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CWA

Communications Workers of America, AFL-CIO

CWA-THRYV

TENTATIVE AGREEMENT

SUMMARY 8/28/2020

- A two-year contract- Dates: 8/29/2020 to 2/11/2022

- The Medical Benefits saw no increase but were able to secure language in the event; the management loses their benefits; the bargaining unit medical benefits will be untouched. Article 11.1 and with a side letter

- Mileage Program: $300.00 as a transitional stipend for all to convert to FARV mileage program. This will be effective on January 2021. $300.00 is for all even if you are currently on FARV

- Letter of protection on any current or future miles capture software. Mileage capture data will not be used as a basis for employee discipline

- Removal the Virtual office set up the stipend for new hires

- MOA side letter to retain all unpopulated job titles in archives

- Article 6 Mutual responsibility: Company wanted to only have virtual meetings even after COVID, we agreed to stated person to person meeting will always be the first option.

- **Reduction of the business stipend from $100.00 bi-weekly business stipend to $50.00 bi-weekly**

- Strengthen language for Grievance Article 16 and Arbitration Article 17.

- Notice to CWA 24 Hours' notice of any surplus

- Article 18.18- union activity clean up language

- Article 8 & 6- common interest forum/mutual responsibilities- company solely wanted video meetings, agreed to in-person meeting are first choice.

- Article 9- compensation- tweak the way the company will compute any significant diminution in earnings potential is defined as a 5.0% as defined in 9.41. if the calculation of the difference defined in 9.4.1 shows a decrease in average earnings the maximum remedy will be calculated at 4000.00 multiplied by the number of employees in the sales job title.

- **Removal of Moving expense letter**

CWA Bargaining Team is recommending a YES vote for ratification.