

IBEW – AT&T Tentative Agreement Highlights

Monday, August 1, 2022 - 5:00pm (CDT) - The IBEW System Council T-3 (SCT-3) and AT&T reached a tentative agreement on a new five-year contract covering approximately 3,000 IBEW union members working for the company nationwide primarily in Illinois and Northwest Indiana. The parties have been working under a contract extension since June 25, 2022.

The new deal will increase wages by 16.5% plus a Cost of Living Adjustment (COLA) which is based on next year's inflation rate. This equates to a cumulative wage increase of 17.6% over the term of the contract, plus the COLA adjustment. The contract also includes retroactive pay, yearly company provided pension increases, medical benefit cost controls with modest monthly contribution increases, the recognition of Martin Luther King Jr as a holiday and addresses job security concerns of members in at risk job titles. All other key language in the collective bargaining agreement was also retained.

IBEW System Council T-3 Chairman Paul Wright stated, "These negotiations were challenging, as we prepared for these talks we knew we would have to deal with the new realities of the Covid pandemic as well as rising inflation. At the end of the day we feel the wage increases and cost of living adjustment will enable our members to make it through the turbulent waters we all may be facing over the next five years."

The new tentative agreement will be voted on by the members of the IBEW SCT-3 Council by September 1, 2022. The IBEW SCT-3 will present the contract to its members over the next few weeks through a series of meetings and other communications. Complete ratification information and additional detailed contractual changes will be provided as soon as possible.

Agreement Highlights:

- Five year agreement 6/25/22 - 6/26/27 with wage increases totaling 16.50% when compounded it equates a 17.6% increase plus a Year 3 (2024) COLA lump sum payment and COLA wage increase.
- Basic Weekly Wage Rate increases per year of 4.0%, 4.0%, 2.5% (Plus COLA*), 3.0% and 3.0%.
 - ❖ COLA = Cost of Living Adjustment

- ❖ A potential 6/23/24 Wage COLA increase of up to .75% when combined with the contractual base wage increase that year could equate to a 3.25% Wage (Maximum) increase in 2024.
- ❖ In addition to the potential COLA wage increase described above, a potential 2024 COLA Lump Sum payment of up to an additional .75% may also be possible depending on the rate of inflation increase from December of 2022 through December 2023
- Retroactive pay back to June 25, 2022
- Medical Benefits – Held the line to only allow for modest monthly medical cost increases each year.
- New Fertility Benefit.
- Change that allows Children up to the age of 26 to now stay on dental, vision and life insurance so as to mirror medical coverage duration.
- For the first time newly hired employees will enjoy these benefits from day one of employment.
- Modest Dental and Vision cost increases.
- A new lower cost medical Option 3 is now being offered. Option 3 is the same PPO plan but offers a different cost structure allowing employees more options to manage their health care costs.
- Pensions - Pension bands will increase by 1% each year of the agreement.
- Success Sharing - Payout for dividends and stock price increases continues for 5 years.
- New Recognized Holiday - Martin Luther King Jr. Day is now a stand-alone Recognized Holiday.
- Understanding reached regarding the current Apprentice program.
- Increased job security for Outside Plant Technicians.
- A new Growth Strategy MOA was reached that has the potential to address the loss of work in certain titles, while also allowing for the creation of new job titles to increase the overall number of jobs in the Local.
- Retained Quota relief for Sales Consultants
- Premise Technician Appendix C Improvements:
 - Martin Luther King Jr. Day is now a Recognized Holiday.
 - The dispute regarding Premise Technician to Apprentice Position Wage Progression Fixed.
 - Time in Title Reduced to 24 months.
 - Surplus timelines increased to 4 weeks.

- Card Check Organizing Agreement renewed.
- New MOA reached to address the current Arbitration Backlog.
- AT&T Corp. (Data-Comm) pick up Martin Luther King Jr. Day Holiday.
- Retained all other key language in the collective bargaining agreement.

Additional details with more specific article by article changes will be released in the days ahead.

Your Council Officers and bargaining team worked tirelessly to bring this contract to you. We encourage all members to read the details of the tentative agreement, more of which will be released in the days to come, and to attend the regular August Union meetings or specially called meetings if necessary. The tentative agreement will be thoroughly explained at those meetings.

Please pass this information to members who may not be receiving IBEW 21 updates and advise them to visit IBEW21.org to sign up for news and bargaining information. To sign up or change the email or cell number you use to receive IBEW 21 news, please click [here](#).