$4,052
<u>Option 2</u>				
Employee Only	\$526	\$648	\$782	\$1,956
Family	\$1,436	\$1,740	\$2,056	\$5,232

Note: “Up-front” health care cost increases include new contributions and deductible costs under each year of the contract. Tobacco cessation and working spouse surcharges are not included in this calculation.

Job Title (Location)	Option 1		Option 2	
	Employee Only	Family	Employee Only	Family
Customer Services Specialist (Zone 7)	\$19,506	\$16,808	\$18,904	\$15,628
Service Representative (Zone 6)	\$17,014	\$14,316	\$16,412	\$13,136
Maintenance Administrator (Zone 10)	\$15,249	\$12,551	\$14,647	\$11,371
Premises Technician	\$11,155	\$8,457	\$10,553	\$7,277
Dispatcher	\$8,936	\$6,238	\$8,334	\$5,058

Table 5 – Average Health Care Cost Increases under Tentative Agreement (Based on Cost Share)				
	2020	2021	2022	Total
Midwest	\$532	\$559	\$587	\$1,677

Note: “Average” cost increases are based on actuarial projections of total health care spending per employee under the tentative agreement plan design. Employee Only and Family coverage as well as Option 1 and Option 2 plans are combined in the calculation of these averages.

Table 6 – Total “Better Off” Over Contract – New Wage Dollars Minus Average Health Care Cost Increases (Based on Cost Share)	
	All Employees
Customer Services Specialist (Zone 7)	\$19,182
Service Representative (Zone 6)	\$16,691
Maintenance Administrator (Zone 10)	\$14,926
Premises Technician	\$10,832
Dispatcher	\$8,613