

Report to: Noah Savant
 Jimmy Gurganus
 Beverly Hicks
 Betty Witte

Date: April 3, 2008

From: Judy Robertson Staff, District 3

Below represents the tentative three year agreement between CWA 3176 and Embarq. The Union bargaining committee will recommend acceptance. I will attend the ratification meeting scheduled for Tuesday, April 8 in Leesburg, Florida.

	Change all reference to Sprint to Embarq
	Change dates to reflect 3 year agreement
MOA	Recognition and/or Incentive Program
Article 5	New language – contract interpretation grievances to commence at 3 rd Step
Article 6	Extended time lines and process for arbitration
Article 15	Telephone discount – same service / discount as non-represented employees.
Article 16	Move vacation selection dates from November 1 to September 1.
Article 24	24.07 A – add Carrier Radio Tech to exclusion of stand – by restriction
Article 25.10	Professional Wear
Article 25	New - Union no loss of wages for 30 minutes to address employee orientation
MOA	Incorporate MOA for seniority tie breaker
MOA	Incorporate MOA Cable Splicer Helper.
Article 25.08	Safety Footwear – increase reimbursement to maximum of \$100.00 annually.
Article 14.01 A	New language – add travel time for temporary assignment / training in excess of normal drive time between residence and assigned work center.
Article 24.06 D	New language - \$0.75 differential for employee assigned to deliver formal training.
MOA	To remove 17 unpopulated job titles from agreement.
	New language – Voluntary Benefits
	Move Cable Splicers, Carrier Radio Techs & CO Techs from Schedule 5 to 5A. (To receive '08 wage increase after moving to 5A).
Article 24.07	Standby- Travel time in excess of normal drive time, \$25 a day for schedule day; \$35 for unscheduled day and \$70 for holiday; Notification of required standby coverage

	posted with each work posted work schedule.
Article 19	Pension Agreement
Article 20	Savings Plan Agreement – fixed 25%
Article 18	Flexible Plan
Recognition clause of CBA	Recognition of Union – added successors or assigns
Article 21	Standardize STD waiting period and 22 days for submission of paperwork.
Article 22.03	EIPP increase to a maximum of \$525 monthly / \$25,200 total.
Wages – effective April 1 of each anniversary date.	Year 1 – 2.9 % base Year 2 – 1.75 % base Year 3 – 1.35% base