



Via E-mail

Q-096/Limited

August 3, 2022

TO: LQ Local Presidents

FROM: Lisa Avila, Assistant to the Vice President
Paul Castaneda, CWA Staff Representative
Tom Denos, President, CWA Local 7704
Valerie Packer, President, CWA Local 7621
Anthony Scorzo, Vice President, CWA Local 7777
Mike Salazar, President, CWA Local 7037

SUBJECT: Contract Ratification Vote Results for the 2023-2026 LQ CWA/LUMEN Contract

We are pleased to announce that the 2023-2026 CWA LQ/LUMEN contract has been ratified, with an 83.19 % yes vote and a 16.81 % no vote. The ratification bonus of \$1000.00 will be paid within the 28 days of ratification for active employees on the payroll, effective August 6, 2022. After a follow-up conversation with the Company, we have agreed to change the effective date on a few provisions that are part of the new agreement to the ratification date (see attached). This will give all LQ employees covered under the current 2020-2023 CBA an additional paid holiday (Martin Luther King Day) on January 17, 2023, instead of waiting until the new contract comes into effect on April 2, 2023.

The Company will also start hiring Network Technicians to meet their commitment to having CWA Bargaining Unit employees perform the splicing work for the upcoming fiber deployments, and the WFH employees will now be covered upon ratification of the new agreement. This change will give all WFH employees the same benefits as other employees who are already covered under the 2020 WFH MOA.

Q-Why did we change the effective date on some of the new provisions to the ratification date?

A-This benefits our members and does not change or alter what was negotiated in the 2023-2026 CBA. The Company and Union agreed that MLK day is a very important day for our members to celebrate and reflect on the life and work of Martin Luther King Jr.,

and there is no reason to wait until 2024 for employees to be able to take this day as a holiday.

The Company is also ready to start their fiber buildouts and wanted to start hiring now so we have a work force to perform this work.

Q-How will my ratification bonus be taxed?

A- It will be taxed at the IRS supplemental holding tax 22%, Social Security tax 6.20%, Medicare 1.45%, plus the state supplemental tax.

Q-Will employees on STD receive the ratification bonus?

A-Employees on STD are still considered active employees and are not on a leave of absence. They will be paid the ratification bonus.

Q-Will employees on a leave of absence be paid the ratification bonus?

A-It depends on the type of leave the employee is on. Employees who are on a military leave will be paid the ratification bonus based on USERRA considerations. Employees on STLA or a Union Leave of Absence will not receive the payment.

Q-What about employees who are on an ADA/Accommodation leave?

A-They will not receive the bonus payment unless the employee returns to work by the end of the year, the Company will then pay them the bonus.

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C: CWA District 7 Staff

New Agreement effective April 2, 2023 through March 28, 2026

	<u>6/12/2023</u>	<u>6/10/2024</u>	<u>6/9/2025</u>	
Wages	Base Wage Increase	5%	4%	4%
Ratification Bonus	<ul style="list-style-type: none"> All employees covered by this Labor Agreement will receive a ratification bonus of \$1,000 within four weeks following ratification. Active employees on payroll effective August 6, 2022. 			
Retiree Health Care	<ul style="list-style-type: none"> Eliminated retiree healthcare for new hires/rehires (unless already eligible). Eliminated rollover of Health Reimbursement Account for Medicare Eligible retirees. Change effective January 1, 2024. 			
Holidays	<ul style="list-style-type: none"> Added Martin Luther King Jr. Day as a paid holiday. Effective for January 2023 holiday. 			
Contracting of Work	<ul style="list-style-type: none"> Requires discussion of the use of contractors with Local union representative before contracting. Effective April 2, 2023. 			
Network Implementation Splicing Jobs	<ul style="list-style-type: none"> Company will add approximately 235 Network Technicians in the Network Implementation organization to perform splicing work in support of our fiber build out. Effective upon ratification. 			
Field Operations Cross Jurisdiction Enterprise Work	<ul style="list-style-type: none"> Union-represented technicians may be assigned to assist with national/enterprise non-union work on customer premise where/when needed in management’s judgement. Effective upon ratification. 			
Field Operations Performance Enhancement Program (L2S)	<ul style="list-style-type: none"> Coaching during the Month-In-Review meeting when technician is not meeting performance objectives needs to include reasons why employee is not meeting performance metrics and actions employees needs to take to improve their score. Effective April 2, 2023. 			
Future of Work	<ul style="list-style-type: none"> Changes to align with how employees designated as Fully Remote Reporting and Hybrid Reporting are treated for such things as business disruption issues (power outages, etc), equipment Company will provide, primary reporting location, travel time/expense, force adjustments/reductions and union representation in virtual environment. Effective upon ratification. 			
Mass Markets Repair Contracting of Work	<ul style="list-style-type: none"> Increased ability to contract out additional repair Calls and established a limit for contracting out Chat work. Effective April 2, 2023. 			
Mass Markets Customer Contact Centers – Idaho Falls	<ul style="list-style-type: none"> Additional wage treatment beginning in 2023 for Center Sales & Service Associates working in Idaho Falls. Effective on same date as annual wage increases. Applied after base wage increase. 			