

WHAT BENEFITS HAVE WE GAINED AS PART OF THE BLACK CONTRACT AT CWA?

★ ENHANCED 401K PLAN.

Our 401k is matched at 100% of basic contributions up to 6% of eligible compensation.

★ REAL HEALTHCARE.

We gained better healthcare with cheaper monthly premiums, lower deductibles, lower out-of-pocket maximums, and better coinsurance percentages on all 3 plans.

★ MAINTAIN FSAs AND HSAs.

Flexible Spending Account available with all plans. Health Savings Account available with eligible plans, including a company match.

★ A RISING TIDE.

If the company hires someone from outside the company with no sales experience at a starting pay higher than you are currently earning, they must raise the whole work group to that rate.

★ GRIEVANCE PROCEDURES.

We have a grievance and arbitration process to address unjust discipline and discharges. This is an extremely important process for fairness at work.

★ INCREASED PAY SCHEDULE.

We get paid 26 times per year rather than 24 times per year.

★ NEGOTIATED ANNUAL RAISES.

The new wage tables for both titles will increase each year with the contractual raises, and members will advance from step to step until they reach top pay at set intervals, every 6 months for ISSRs and every 12 months for ISRs, in addition to the annual contract raises. During each year of the contract (2023-2026), there will be 3% raises plus a COLA, up to 5% pay increases total each year. Anyone above the top of the pay scale will receive the raise as an annual lump-sum payment.

★ ADDITIONAL BENEFITS.

- A transfer process to access other jobs at AT&T Mobility and other AT&T Companies.
- Protection in a surplus or layoff, a type of job security that non-bargained-for IHX workers do not have.
- 2 weeks of Guaranteed Paid Parental Leave.
- Increased Tuition assistance to \$8,000.
- Vacation carryover.



**FOR INTEGRATED SALES SUPPORT REPRESENTATIVES
(NON-BARGAINED-FOR TITLE IS INTEGRATED SALES SUPPORT CONSULTANT):**

★ PAY PROTECTION.

SSRs are paid at an hourly rate, and will now be paid at time-and-a-half for all time worked over 40 hours in a week, or over 8 hours in a day.

★ PAY DIFFERENTIALS.

SSRs get a 10% wage differential when asked to relieve or assist their manager. SSRs also get a 10% wage differential if asked to work on a Sunday.

★ ADDITIONAL BENEFITS.

- 10 incidental sick days with pay if hired into the company prior to 1/1/2019; 5 incidental sick days with pay if hired after 1/1/2019.
- Short-Term Disability Pay

★ NEW WAGE TABLE.

STEP	CURRENT WEEKLY RATE	CURRENT SALARY
1	\$919.00	\$47,788
2	\$942.50	\$49,010
3	\$966.00	\$50,232
4	\$990.50	\$51,506
5	\$1,015.50	\$52,806
6	\$1,041.50	\$54,158
7	\$1,067.50	\$55,510
8	\$1,094.50	\$56,914
9	\$1,122.50	\$58,370
10	\$1,151.00	\$59,852
11	\$1,180.00	\$61,360
12	\$1,210.00	\$62,920
13	\$1,240.50	\$64,506

**FOR INTEGRATED SOLUTIONS REPRESENTATIVES
(NON-BARGAINED-FOR TITLE IS INTEGRATED SOLUTIONS CONSULTANT):**

★ REMAIN ON SALARY.

ISRs as outside sales representatives are classified as "exempt" workers, and will remain on salary. Salaried workers do not get the differentials paid to the hourly SSRs.

★ ADDITIONAL BENEFITS.

- Quota relief for time off/attainment of goal
- No Attendance Points System or limit on sick days
- Guaranteed "At Risk" minimum


★ NEW WAGE TABLE.

STEP	CURRENT WEEKLY RATE	CURRENT SALARY
1	\$775.00	\$40,300
2	\$793.50	\$41,262
3	\$813.00	\$42,276
4	\$832.50	\$43,290
5	\$852.50	\$44,330
6	\$873.00	\$45,396
7	\$894.00	\$46,488
8	\$915.50	\$47,606
9	\$937.50	\$48,750
10	\$960.00	\$49,920
11	\$983.00	\$51,116
12	\$1,007.00	\$52,364
13	\$1,031.00	\$53,612

JOIN THE MOVEMENT!

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