



Via E-mail

Q-088/Limited

July 7, 2022

TO: CWA Local Presidents Representing Lumen Members

FROM: LQ Bargaining Committee

SUBJECT: Tentative Agreement

Your CWA Bargaining committee is pleased to announce that we have reached a 3 year agreement with Lumen effective April 2, 2023 and expires at 11:59 pm on March 28th, 2026.

Your Bargaining Committee met with Lumen representatives last week for early limited bargaining. We spent many hours reviewing data and preparing our proposals, and we knew we had a limited amount of time together to address the priorities from both sides of the table. The Company came to the table with several regressive proposals. The Company wanted to take away pensions for new hires, lift the mandatory over-time cap of 8 hours to 16 hours, remove the double-time language for mandatory overtime worked between the 49-55 hours, remove the limitations in the call-sharing agreement with the non-represented employees, no pensions for new hires, proposed that the retirees forfeit their accumulative HRA rollover balance, and change the credit consultant title to the CSSA title in Mass Markets which would have been a reduction in their base wage and an impact to their pension benefits.

When Lumen representatives asked us if we were interested in going to early negotiations we decided to hear them out after having several conversations on this as a committee. We felt that going into limited early bargaining was the right thing to do. If we were to go into full blown bargaining in 2023 the entire contract is open, and what we would gain and loose is unknown. While what we could bring to the table was limited for both sides, it enabled us to focus on our top priorities while retaining many provisions and gains that we have fought for over years of negotiations and our vacation, sick time and all other economic options would remain untouched.

Through the current negotiations we were able to keep all current benefits for active employees while making improvement in wages, bring in new work, job security, and a work from home agreement for those employees who are currently working as a fully remote or hybrid employee. Included in the agreement is substantial wage increases, a ratification bonus, and we were also able to negotiate an additional paid holiday to reflect and celebrate the life and work of Martin Luther King Jr.

The wage increases are as follows:

June 12, 2023 5%

June 10, 2024 4%

June 09, 2025 4%

If the tentative agreement is ratified the new expiration of the contract will be March 29, 2026. A \$1000.00 ratification bonus will be paid out to all our members within 28 days of ratification.

Considering the amount of issues that could be open in full negotiations we feel that protecting what we have is in the best interest for our members as we will be presenting this tentative agreement to the members for a vote.

The CWA Bargaining Committee unanimously recommends ratification.

We will be setting up a call with the Locals to go over the details and answer any questions early next week. The ratification vote will be conducted by the Locals and must be completed and reported to D7 no later than August 3rd. There will be more details on the ratification vote to follow.

Please see the attached summary of the agreement.

Lisa Avila, CWA Chair
Paul Castaneda, CWA Co-Chair
Valerie Packer, Local 7621

Anthony Scorzo, Local 7777
Tom Denos, Local 7704
Michael Salazar, Local 7037

Attachments

c: CWA District 7 Staff