

## 2018 Legacy T Extension Agreement

Term: 4 year Extension Agreement, expires on April 11, 2026

**All terms and conditions of the agreement remain in full force.**

In addition the following wage increases will be applied.

Annual GWI's: 3%, 3%, 2.5%, 2.5%

Ratification Bonus: \$500 (must ratify by January 20, 2022)

Pension increase: 1%, 1%, 1%, 1%

Health Care (Effective January 1, 2023):

- The Union was able to prevent further shifting of health care costs to our members and as a result there are minimal changes to the cost components of the plans.
- Employees previously considered a 2018 New Hire will fall into the definition of a 2015 New Hire and as a result move to a health care option with lower medical contributions.

Medical Plan Components:

Option 1 Contributions

	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>
<u>Individual</u>	<u>\$157</u>	<u>\$159</u>	<u>\$161</u>	<u>\$163</u>
<u>Family</u>	<u>\$367</u>	<u>\$382</u>	<u>\$405</u>	<u>\$429</u>

Option 2 Contributions

	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>
<u>Individual</u>	<u>\$87</u>	<u>\$93</u>	<u>\$100</u>	<u>\$108</u>
<u>Family</u>	<u>\$240</u>	<u>\$258</u>	<u>\$278</u>	<u>\$300</u>

Option 1 Deductibles

	<u>2023</u>		<u>2024</u>		<u>2025</u>		<u>2026</u>	
	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>
<u>Ind</u>	<u>\$ 900</u>	<u>\$2,700</u>	<u>\$ 950</u>	<u>\$2,850</u>	<u>\$1,000</u>	<u>\$3,000</u>	<u>\$1,050</u>	<u>\$3,150</u>
<u>Family</u>	<u>\$1,800</u>	<u>\$5,400</u>	<u>\$1,900</u>	<u>\$5,700</u>	<u>\$2,000</u>	<u>\$6,000</u>	<u>\$2,100</u>	<u>\$6,300</u>

Option 2 Deductibles

	2023		2024		2025		2026	
	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>
<u>Ind</u>	\$1,700	\$ 5,100	\$1,750	\$ 5,250	\$1,800	\$ 5,400	\$1,850	\$ 5,550
<u>Family</u>	\$3,400	\$10,200	\$3,500	\$10,500	\$3,600	\$10,800	\$3,700	\$11,100

Option 1 Out of Pocket Maximum

	2023		2024		2025		2026	
	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>
<u>Ind</u>	\$3,750	\$11,250	\$4,000	\$12,000	\$4,200	\$12,600	\$4,400	\$13,200
<u>Family</u>	\$7,500	\$22,500	\$8,000	\$24,000	\$8,400	\$25,200	\$8,800	\$26,400

Option 2 Out of Pocket Maximum

	2023		2024		2025		2026	
	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>	<u>Network &amp; Traditional Indemnity</u>	<u>Non-Network</u>
<u>Ind</u>	\$ 6,750	\$20,250	\$ 6,850	\$20,550	\$ 6,950	\$20,850	\$ 7,050	\$21,150
<u>Family</u>	\$13,500	\$40,500	\$13,700	\$41,100	\$13,900	\$41,700	\$14,100	\$42,300

RX Plan Components:

Option 1 Out of Pocket Maximum

	2023	2024	2025	2026
<u>Individual</u>	\$1,700	\$1,700	\$1,800	\$1,800
<u>Family</u>	\$3,400	\$3,400	\$3,600	\$3,600

Option 2 Out of Pocket Maximum

- **Continues to be Integrated with Medical Out of Pocket Maximums**

Retail Network Co-Pays (Option 1 and Option 2)

	2023	2024	2025	2026
<u>Generic</u>	\$10	\$10	\$10	\$10
<u>Preferred</u>	\$40	\$45	\$45	\$45
<u>Non-Preferred</u>	\$80	\$90	\$90	\$90

Mail Order Co-Pays (Option 1 and Option 2)

	2023	2024	2025	2026
<u>Generic</u>	\$20	\$20	\$20	\$20
<u>Preferred</u>	\$80	\$90	\$90	\$90
<u>Non-Preferred</u>	\$160	\$180	\$180	\$180

Surcharges:

Spousal/LRP

<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>
\$110	\$115	\$120	\$125

Tobacco

<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>
\$70	\$75	\$75	\$75

Dental:

<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>
<u>\$8.00</u>	<u>\$8.00</u>	<u>\$9.00</u>	<u>\$9.00</u>
<u>\$17.00</u>	<u>\$17.00</u>	<u>\$19.00</u>	<u>\$19.00</u>
<u>\$27.00</u>	<u>\$27.00</u>	<u>\$30.00</u>	<u>\$30.00</u>

*\*\*Note, company has increased the surcharge amount by \$5.00*

SSP Continues:

<u>Award Year</u>	<u>Beginning Award Value</u>	<u>Ending Award Value</u>
<u>2023</u> <u>(October 3, 2022 to</u> <u>September 29, 2023)</u>	<u>October 3, 2022 closing AT&amp;T stock</u> <u>price</u>	<u>September 29, 2023</u> <u>closing AT&amp;T stock price</u>
<u>2024</u> <u>(October 2, 2023 to</u> <u>September 30, 2024)</u>	<u>October 2, 2023 closing AT&amp;T stock</u> <u>price</u>	<u>September 30, 2024</u> <u>closing AT&amp;T stock price</u>
<u>2025</u> <u>(October 1, 2024 to</u> <u>September 30, 2025)</u>	<u>October 1, 2024 closing AT&amp;T stock</u> <u>price</u>	<u>September 30, 2025</u> <u>closing AT&amp;T stock price</u>
<u>2026</u> <u>(October 1, 2025 to</u> <u>September 30, 2026)</u>	<u>October 1, 2025 closing AT&amp;T stock</u> <u>price</u>	<u>September 30, 2026</u> <u>closing AT&amp;T stock price</u>

Additionally:

The Funding of the Alliance Program negotiated in 2018 will be replenished with up to 6 million on April 10<sup>th</sup> 2022.

Employment Security

Unit Watermark of 2000 extended for the life of the Agreement

A43 Watermark of 600 extended for the life of the Agreement

Martin Luther King Birthday will be a Company Fixed Holiday for the life of the Agreement.

Ratification Bonus: \$500 (must ratify by January 20, 2022)