

AT&T Mobility Orange "Better Off" - New Wages Minus Health Care Costs (Hired After 01/01/2017)

	Current	Yr 1	Yr 2	Yr 3	Yr 4	Total
Top of Scale Weekly Wage Rate						
Retail Sales Consultant	\$691.00	\$706.50	\$777.00	\$794.50	\$812.50	
Sales Support Representative	\$910.50	\$931.00	\$959.00	\$980.50	\$1,002.50	
Customer Service Rep I	\$743.00	\$759.50	\$782.50	\$800.00	\$818.00	
Customer Support Specialist	\$810.00	\$828.00	\$853.00	\$872.00	\$891.50	
COS Sales Advocate	\$688.50	\$704.00	\$735.00	\$751.50	\$768.50	
Wireless Technician	\$1,562.50	\$1,597.50	\$1,645.50	\$1,682.50	\$1,720.50	

New Annual Wage Dollars Over Current

Retail Sales Consultant *	\$806	\$1,972	\$2,882	\$3,818	\$9,478
Sales Support Representative	\$1,066	\$2,522	\$3,640	\$4,784	\$12,012
Customer Service Rep I	\$858	\$2,054	\$2,964	\$3,900	\$9,776
Customer Support Specialist	\$936	\$2,236	\$3,224	\$4,238	\$10,634
COS Sales Advocate *	\$806	\$1,918	\$2,776	\$3,660	\$9,160
Wireless Technician	\$1,820	\$4,316	\$6,240	\$8,216	\$20,592

* **Note:** Money moved from commission to base pay removed for RSC (\$2,500/yr) & COS (\$500/yr)

Health Care Plan Costs (Monthly Contributions + Annual Deductible)

Option 1 - Single

Monthly Contributions	\$128	\$121	\$126	\$132	\$134
Annual Deductible	\$500	\$650	\$700	\$750	\$750
Total Costs	\$2,036	\$2,102	\$2,212	\$2,334	\$2,358

Option 1 - Family (Spouse & Children)

Monthly Contributions	\$372	\$352	\$368	\$384	\$391
Annual Deductible	\$1,000	\$1,300	\$1,400	\$1,500	\$1,500
Total	\$5,464	\$5,524	\$5,816	\$6,108	\$6,192

Option 2 - Single

Monthly Contributions	\$70	\$77	\$85	\$93	\$96
Annual Deductible	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300
Total	\$2,140	\$2,224	\$2,320	\$2,416	\$2,452

Option 2 - Family (Spouse & Children)

Monthly Contributions	\$204	\$224	\$247	\$271	\$279
Annual Deductible	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600
Total	\$5,048	\$5,288	\$5,564	\$5,852	\$5,948

New Health Care Costs Over Current

Option 1 - Single	\$66	\$176	\$298	\$322	\$862
Option 1 - Family	\$60	\$352	\$644	\$728	\$1,784
Option 2 - Single	\$84	\$180	\$276	\$312	\$852
Option 2 - Family	\$240	\$516	\$804	\$900	\$2,460

AT&T Mobility Orange "Better Off" - New Wages Minus Health Care Costs (Hired After 01/01/2017)

	Current	Yr 1	Yr 2	Yr 3	Yr 4	Total
"Better Off" - New Wages Minus Health Care Costs						
<u>Option 1 - Single</u>						
Retail Sales Consultant *		\$740	\$1,796	\$2,584	\$3,496	\$8,616
Sales Support Representative		\$1,000	\$2,346	\$3,342	\$4,462	\$11,150
Customer Service Rep I		\$792	\$1,878	\$2,666	\$3,578	\$8,914
Customer Support Specialist		\$870	\$2,060	\$2,926	\$3,916	\$9,772
COS Sales Advocate *		\$740	\$1,742	\$2,478	\$3,338	\$8,298
Wireless Technician		\$1,754	\$4,140	\$5,942	\$7,894	\$19,730
<u>Option 1 - Family</u>						
Retail Sales Consultant *		\$746	\$1,620	\$2,238	\$3,090	\$7,694
Sales Support Representative		\$1,006	\$2,170	\$2,996	\$4,056	\$10,228
Customer Service Rep I		\$798	\$1,702	\$2,320	\$3,172	\$7,992
Customer Support Specialist		\$876	\$1,884	\$2,580	\$3,510	\$8,850
COS Sales Advocate *		\$746	\$1,566	\$2,132	\$2,932	\$7,376
Wireless Technician		\$1,760	\$3,964	\$5,596	\$7,488	\$18,808
<u>Option 2 - Single</u>						
Retail Sales Consultant *		\$722	\$1,792	\$2,606	\$3,506	\$8,626
Sales Support Representative		\$982	\$2,342	\$3,364	\$4,472	\$11,160
Customer Service Rep I		\$774	\$1,874	\$2,688	\$3,588	\$8,924
Customer Support Specialist		\$852	\$2,056	\$2,948	\$3,926	\$9,782
COS Sales Advocate *		\$722	\$1,738	\$2,500	\$3,348	\$8,308
Wireless Technician		\$1,736	\$4,136	\$5,964	\$7,904	\$19,740
<u>Option 2 - Family</u>						
Retail Sales Consultant *		\$566	\$1,456	\$2,078	\$2,918	\$7,018
Sales Support Representative		\$826	\$2,006	\$2,836	\$3,884	\$9,552
Customer Service Rep I		\$618	\$1,538	\$2,160	\$3,000	\$7,316
Customer Support Specialist		\$696	\$1,720	\$2,420	\$3,338	\$8,174
COS Sales Advocate *		\$566	\$1,402	\$1,972	\$2,760	\$6,700
Wireless Technician		\$1,580	\$3,800	\$5,436	\$7,316	\$18,132

* **Note:** Money moved from commission to base pay removed for RSC (\$2,500/yr) & COS (\$500/yr)