

July 17, 2009

## Presidents Meeting – 2009 Bargaining Report

### Benefits Only

	<b>2004 Contract</b>	<b>2009 Changes - Effective 1/1/10</b>
<u>Medical/CHCP</u>	Comprehensive Health Care Plan Core w/Datacom/Blue Contract	CHCP for EE & New Hires CHCP – Same Rules/Definitions With Exceptions Noted Below:
	Voluntary PPO/Non No Mandatory Networks	Same
	PPO/Non = BC/BS HCN = United Health Care	Vendors not locked in, which could cause Provider Changes. Did lock in access standards.
	HMO's at Co Discretion	Same, however premiums will Likely increase
<u>Enrollment Rules</u>	Single Default/New Hire	No Default – <b><u>MUST ENROLL</u></b> (All other enrollment rules same)
<u>Disease Detection Tests if Preventative</u>	Limited Age/Frequency Deductible Waived	Preventative Code Paid 100% Deductible Waived No coverage Non Network
<u>Well Child/Adult Physical</u>	Limited Age/Frequency	Preventative Code Paid 100% Deductible Waived No Coverage Non Network
<u>Monthly Premiums</u>	\$ 0 EE Working Spouse @\$40	\$35 (S) \$75 (F) Pre-tax Deduction/Pay Checks No FSA Required Part Time 0-24 hrs same as today Working Spouse \$ Discontinued

<u>Deductible</u>	<u>PPO/Non</u> \$150 (S) - \$300 (F)	<u>PPO</u> \$350(S) - \$700(F)	<u>Non PPO</u> \$900(S) - \$1,800(F)
	UHC Tiered x Wage [-\$50k/\$50-85k/\$85k+]		
	<u>Network</u>	<u>Non</u>	<u>Network</u> <u>Non Network</u>
	(S) 0	\$300/400/500	\$350 (S)    \$900
	(F) 0	\$600/800/1,000	\$700 (F)    \$1,800
<u>Coinsurance</u>	<u>PPO/Network</u> 0%	<u>PPO/Network</u> Sickness 10%	
<u>Tests if Sick</u>	<u>Non PPO/Non Network</u> 25%	<u>Non PPO/Non Network</u> 40%	
	After Deductible	After Deductible	
<u>Co-pays</u>	\$20 Dr/\$75 ER/\$60 Hosp	10% (or 40% non-network) after Ded	
		Not additional but same as Coinsurance amounts above	
<u>Out of Pocket Max</u>	<u>PPO/Non PPO</u>	<u>PPO</u>	<u>Non PPO</u>
	(S) \$650	(S) \$1,350	\$3,750
	(F) \$1,300	(F) \$3,700	\$6,500
	Includes Deductible	Includes Deductible	
	UHC Tiered x Wage [-\$50k/\$50-85k/\$85k+]		
	<u>Network</u>	<u>Non Network</u>	<u>Network</u> <u>Non Network</u>
	(S) \$300	\$1100/1400/1700	\$1,350    \$3,750
	(F) \$600	\$2200/2800/3400	\$3,700    \$6,500
			Includes Deductible
<u>Health Reimbursement Acct/HRA</u>	None	<u>2010</u>	<u>2011</u> <u>2012</u>
Must be enrolled in Co Medical		(S) \$450	\$300    \$ 0
No DB, LOA Pro-rating		(F) \$900	\$600    \$ 0
Carry Over Year to year		\$0 New Hires	
None to HMO participants			
Part Time pro-rated			
COS excluded here but funded through Success Share Plan			
Employer Funded-RFT,RPT,RLT-Must be on payroll prior to Date of Ratification			
<u>Mental Health/MH</u>	<u>Carved Out/Separate</u>	<u>No longer separate Deductibles</u>	
<u>Substance Abuse/SA</u>	<u>Additional Deductibles</u>	<u>or OOP Max for MII/SA</u>	
	<u>Additional OOP Max</u>		
	Network (S) \$250-(F) \$500		
	Non (S) \$1,000-(F) \$2,000		

<u>Rx</u>	<u>Retail</u>	<u>Mail</u>	<u>Retail</u>	<u>Mail</u>
	\$10/20/40	\$20/40/80	Same	Same
	OOP Max \$750 (S) \$1,500 (F)		\$900 (S) \$1,800 (F)	
	Personal Choice/Discount Only [= Erectile Dysfunction, Diet Fertility]			
	CVS Retail ONLY fill for Maintenance Rx Otherwise "2 fill" limit still exists at Retail Non Network Deductible discontinued Non Formulary Co-pay included in OOP			
<u>Dental</u>			(EE & New Hires)	
Annual Max	\$1,300		Same	
Ortho	\$1,600		Same	
<u>Vision Care Plan</u>	\$0		\$0 with Same Coverage (EE and New Hires)	
Vision Plus	\$5.56 (S) \$10.00 (S+1) \$15.56 (F)		\$11.93 (S) with Same Coverage \$21.47 (S+1) \$33.40 (F) Subj to annual adjustment	
<u>Flexible Spending Acct</u> [pre-tax dollars]	\$5,000 Healthcare \$5,000 Dependent Care		\$10,000 (EE & New Hires) Same	
<u>Care Plus</u>	\$1 Single \$2 Family Subj to annual adjustments		Same (EE & New Hires)	
<u>Pension</u>			2010 2011 2012 2% 2% 2% + COLA/3 <sup>rd</sup> yr Lump Sum Still Available, but PPA: 2012 - 75% Gatt/25% PPA Gatt Supplement until 3/31/2012 (New Hires have Cash Balance)	
<u>Savings Plan(s)</u>	\$32 Annual Fee No Roth, No Catch up, 80% Match		Same except \$42 Annual Fee. (New Hires have new Savings Plan w/80% Match x % Income w/Roth)	

<b><u>Life Insurance(s)</u></b>	Spouse up to \$50,000	up to \$150,000 (EE & New Hires)
<b><u>Dependent Life</u></b>	Child up to \$10,000	up to \$15,000
<b><u>Group Life</u></b>	1 x Annual Basic Wage*	Wage Frozen 12/31/09/Retirement. If EE dies as active still 1 yr wage. (New Hire Retiree \$15,000)
<b><u>Supplemental Life</u></b>	1,2,3,4,5,6 x *	Same + AD&D Supplemental * Pay defined to include some commissions
<b><u>Death Benefit</u></b>	Limited pre 1/1/93 NCS Frozen 1/1/95 Wage	Same (New Hires not eligible)
<b><u>Disability</u></b>	3 weeks auto pay	2 weeks auto pay (EE & New Hires)
<b><u>Long Term DB</u></b>		
<b><u>JBF/BIC</u></b>	Benefit Committees	Same
<b><u>Leaves of Absence</u></b>	Various	Same (EE & New Hires)
<b><u>Long Term Care</u></b>	John Hancock	Changing/Conversion/options avail (EE & New Hires)
<b><u>Adoption</u></b>	Up to \$5,000	Same (EE & New Hires)
<b><u>Commuter</u></b> – Eff 1/1/10		New/Pre Tax/EE Paid/Parking/Mass Transit-Not I-pass/2009 \$230 limits On Parking & \$230 on Mass Transit IRS limits change annually
<b><u>Marsh Plans</u></b> – Eff 1/1/10		New/Optional Ins/Misc coverage/EE paid Auto, Homeowners, Cancer, Identity, Legal, Pet

**NOTE:** New Hires are those who are hired/re-hire or are reclassified from RLT to Regular Full Time on or after 8/8/09/Ratification Date. Recalled considered current EE.

**Appendix F:** Current EE & New Hires have same Health & Welfare as Core. Eff 1/1/10 Eligible for Cash Balance Pension Plan + ATT Retirement/Savings Plan & New Hire Retiree Benefits when reclassified to RFT. Receives prior NCS credit for eligibility, but not calculation on pension. Surplus Core & Datacom in App F maintain protections (work rules/benefits; includes time spent in App F for pension purposes).

**COS Employees:** Will have same Health & Welfare Plans as Core EE except for HRA Accounts (see above note on HRA). Pension and Savings Plans remain the same. Retiree benefits will be at the 50% level.

**Future Retirees: Effective 1/1/2010**

Retirees who retired prior to 1/1/93 will have no change. Current Pre-Medicare Retirees who retired 1/1/93 or after will be treated the same as Future Retirees except for Vision. Post Medicare Retirees remain with Non-PPO Benefits.

Exceptions identified for Active EE's apply; along with the exceptions noted below.

**Monthly Premiums**  
**Medical Plan Options**

Non Medicare      Medicare  
See Attachment B Options

**Health Reimbursement Accounts**

<b><u>HRA's</u></b>	Non Medicare Only	<u>2010</u>	<u>2011</u>	<u>2012</u>
	Excludes HMO's	(S) \$850	\$150	\$0
	Must be enrolled in Co Medical	(F) \$1,700	\$300	\$0

**Dental Expense Plan**

Same for Life of Contract

**Vision Expense Plan**  
**Vision Plus Plan**

(S) \$4.12 – (S+1) \$7.51 – (F) \$10.87  
(S) \$11.93 - (S+1) \$21.47 - (F) \$33.40  
Subj to annual adjustments

All Current Retirees continue to be excluded  
Only Future Retirees receive benefit

**Care Plus**

Single \$1 - Family \$2  
Subj to annual adjustments

Same for Life of Contract

**Group Life Insurance** Current retirees have no change. Benefit level is frozen at 12/31/09 wage level for future retirees and is still subject to current reduction schedule. New hire retirees will be limited to \$15,000.

**Marsh Plans** New Insurance coverage option/retiree paid. Such as; Cancer, pet, auto, homeowner, identify, legal.

**Medicare Part B** – ~~Current recipients grandfathered at current reimbursement levels. No reimbursement if not age 65 by 12/31/09.~~ <sup>OMIT</sup> Medicare Part B Sign Up is still mandatory or **NO BENEFITS** are paid by ATT.

**New Hire Retirees** – Pre 65 Have Medical/Dental at the 50% Shared Cost Level, Post 65/Medicare Eligible not eligible for Medical/Dental at all (includes Part B reimbursement) and as stated above; new hire retirees have the Bargained Cash Balance Pension Plan (known as BCB2). New Hire Retirees not eligible for HRA's.