

IBEW T6 - Summary of 2026 Tentative Agreement

1) Duration - 4-year extension, expires August 3, 2030

2) Wages - This is a 17.6% compounded wage increase between 2026-2030.

Effective Date	
July 26, 2026	1% (in addition to 3% effective July 26, 2026)
July 25, 2027	3.5% increase applied to all steps of the basic wage schedule
July 30, 2028	3% increase applied to all steps of the basic wage schedule
July 29, 2029	3% increase applied to all steps of the basic wage schedule
July 28, 2030	3% increase applied to all steps of the basic wage schedule

3) Cost-of-Living

Effective July 29, 2029	<p>Cost of Living Adjustment (COLA)</p> <p>Effective on July 29, 2029, an adjustment will be made in basic weekly rates in each wage schedule in the amount of: (i) one-half of the increase above three and three-quarters percent (3.75%) in the "CPI-W" (1982-84 = 100) for April 2029 over April 2028, applied to (ii) the scheduled rates in effect in each wage schedule on July 28, 2029, (iii) rounded to the nearest 50 cents. In no event shall an increase under this Paragraph exceed two percent (2%).</p>
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4) CPS Award

Minimum \$1,200 payable in 2027, 2028, 2029, 2030.

In addition, associates hired on or after October 28, 2012 will receive an **additional CPS distribution** of \$3,100 payable in 2027, 2028, 2029, 2030.

5) Associate 401(k) Savings Plan Matching Contribution Based on Student Loan Payments

Starting January 1, 2027, associates will be eligible to receive an employer matching contribution into the Associate 401(k) Savings Plan for qualified student loan payments in accordance with the Secure 2.0 Act. This matching contribution, when combined with other 401(k) matching contributions, shall not be greater than the applicable maximum matching contribution for 401(k) contributions.

6) Retirement Security

The pension lump sum cashout remains in effect for pension eligible associates.

Pension Band Increases

Pension Band Effective Date	Percentage Increase
September 15, 2026	1%
September 15, 2027	1%
September 15, 2028	1%
September 15, 2029	1%

7) Health Benefits

Changes for Active Employees

PPO=MEP. Other Plan = EPO and HMO. Effective on January 1st of each year the Monthly Employee Contribution required by associates will be:

	Coverage Category Elected	Health Care PPO Option and HCN Option Monthly Employee Contribution (Non-Tobacco User Rate)	Other Medical Option Monthly Employee Contribution (Non-Tobacco User Rate) – Up to a maximum of the amounts below
2027	Employee Only	\$162	\$243
	Employee + Family	\$324	\$486
2028	Employee Only	\$170	\$255
	Employee + Family	\$340	\$510
2029	Employee Only	\$178	\$267
	Employee + Family	\$356	\$534
2030	Employee Only	\$186	\$279
	Employee + Family	\$372	\$558

The \$50 monthly tobacco fee, and \$100 health risk assessment credits are unchanged.

HCN & Health Care PPO

	In-Network		Out-of-Network
	HCN	Health Care	
	Individual	Individual	Individual
Deductibles			
2027	\$510	\$880	\$1,260
2028	\$530	\$900	\$1,290
2029	\$550	\$920	\$1,315
2030	\$570	\$940	\$1,325
Family	2.5x	2.5x	2.5x
Out-of-Pocket Maximum (OOPM)			
	In-Network		Out-of-Network
	Individual		Individual
2027	\$2,370		\$3,590
2028	\$2,420		\$36,40
2029	\$2,470		\$3,690
2030	\$2,520		\$3,740
Family	2.5x		2.5x
Copays	Effective January 1, 2030, the copay for all covered services and supplies that have a \$30 copay will be increased by \$5		
Emergency Room Visits	2027 - \$160 2028 - \$160 2029 - \$165 2030 - \$170		

HMO and EPO Plan Changes

- a. Effective January 1, 2030, the copay for all covered services and supplies that have a \$30 copay will be increased by \$5

ER Copay	
2027	\$160
2028	\$160
2029	\$165
2030	\$170

Retiree Health Benefits

Pre-Medicare Retirees. All changes to the health care benefits for active employees will also apply to pre-Medicare Covered Retirees and their dependents except that for Covered Retirees and their dependents who are not Medicare-eligible and who retired prior to January 1, 2017, the deductible provisions for the Health Care PPO option shall remain as provided in the 2016 MOU. Covered Retirees and their dependents who are not Medicare-eligible and who retire after December 31, 2016 who enroll in the Health Care PPO option will be subject to the deductible provisions in effect on the date of that pre-Medicare Covered Retiree’s retirement.

Retirees with Net Credited Service Date Before August 3, 2008 and who Retired After January 1, 1992

	2027	2028	2029	2030
Retiree Only	\$243	\$255	\$267	\$279
Retiree + 1	\$365	\$383	\$401	\$419
Retiree + Family	\$486	\$510	\$534	\$558

Retirees with Net Credited Service Date On or After August 3, 2008

Any associate whose Net Credited Service date, as defined in the Pension Plan, is on or after August 3, 2008 and who otherwise did not qualify for any Company subsidized retiree medical coverage upon his or her initial employment termination, will continue to be subject to the “New Hire” contribution requirements outlined in Section VII.3.C of the 2008 MOU, as modified by this paragraph. Effective January 1, 2026, any such New Hire will receive upon retirement (or with respect any such New Hire who has retired as of the date of this 2025 MOU, commencing effective January 1, 2026) an annual benefit for medical coverage, for the rest of his or her life, of \$772 for each year of Net Credited Service which the New Hire completes that commences on or after August 3, 2008 (up to a maximum of 20 years of net credited service).

Prescription Drug Coverage for Actives and Pre-Medicare Retirees

When a therapeutic class includes both a brand name drug and one or more generic drug alternative(s), and the PBM covers the brand name drug but excludes all of the generic drugs in that therapeutic class, then members will be charged the generic drug copay rather than the brand name copay.

Changes for Dental

- a) Effective January 1, 2027, increase the annual benefit maximum per person by \$500 for dental expenses excluding orthodontia.
- b) Effective January 1, 2027, increase the lifetime benefit maximum per person by \$500 for orthodontic services.
- c) Effective January 1, 2027, increase the scheduled benefit for each procedure by twenty percent (20%) for all Dental Plan Options that utilize a schedule.

8) New Jobs

Jobs Outside the Sales and Service Centers and Technical Support Centers

The company will hire at least 300 technicians in the NE footprint.

In New England, if within one year after hiring a New Hire into a Union Local, the Company declares that associate title surplus as part of an IPP, EIPP or Special EIPP in that Union Local, then the number of associates in that title that leave the business in that Union Local pursuant to the surplus offer will be deducted from the number of New Hires hired in that title in that Union Local within the last year.

In addition to the Company's New Hires, the Company shall post, in accordance with existing staffing processes, 75 internal technician job requisitions in the NY/NE footprint, open only to those for whom the position would be a promotion. At least 30 of these internal job requisitions shall be posted in New York and at least 30 shall be posted in New England.

Technical Support Center Jobs

The Company will hire 140 employees into positions assigned to the Technical Support Centers in the NY/NE footprint during the term of the 2026 MOU.

9) Sharing of Calls Among Centers

- a) Increase the New York/New England Tech Support aggregate regional call volume percentage by 2% effective January 1, 2027.
- b) Increase the New York/New England Tech Support aggregate regional call volume percentage by 1% effective January 1, 2028