

**CWA NY/NE --July 18, 2018
Summary of the Tentative Agreement**

The tentative agreement described below, in the opinion of your bargaining committee, builds on the important gains we achieved as a result of the 2016 strike and the unity of the members. We believe that the strength and unity, you the member, displayed two years ago set the stage for this contract extension.

- 4-year extension
- Wages:

June 21, 2020 - 2.5%

June 20, 2021 - 2.5%

June 19, 2022 - 2.75%

June 18, 2023 - 3%

- Pension Band Increases (90 days after wage increases):

September 2019: 1%

September 2020: 1%

September 2021: 1%

- Medical:

Changes for Active Employees

HCN and Health Care PPO

Effective January 2020, the MAA for services other than Mental Health Care will be defined as 200% of the national Medicare schedule. Effective January 2022, the MAA for services other than mental health care, will be defined as 190% of the national Medicare schedule. The MAA for mental health care will remain at 240% of the national Medicare schedule.

The annual deductible for covered services or supplies will be:

	In-Network		Out-of-Network
	HCN 2018: \$325 2019: \$345	Health Care PPO 2018: \$625 2019: \$670	2018: \$900 2019: \$960
	Individual	Individual	Individual
2020	\$370	\$710	\$1,015
2021	\$395	\$750	\$1,070
2022	\$420	\$790	\$1,115
2023	\$445	\$825	\$1,165

Family will continue to be 2.5 times the Individual Deductible.

The out -of- pocket expense maximum for covered services or supplies will be:

2018: \$1,700
2019: \$1,815

2018: \$2,800
2019: \$2,990

	In-Network	Out-of-Network
	Individual	Individual
2020	\$1,910	\$3,100
2021	\$2,000	\$3,200
2022	\$2,090	\$3,300
2023	\$2,180	\$3,400

Family will continue to be 2.5 times the Individual Deductible.

Effective January 2021, the copay for Emergency room visit will be \$140. Effective January 2023, the copay for Emergency room visit will be \$150.

Effective January 2023, the copay for PCP and other covered services, excluding radiation therapy, chemotherapy, electric shock therapy, hemodialysis, Physical/occupational/speech therapy and outpatient mental health, will be increased by \$5. These changes will apply to the EPO/ HMO as well.

Effective January 2023, the copay for specialists will be increased by \$5 in the MEP and HCN.

Contributions for Medical Coverage. The Monthly Employee Contribution for the HCN and the Health care PPO for a non-tobacco user who has completed the Health Care Assessment will be:

	2018: \$102/204 2019: \$110/220
2020	\$118/236
2021	\$126/252
2022	\$134/268
2023	\$142/284

Let's keep in mind that everything that was not bargained for continues for the life of the new contract;

Corporate Profit Sharing

- 3/2020 Minimum 7%
- 3/2021 Minimum 7%
- 3/2022 Minimum 7%
- 3/2023 Minimum 7%

- **Work and Family**

- 8/2019 1.4 Million
- 8/2020 1.4 Million
- 8/2021 1.4 Million
- 8/2022 1.4 Million

- Call Share
83% call share remains the same
- New Contracting Initiative Letters(NCI)
Company can't give us new contracting letters which would have been available effective January through June of 2019