

AT&T Wireline Midwest 2026 Bargaining - Tentative Agreement "Better Off" Calculator Updated 02.04.2026

Wage TA	Current	Apx F Bump	Go Down	Yr 1	Yr 2	Yr 3
GWIS		3.00%	5.00%	3.25%	3.00%	3.25%
Bonus Payments			\$1,000			

Health Care Plan TA	Current	2027	2028	2029	2030
Option 1 (Broad) - Monthly Contributions					
Single	\$156	\$178	\$184	\$197	\$211
+ Spouse / Partner	\$432	\$463	\$478	\$512	\$549
+ Child(ren)	\$432	\$303	\$312	\$335	\$359
Family	\$432	\$498	\$515	\$552	\$591
Option 1 (Broad) - Annual In-Network Deductible					
Single	\$1,050	\$1,000	\$1,100	\$1,100	\$1,100
Family	\$2,100	\$2,000	\$2,200	\$2,200	\$2,200
Option 2 (Broad) - Monthly Contributions					
Single	\$108	\$83	\$81	\$93	\$106
+ Spouse / Partner	\$300	\$231	\$228	\$261	\$296
+ Child(ren)	\$300	\$140	\$138	\$158	\$180
Family	\$300	\$248	\$244	\$280	\$318
Option 2 (Broad) - Company Match into the Health Savings Account					
Single	\$0	\$1,000	\$1,000	\$1,000	\$1,000
Family	\$0	\$2,000	\$2,000	\$2,000	\$2,000
Option 2 (Broad) - Annual In-Network Deductible					
Single	\$1,850	\$3,000	\$3,300	\$3,300	\$3,300
Family	\$3,700	\$6,000	\$6,600	\$6,600	\$6,600

Top of Scale Wages						
Weekly Wage (Unrounded)	Current	Apex Bump	Go Down	Yr 1	Yr 2	Yr 3
Customer Service Specialist (Lowest Paid Wage Zone - 13)	\$1,891.50		\$1,986.08	\$2,050.63	\$2,112.15	\$2,180.79
Maintenance Administrator (Lowest Paid Wage Zone - 5)	\$1,512.50		\$1,588.13	\$1,639.74	\$1,688.93	\$1,743.82
Premises Technician	\$1,191.50	\$1,227.25	\$1,288.61	\$1,330.49	\$1,370.40	\$1,414.94
Dispatcher	\$980.50	\$1,009.92	\$1,060.42	\$1,094.88	\$1,127.73	\$1,164.38
Sales Consultant (Lowest Paid Wage Zone - 11)	\$956.50		\$1,004.33	\$1,036.97	\$1,068.08	\$1,102.79

Weekly Wage (Rounded)						
Customer Service Specialist (Lowest Paid Wage Zone - 13)	\$1,891.50		\$1,986.00	\$2,050.50	\$2,112.00	\$2,181.00
Maintenance Administrator (Lowest Paid Wage Zone - 5)	\$1,512.50		\$1,588.00	\$1,639.50	\$1,689.00	\$1,744.00
Premises Technician	\$1,191.50		\$1,288.50	\$1,330.50	\$1,370.50	\$1,415.00
Dispatcher	\$980.50		\$1,060.50	\$1,095.00	\$1,127.50	\$1,164.50
Sales Consultant (Lowest Paid Wage Zone - 11)	\$956.50		\$1,004.50	\$1,037.00	\$1,068.00	\$1,103.00

Annual Wage (Weekly x 52 Weeks)						
Customer Service Specialist (Lowest Paid Wage Zone - 13)	\$98,358		\$103,272	\$106,626	\$109,824	\$113,412
Maintenance Administrator (Lowest Paid Wage Zone - 5)	\$78,650		\$82,576	\$85,254	\$87,828	\$90,688
Premises Technician	\$61,958		\$67,002	\$69,186	\$71,266	\$73,580
Dispatcher	\$50,986		\$55,146	\$56,940	\$58,630	\$60,554
Sales Consultant (Lowest Paid Wage Zone - 11)	\$49,738		\$52,234	\$53,924	\$55,536	\$57,356

Annual New Wages (TA Wage - Current Wage + Bonus)			Go Down	Yr 1	Yr 2	Yr 3	Total
Customer Service Specialist (Lowest Paid Wage Zone - 13)			\$5,914	\$8,268	\$11,466	\$15,054	\$40,702
Maintenance Administrator (Lowest Paid Wage Zone - 5)			\$4,926	\$6,604	\$9,178	\$12,038	\$32,746
Premises Technician			\$6,044	\$7,228	\$9,308	\$11,622	\$34,202
Dispatcher			\$5,160	\$5,954	\$7,644	\$9,568	\$28,326
Sales Consultant (Lowest Paid Wage Zone - 11)			\$3,496	\$4,186	\$5,798	\$7,618	\$21,098

Annual Health Care Costs (Monthly Contributions x 12 + In-Network Deductible - Company HSA Money)

Option 1	Current	Go Down	Yr 1	Yr 2	Yr 3
Single	\$2,922	\$3,136	\$3,308	\$3,464	\$3,632
+ Spouse / Partner	\$7,284	\$7,556	\$7,936	\$8,344	\$8,788
+ Child(ren)	\$7,284	\$5,636	\$5,944	\$6,220	\$6,508
Family	\$7,284	\$7,976	\$8,380	\$8,824	\$9,292
Option 2					
Single	\$3,146	\$2,996	\$3,272	\$3,416	\$3,572
+ Spouse / Partner	\$7,300	\$6,772	\$7,336	\$7,732	\$8,152
+ Child(ren)	\$7,300	\$5,680	\$6,256	\$6,496	\$6,760
Family	\$7,300	\$6,976	\$7,528	\$7,960	\$8,416

Annual New Health Care Costs (TA Health Care Costs - Current Health Care Costs: Monthly Contributions x 12 + In-Network Deductible - Company HSA Money)

Option 1	Go Down	Yr 1	Yr 2	Yr 3	Total
Single	\$214	\$386	\$542	\$710	\$1,852
+ Spouse / Partner	\$272	\$652	\$1,060	\$1,504	\$3,488
+ Child(ren)	(\$1,648)	(\$1,340)	(\$1,064)	(\$776)	(\$4,828)
Family	\$692	\$1,096	\$1,540	\$2,008	\$5,336
Option 2					
Single	(\$150)	\$126	\$270	\$426	\$672
+ Spouse / Partner	(\$528)	\$36	\$432	\$852	\$792
+ Child(ren)	(\$1,620)	(\$1,044)	(\$804)	(\$540)	(\$4,008)
Family	(\$324)	\$228	\$660	\$1,116	\$1,680

Better Off Calculation (New Wages + Bonus - New Health Care Costs) - Go Down Year of Tentative Agreement

	Option 1				Option 2			
	Single	+ Spouse / Partner	+ Child(ren)	Family	Single	+ Spouse / Partner	+ Child(ren)	Family
Customer Service Specialist (Lowest Paid Wage Zone - 13)	\$5,700	\$5,642	\$7,562	\$5,222	\$6,064	\$6,442	\$7,534	\$6,238
Maintenance Administrator (Lowest Paid Wage Zone - 5)	\$4,712	\$4,654	\$6,574	\$4,234	\$5,076	\$5,454	\$6,546	\$5,250
Premises Technication	\$5,830	\$5,772	\$7,692	\$5,352	\$6,194	\$6,572	\$7,664	\$6,368
Dispatcher	\$4,946	\$4,888	\$6,808	\$4,468	\$5,310	\$5,688	\$6,780	\$5,484
Sales Consultant (Lowest Paid Wage Zone - 11)	\$3,282	\$3,224	\$5,144	\$2,804	\$3,646	\$4,024	\$5,116	\$3,820

Better Off Calculation (New Wages + Bonus - New Health Care Costs) - Four Year Total of Tentative Agreement

	Option 1				Option 2			
	Single	+ Spouse / Partner	+ Child(ren)	Family	Single	+ Spouse / Partner	+ Child(ren)	Family
Customer Service Specialist (Lowest Paid Wage Zone - 13)	\$38,850	\$37,214	\$45,530	\$35,366	\$40,030	\$39,910	\$44,710	\$39,022
Maintenance Administrator (Lowest Paid Wage Zone - 5)	\$30,894	\$29,258	\$37,574	\$27,410	\$32,074	\$31,954	\$36,754	\$31,066
Premises Technication	\$32,350	\$30,714	\$39,030	\$28,866	\$33,530	\$33,410	\$38,210	\$32,522
Dispatcher	\$26,474	\$24,838	\$33,154	\$22,990	\$27,654	\$27,534	\$32,334	\$26,646
Sales Consultant (Lowest Paid Wage Zone - 11)	\$19,246	\$17,610	\$25,926	\$15,762	\$20,426	\$20,306	\$25,106	\$19,418