

Mid-Atlantic Regional Bargaining Report #55

January 11, 2012

The Mid-Atlantic and New York/New England Bargaining Teams met this morning to review the discussions that have taken place with the Company since we last met before the holiday break. Together, the two committees reviewed the items that still need to be addressed going forward in order for us to reach a successful contract.

As previously reported, we spent the last couple of months in off the record sub-committee meetings with the company in an effort to break through on the major issues. We have moved out of the “off the record” subcommittees and are back on the record in formal bargaining sessions.

Following the meeting with the NY/NE Bargaining team, we met with the Company and in the morning session, we formally rejected the comprehensive proposal the company passed across the table on October 11, 2011.

Here are just a few of the “low-lights” from that proposal:

No Wage Increase Offer and No retroactivity on any negotiated items

Sales Commission Plan for Consultants

Significantly increase deductibles, co-pays & implement premium sharing for Health Care Plans

Eliminate the HCBC & RHCBC positions

Significantly increase co-pays in our prescription drug benefit plan

Major diminishment in our benefits including Incidental Absence, Short Term Disability and Medically Restricted Plans

Eliminate the Pension Plan

Eliminate the Pension Cash Out Option

Eliminate the Sickness Death Benefit

Eliminate the Job Security Protections

Increase the movement of work provision to 5%

Change the contractual relocation provision to any move more than 85 miles

Increase the forced Overtime limits

Reduce evening and night differential payments and eliminate Saturday differentials altogether

Eliminate Short Notice Excused Days and the 18% vacation provision

Allow Electronic Recording of Calls

Following that, we presented the company with a counter-proposal on call sharing.

In the afternoon bargaining session, the union passed to the company a counter proposal on issues related to healthcare. The company asked very few questions and stated they would evaluate these proposals and respond at a later time.

Members have been told their participation in mobilization activities is crucial if our members expect to get a good contract. The leadership from both the CWA and IBEW has spread this message to every local president in an effort to get every member involved. If you are reading

this report and you are not participating in these efforts you need to contact your union rep or local union office and get involved. We are more than six months into these negotiations and this company is not feeling the pressure from our members. You have no excuse for sitting back and doing nothing unless you are ready to accept the cuts the company still has on the table.

Don't wait another day. Renew your commitment to do whatever it takes to get a good contract. Get involved now. Only together will we get the fair contract we deserve.