

Duration: effective upon ratification - 11:59pm on Friday, February 13, 2026

Wages and Other Compensation:

- The **combined 4-year base wage increase will result in a minimum compounded 14.7%** wage increase by the end of the contract, even without including the new inflation protections and title-specific upgrades described below.
- A one time **bonus of \$500 will be paid if the contract is ratified by July 30, 2022.**
- **In addition, 5-months of our initial 5% wage increase, retroactive to February 12, will be paid following ratification.**
- **General Wage Increase**
 - The increases listed below will be applied to the top in the basic wage schedules on the date indicated. There will be no increase at the start rate, and all other steps will be exponentially increased:
 - **5% effective February 12, 2022**
 - **3% *plus COLA effective February 12, 2023**
 - **3% *plus COLA effective February 11, 2024**
 - **3% *plus COLA effective February 9, 2025**
- **Wage Adjustments to Protect Against Inflation**
 - Effective with each annual General Wage Increase for years 2023, 2024, 2025, an adjustment will be made in the basic weekly rates in each wage schedule to account for high inflation levels in 2022, 2023, and 2024 respectively.
 - For 2023, the amount of the adjustment shall be 0.5 times the increase above three percent (3%) in the U.S. Department of Labor Statistics “CPI-W” (1982-1984=100) for December 2022 over December 2021. The adjustment will be added to the 2023 General Wage Increase and applied exponentially to the wage table with no change to starting wages.
- **Title Specific Wage Upgrades**
 - Retail Service Consultant – 2022 Step 13 base wage increased from \$833. Weekly to a **new maximum of \$898** – (with no money taken from the minimum commission guarantee Letter of Agreement)
 - Coordinator 2 Title wage table **upgraded to a new max of \$1,161.50 for 2022.**
- **Other Improvements to Compensation and Paid Time Off**
 - **Cap on mandatory over-time of eight (8) hours weekly** – currently there is NO cap on how much mandatory OT can be forced on employees.
 - **Time and one half will be paid for hours worked in excess or eight (8) in a day** (an improvement from 11 hours).
 - **Added MLK Day to list of Holidays** in the CBA and Retail Holiday scheduling language to Article 23
 - Excused Days With Pay – The **New Hires will be eligible for two of the four EWP days upon hiring**, one additional at three months, and the fourth EWP at six months. This is an improvement over having to wait until the year an employee has 12 months.
 - **EWPs now also count toward hours worked** to get time-and-a-half at 40 hours.
 - **“Funeral” changed to “Recognition of Death”** in the immediate family to care for employees not being paid if no funeral or memorial service was held.
 - **New improved Sales Quota Relief formula** to be implemented for Retail RSCs and IHX Integrated Solutions Consultants

Job Security:

- **Employment Security Commitment**
 - All titles in Orange now included in the Employment Security Commitment
 - This **ESC applies to each surplus, not just those caused by a center or store closing**
- **New – MOA for Retail Store Operations versus Authorized Retailers**
 - ATTM agrees to keep Company Owned Stores at no less than 20% of the Total Stores operating in each calendar year of this CBA. During any period of shortfall, the Company shall not close any COR Retail locations and shall not declare any involuntary surplus in all or any of the Orange COR Stores unless there are adverse economic or business conditions.

Healthcare:

- Maintains fair cost share
- Moves **all employees hired after January 1, 2017 from “new hire” category to “current employees” for healthcare costs** and creates a “new hire” category for post January 1, 2023 new hires.
- The company subsidy to the bargained health care plan for will begin on the date of hire for both the individual and family starting in 2023.
- **Two (2) weeks of Paid Parental Leave added.**
- **A new higher deductible Option 3 added as an option.**
- Health Savings Account with a company contribution is available beginning with 2023 plan with certain options.
- Under Option 2 and the new Option 3 plan, preventive medications critical for the treatment of congestive heart failure, coronary artery disease, diabetes, asthma, depression, and osteoporosis will be exempted from the deductible. This will improve the affordability of the health plan for members with these conditions. to each surplus, not just those caused by a center or store closing

We kept pensions for new hires, raised the Tuition reimbursement caps, maintained the Short Term Disability plan and fought off other company demands to win a strong TA!