

## Reason for Being

As CWA members at **ATTSoutheast**, we have worked hard to win the good wages, benefits and working conditions we enjoy today. Our wages and benefits were not "given" to us by "generous" management. They were negotiated piece by piece over many years. It took hard work, sacrifice and mobilization to get where we are today.

## Vacation & Time Off

CWA members work hard and are often subjected to undue stress on the job. Workers deserve adequate vacation with financial security during time spent off the job. CWA has made substantial inroads in this area over the years.

1971-Vacation improved - 2 weeks after one year of service, and one additional holiday.

1974-Vacation improved again - 3 weeks after 8 years and 4 weeks after 15 years. One additional holiday.

1977-Introduction of excused work days, and long term disability plan. Maternity plan to provide both paid and unpaid leave.

1980-Vacation improved-3 weeks after 7 years, additional excused work day.

1989-Two-hour time-off increments. One-year child or newborn care leave, with benefits paid for 6 months. More leave for taking care of family members who are ill.

1992-New concept of "comp" time. expanded and more flexible leave rules.

## Health Care

The health and dental benefits that many workers now take for granted are not a product of the company's largeness, rather they are a result of CWA's continued commitment to proper health care. The health care package that we now enjoy was put together a piece at a time. In each new round of bargaining, CWA restated out continued concerns. CWA represented workers enjoy one of the best health care packages in the country.

1960-Established major medical plan for employees, retirees and dependents

1964-Established basic health plan in addition to major medical for company employees, retirees and dependents. Company paid one-fourth of cost, members paid three-fourths. Today, if CWA members still had to pay, family coverage would cost more than \$5,000.

1970-Company agrees to pay full premium of health care package

1972-HMO option added to health plan. Surgery and physician fees paid at 80% of usual, customary and reasonable (UCR) charges. Deductible decreased to 2% of basic wage or \$150 per individual.

1974-Dental plan introduced, UCR increased to 90% for surgery and physician's fees. Deductible decreased to 1% of basic wage or \$150 per individual.

1977-Expanded health coverage, new orthodontia coverage. Retirees- HMO option. Increased maximum health coverage. Joint health care cost containment committee established.

1980-Vision care introduced and dental coverage increased. UCR increased to 95% of surgery charges. Many services covered at 100%. Lifetime retiree maximum benefit is \$50,000.

1983-Additional services covered at 100%.

1986-Health care cost containment measures introduced. Dependent life insurance coverage introduced.

1989-Dental plan improved with increased orthodontic coverage to \$1,320 for those under age 20, and increased for the annual maximum to \$1,100.

1992-Improved basic medical, dental and vision benefits. Caps on post-retirement coverage raised. Two CWA members work full time as Claims Facilitators to insure that employees get maximum benefits when they are sick.

1995-Replaced the PPO network with an IDS managed care plan. Increased type B dental services schedule by 10% and raised the orthodontic maximum by 10%.

## **Pension Rights**

In addition to the benefits employees enjoy while working, CWA has also secured substantial compensation for the non-working years.

1963-Before 1963 the company deducted 50% of your social security from your pension.

1969-Totally eliminated policy reducing pensions by a percentage of social security payments.

1971-Minimum pensions increased and formula improved. Widowers to receive same survivor benefits as widows.

1974-Pension formula improved. Increased benefits 33%. Early retirement penalty significantly reduced. Minimum pension increased 28%.

1977-Savings and security plan with matching funds from company. Increased pension formula and increased minimum pensions, increased death benefits, improved surviving spouse option.

1980-Early retirement penalty is removed for those with 30 years service. Retiree benefits increased 17% by 1983. Revamped pension plan with increased minimum.

1983-Pension Plan is improved. Retirees' pension improved by 4.5% on 10/01/83 and 10/01/85.

1986-Increased pension bands on 10/01/86 and 10/01/88. Retirees' benefits increased by 4.5% on 1/01/88. 401K savings plan.

1989-Pension bands increased 6.5% on 1/01/90 and 6% on 1/01/90.

1993-Pension increases ranging up to 15%. Retired workers receive 5% increase.

1995-Introduced a Cash Balance Account that raised pensions by as much as 21% for those who retired during the life of the agreement.

1998-Increased the pension payment by 8% before negotiations began.

## **Worker Protections**

The worker protections that CWA has negotiated for our members give workers substantive rights in the workplace and provide employment and income security during times of hardship.

1968-Three year contract achieved.

1974-Union/management national safety committee established. Union representation at disciplinary meetings guaranteed.

1977-Reassignment pay protection plan, supplemental income protection plan, payment for moving expenses, "just cause" for discipline, expedited arbitration established.

1980-Union/management technology change committee formed. Quality of work life committee, improvements in supplemental income and reassignment pay protection plans. Monitoring of workers is limited. Technology change language and home purchase plan.

1983-Voluntary income protection plan, improvement in supplemental income and reassignment pay protection. Union/management training and retraining committee negotiated. Extended medical coverage for laid-off workers. "Green-circle" protection for workers Affected by divestiture. Quarterly reports on job vacancies and limitations on Evaluation observing.

1986-\$23 million career continuation program.

1989-Employment security agreement to cover inter-company transfers. Funding of \$25 million for the Employment Security Partnership. Joint job review committee to look at work that should be in the bargaining unit. Improved training and retraining plan. Agreement to limit subcontracting by bringing the innerduct work into the bargaining unit.

1992-Supplemental Income Protection Program expanded and benefits improved to a maximum of \$42,100.

1995-Increased protection for workers during times of force adjustments.

## Hours & Wage Treatment

For decades, we have negotiated wage increases for BellSouth employees that far outstrip wage improvements for the average worker in the United States.

1965-Nationwide geographic wage zones introduced, reducing the variation in wages for the same work.

1971-First cost of-living allowance (COLA) introduced. The Big City Allowance is established. Progression schedules shortened to 5 years for craft and 4 years for clerical workers. A 10% evening and night differential established. Service representatives upgraded.

1974-Improved wages and reduction of traffic tours from 8 to 7 1/2 hours. Upgrade for service representatives.

1977-Upgrade for service representatives and service observers. clerical upgrades. double traffic split tour differential.

1980-Improved wages. National upgrades for operators. Numerous job title, town and wage zone upgrades. Increased differential and travel expenses.

1983-Wage gains continue through annual raises, and progression increases. Upgrades.

1986-Wage gains continue through annual raises, and progression increases, and team awards. Wage zone and wage scale consolidation and upgrades.

1989-Wage gains continue through raises, progression increases, and team awards. Job title upgrades and town upgrades. Improved travel allowance.

1992-Wage gains through annual raises, zone upgrades, improved progression pay and team awards. All "D" town were upgraded.

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