

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

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## ★ A NEW PENSION PLAN.

Everyone has a new pension plan set up for them once they reach one year of service. The 401(k) match is 80% instead of 100% because we have this company-funded pension plan.

## ★ REAL HEALTHCARE.

We have the opportunity to enroll in the bargained-for medical benefits with reasonable out of pocket costs and lower deductibles. Don't just look at the monthly contribution but what it covers. The company automatically mapped all the bargained-for IHX employees to the healthcare plan closest to the one they were on. You should've received instructions on how to go into the enrollment system and choose the best plan for you. The bargaining committee is also currently working on improvements and more options for 2023.

## ★ NEGOTIATED ANNUAL RAISES.

The company set a low wage table maximum for both of our IHX titles, but with the contract rules: **No one will lose pay.** Even if you're over the maximum pay for our title, you're pay protected, and will get annual raises in a lump sum payment as a percentage of your annual pay amount.

## ★ MAINTAIN HRA'S AND HSA'S.

The bargained for benefit plans do not currently have HSAs or HRAs, but you will not lose any money that you have in such an account now. The bargained plans have no HSA because low deductibles and out of pocket costs have been bargained for and the IRS only allows these types of accounts in plans with very high deductibles.

## ★ A RISING TIDE.

If the company hires from outside the company at a starting pay higher than you are currently earning, they must raise the whole work group to that rate.

## ★ INCREASED PAY SCHEDULE.

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

## ★ 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.

## ★ ADDITIONAL BENEFITS.

- A transfer process to access other jobs at ATT 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.

## ★ HOLIDAYS.

Non-bargained-for IHX have 10 Holidays, whereas IHX in the bargaining unit have 11 Holidays, 3 of which can be selected as Personal Holidays (unless the company designates 1 of them). All 3 of these Holidays can be carried over into the next year.



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

### **★ PAY PROTECTION.**

SSRs are pay protected 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 11 hours in a day.

### **★ ADDITIONAL BENEFITS.**

- 10 incidental Sick days with pay if hired into the company prior to 1/1/2018; 5 incidental Sick days with pay if hired after 1/1/2018.
- Short Term Disability Pay

### **★ 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.

STEP	EFFECTIVE 2.11.24		
1	\$954.00	7	\$1,100.00
2	\$977.00	8	\$1,126.50
3	\$1,000.50	9	\$1,153.50
4	\$1,024.50	10	\$1,181.50
5	\$1,049.00	11	\$1,209.50
6	\$1,074.50	12	\$1,238.50
		13	\$1,268.50

\*Guaranteed two raises per year

## **MORE MONEY 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.**

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

### **★ KEEP YOUR CAR**

All bargained-for experts still get to keep their company vehicle and can still self-garage them at home.

STEP	EFFECTIVE 2.11.24		
1	\$756.00	7	\$896.50
2	\$778.00	8	\$922.50
3	\$800.00	9	\$949.00
4	\$823.00	10	\$976.00
5	\$847.00	11	\$1,004.50
6	\$871.50	12	\$1,033.00
		13	\$1,063.00

\*Guaranteed raise every year

**ORANGE BARGAINING IS CURRENTLY UNDERWAY,  
MEANING, MORE BENEFITS ARE FORTHCOMING!**