

IAPE TNG/CWA LOCAL 1096

PROPOSAL NO. 20

March 7, 2024

(The Union reserves the right to modify or withdraw any of the following proposals during bargaining. These proposals are made without prejudice to the Union's position regarding the proper interpretation of the existing contract language or existing practices or policies. All proposals are part of a complete package, and no agreements reached during bargaining are final until agreement has been reached on all issues.)

All Union proposals remain unchanged except as provided below. All Union responses to Company proposals remain unchanged except as modified below.

New Holidays: (In response to Company proposal 15)

- 1) Add contract language that, to the extent that the Company grants the day-after-Thanksgiving as a company-wide paid holiday for employees in the United States, members of the bargaining unit shall be included in the paid holiday.
- 2) Add contract language confirming that, in years when the Company opts not to grant the day-after-Thanksgiving as a company-wide paid holiday for employees in the United States, members of the bargaining unit in the United States shall receive an additional Personal Day (Floating Holiday).

Medical Premiums: (In response to Company proposal 15)

~~For~~ Premiums will remain unchanged for calendar year 2024. For calendar year 2025, the Company may increase all plan premiums by up to 0.25% of Employee salary. For future benefits plan years, the Company may increase plan premiums by an amount equal to the average CPI for the 12 month period ending June 30 of each year. For example: if CPI for the 12-month period ending June 30, 2025 = 5%, the Company may increase the 2026 premium for POS Employee + Spouse coverage from 4.6% to 4.83%.

Information Request: Please provide the union with 2023 actual costs/spending for the following:

Company Medical Spending (Gross -- without offset for employee contributions)

- Total Participating Employees
- For Medical Services (excluding prescription drug costs)

- For Prescription Drug Costs
- HSA & Incentives
- Compliance Fees
- Other Fees: (ASO fees, program fees, etc.)

Employee Costs

- For Salary-Based Premium Contributions (M/RX)
- For Medical Services Copays
- For Medical Services Coinsurance
- For Prescription Drug Copays
- For Prescription Drug Coinsurance
- Medical deductible
- Medical Reasonable & Customary
- RX deductible

If the company has updated 2024, 2025 and 2026 projections for any of the above Company Medical Spending categories since first providing the union with information on September 15, 2023, please also provide those updates.