

**CWA Texas**  
**Pay Increases after deducting Medical Contribution Increases**  
**(Wage Schedules C, D, DD, DDD, E, F, H and HH)**

**For Illustrative Purposes Only**  
**4/12/23**



**FRONTIER**

# Pay Schedule C

## Pay Increases after deducting Medical Contribution Increases

Methodology: the dollar amounts shown below were computed by determining the dollar value of the cumulative general wage increases applied to the top rate of this Pay Schedule and subtracting from that amount the cost of the cumulative employee medical contribution increases for the same period

Plan	Coverage Tier	2022*	2023*	2024	2025	2026	Total Pay Increase
National PPO West	Employee Only	\$311	\$1,784	\$2,976	\$4,501	\$5,781	\$15,353
	Employee + 1 or more	\$311	\$1,784	\$2,580	\$3,865	\$4,905	\$13,445
National EPO West	Employee Only	\$311	\$1,784	\$2,778	\$4,183	\$5,343	\$14,399
	Employee + 1 or more	\$311	\$1,784	\$2,184	\$3,229	\$4,029	\$11,537

\* There was no employee medical contribution increase in 2022 and 2023; the first increase in employee contributions is effective 1/1/24.

# Pay Schedule D

## Pay Increases after deducting Medical Contribution Increases

Methodology: the dollar amounts shown below were computed by determining the dollar value of the cumulative general wage increases applied to the top rate of this Pay Schedule and subtracting from that amount the cost of the cumulative employee medical contribution increases for the same period

Plan	Coverage Tier	2022*	2023*	2024	2025	2026	Total Pay Increase
National PPO West	Employee Only	\$336	\$1,928	\$3,263	\$4,924	\$6,316	\$16,767
	Employee + 1 or more	\$336	\$1,928	\$2,867	\$4,288	\$5,440	\$14,859
National EPO West	Employee Only	\$336	\$1,928	\$3,065	\$4,606	\$5,878	\$15,813
	Employee + 1 or more	\$336	\$1,928	\$2,471	\$3,652	\$4,564	\$12,951

\* There was no employee medical contribution increase in 2022 and 2023; the first increase in employee contributions is effective 1/1/24.

# Pay Schedule DD

## Pay Increases after deducting Medical Contribution Increases

Methodology: the dollar amounts shown below were computed by determining the dollar value of the cumulative general wage increases applied to the top rate of this Pay Schedule and subtracting from that amount the cost of the cumulative employee medical contribution increases for the same period

Plan	Coverage Tier	2022*	2023*	2024	2025	2026	Total Pay Increase
National PPO West	Employee Only	\$344	\$2,004	\$3,403	\$5,144	\$6,603	\$17,498
	Employee + 1 or more	\$344	\$2,004	\$3,007	\$4,508	\$5,727	\$15,590
National EPO West	Employee Only	\$344	\$2,004	\$3,205	\$4,826	\$6,165	\$16,544
	Employee + 1 or more	\$344	\$2,004	\$2,611	\$3,872	\$4,851	\$13,682

\* There was no employee medical contribution increase in 2022 and 2023; the first increase in employee contributions is effective 1/1/24.

# Pay Schedule DDD

## Pay Increases after deducting Medical Contribution Increases

Methodology: the dollar amounts shown below were computed by determining the dollar value of the cumulative general wage increases applied to the top rate of this Pay Schedule and subtracting from that amount the cost of the cumulative employee medical contribution increases for the same period

Plan	Coverage Tier	2022*	2023*	2024	2025	2026	Total Pay Increase
National PPO West	Employee Only	\$302	\$1,755	\$2,926	\$4,411	\$5,658	\$15,053
	Employee + 1 or more	\$302	\$1,755	\$2,530	\$3,775	\$4,782	\$13,145
National EPO West	Employee Only	\$302	\$1,755	\$2,728	\$4,093	\$5,220	\$14,099
	Employee + 1 or more	\$302	\$1,755	\$2,134	\$3,139	\$3,906	\$11,237

\* There was no employee medical contribution increase in 2022 and 2023; the first increase in employee contributions is effective 1/1/24.

# Pay Schedule E

## Pay Increases after deducting Medical Contribution Increases

Methodology: the dollar amounts shown below were computed by determining the dollar value of the cumulative general wage increases applied to the top rate of this Pay Schedule and subtracting from that amount the cost of the cumulative employee medical contribution increases for the same period

Plan	Coverage Tier	2022*	2023*	2024	2025	2026	Total Pay Increase
National PPO West	Employee Only	\$361	\$2,091	\$3,561	\$5,376	\$6,911	\$18,300
	Employee + 1 or more	\$361	\$2,091	\$3,165	\$4,740	\$6,035	\$16,392
National EPO West	Employee Only	\$361	\$2,091	\$3,363	\$5,058	\$6,473	\$17,346
	Employee + 1 or more	\$361	\$2,091	\$2,769	\$4,104	\$5,159	\$14,484

\* There was no employee medical contribution increase in 2022 and 2023; the first increase in employee contributions is effective 1/1/24.

# Pay Schedule F

## Pay Increases after deducting Medical Contribution Increases

Methodology: the dollar amounts shown below were computed by determining the dollar value of the cumulative general wage increases applied to the top rate of this Pay Schedule and subtracting from that amount the cost of the cumulative employee medical contribution increases for the same period

Plan	Coverage Tier	2022*	2023*	2024	2025	2026	Total Pay Increase
National PPO West	Employee Only	\$386	\$2,244	\$3,851	\$5,826	\$7,506	\$19,813
	Employee + 1 or more	\$386	\$2,244	\$3,455	\$5,190	\$6,630	\$17,905
National EPO West	Employee Only	\$386	\$2,244	\$3,653	\$5,508	\$7,068	\$18,859
	Employee + 1 or more	\$386	\$2,244	\$3,059	\$4,554	\$5,754	\$15,997

\* There was no employee medical contribution increase in 2022 and 2023; the first increase in employee contributions is effective 1/1/24.

# Pay Schedule H

## Pay Increases after deducting Medical Contribution Increases

Methodology: the dollar amounts shown below were computed by determining the dollar value of the cumulative general wage increases applied to the top rate of this Pay Schedule and subtracting from that amount the cost of the cumulative employee medical contribution increases for the same period

Plan	Coverage Tier	2022*	2023*	2024	2025	2026	Total Pay Increase
National PPO West	Employee Only	\$437	\$2,523	\$4,368	\$6,609	\$8,514	\$22,450
	Employee + 1 or more	\$437	\$2,523	\$3,972	\$5,973	\$7,638	\$20,542
National EPO West	Employee Only	\$437	\$2,523	\$4,170	\$6,291	\$8,076	\$21,496
	Employee + 1 or more	\$437	\$2,523	\$3,576	\$5,337	\$6,762	\$18,634

\* There was no employee medical contribution increase in 2022 and 2023; the first increase in employee contributions is effective 1/1/24.

# Pay Schedule HH

## Pay Increases after deducting Medical Contribution Increases

Methodology: the dollar amounts shown below were computed by determining the dollar value of the cumulative general wage increases applied to the top rate of this Pay Schedule and subtracting from that amount the cost of the cumulative employee medical contribution increases for the same period

Plan	Coverage Tier	2022*	2023*	2024	2025	2026	Total Pay Increase
National PPO West	Employee Only	\$462	\$2,648	\$4,616	\$6,990	\$9,007	\$23,723
	Employee + 1 or more	\$462	\$2,648	\$4,220	\$6,354	\$8,131	\$21,815
National EPO West	Employee Only	\$462	\$2,648	\$4,418	\$6,672	\$8,569	\$22,769
	Employee + 1 or more	\$462	\$2,648	\$3,824	\$5,718	\$7,255	\$19,907

\* There was no employee medical contribution increase in 2022 and 2023; the first increase in employee contributions is effective 1/1/24.