**Members of CWA Local 6372,**

The Executive Board of Local 6372 wants to thank you for taking the time to review the information packet we have provided. First, we would like to explain a few abbreviations and appearances you will see throughout the packet. We know most of you have been here a while and have been through bargaining before and already know what these abbreviations are and how to interpret the appearances of the language changes, but we may have a few newer employees that may not have seen them before or know how to interpret them.

**Abbreviations:**

* **CP** – Company Proposal
* **UP** – Union Proposal
* **LBF** – Last Best and Final – The LBF is a document the Company hands to the Union when the Company feels they have reached their limits of bargaining and it contains what the Company wants and will accept in the new contract.
* **TA** – Tentative Agreement – A proposed agreement reached to accept language between the Union and the Company. Each proposal contained in the LBF may or may not have a TA. If it has a TA then both parties have agreed to the new language in the proposal, if it doesn’t have a TA and it is contained in the LBF, then it is language the Company wants or is willing to accept whether or not there is a TA on that individual proposal. Understand, if the Company and the Union agree to the LBF and give it a TA, when you vote to ratify the contract what is in the LBF will be in our new contract.

**Appearances:**

* **Normal Print –** If words are not bolded or lined through that language will stay in the new contract language.
* **Bold Print** – The bold print in each proposal is the new language being proposed for that Article or Section.
* **Underlined Bold Print –** The bole print is new language to be added into that Article or Section and an emphasis is being placed on that new language by underlining it.
* **Lined out words –** Simply means those paragraphs, sentences, words, numbers, punctuations, or anything else lined out will not appear in the new contract.

Note: Some of the proposals do not contain all of the language (or pages) of an Article or Section as they appear in our current contract. The language that is not shown for that Article or Section in the proposal ***will stay*** in that Article in our new contract. For simplicity reasons during bargaining not all proposals will contain every page of the Article or Section, but only the page(s) of the Article or Section that the language change is being proposed.

The following is a brief description of each proposal contained in the Company’s LBF offer.

**CP 1 –** There are legal issues as to why we must keep Embarq Missouri, Inc. and United Telephone Company of Kansas. The Company is wanting to add **dba** (doing business as) **CenturyLink**.

**CP 2 –** The Company is proposing this new language due to a recent change in the law in regards to collecting Union dues. Per the new law, collection of Union dues in now subject to bargaining. The Company is saying that they want the option of giving the Union a 30-day notice to stop collecting Union dues for the Union after the expiration date of the new contract. This proposal is specifically for Missouri.

**CP 3 –** Same as CP 2, but is specifically for Kansas. Also, you will see more pages in this proposal due to a change in paragraph (i) on page 3.

**CP 5 –** All new language for this subsection. The new language defines the qualifications for bridging service and removes the age stipulation (70) as discriminative.

**CP 6 –** Reduces the number of hours for an employee to be considered part time from our current language of 32 to the new language of 30.

**CP 7 –** Changed the name on the first page from Embarq Pension Plan to the **Embarq Pension Component of the CenturyLink Combined** Pension Plan. This is due to the announcement of the Company combining the Embarq Pension Plan and the Quest Pension Plan into the CenturyLink Retirement Plan in December 2014. in Section 5.3 paragraph (b)1d, this proposal is also adding a time limit of three weeks to be able to perform a job you may bump into.

**CP 8 –** Since we no longer have facility assigners, this proposal removes the Facilities Assigners job title to an MOA to the back of the book. Also adds new language for proposed wage progression processes on page 2. The 1040 hours is based on a 6-month time frame.

**CP 11 –** A lot of language is changing in this proposal for Short Term Disability, too much to try and explain in this brief. The explanation of this proposal will be given on the Town Hall call. Please read this proposal very carefully and if you have any questions, concerns, or comments regarding the language changes we need you to email those questions to the list of email recipients that is provided.

**Important Note: The Union handed the Company a counter to this proposal on Friday, December 4th, 2015 at 3:28pm. It is listed in the packet as CTCP 11 (Counter to Company Proposal 11). The Company has accepted the counter proposal to add the new language in Section 9.1 of CP 11. The new language in Section 9.1 gives us the right to file a grievance and have an arbitration hearing if the Company violates the Short Term Disability Article in our Contract.**

**CP 12 –**Customer Service will become **Regional Operations,** and Network Installation will become **Business and Consumer and Engineering and Construction.** There is also some cleanup work on page 3 to correct Article numbers. This proposal simply aligns our contract language to other contracts for easier reference.

**CP 13 –** This overtime proposal adds **required overtime** language and places a 2-hour notification time frame management has to let you know that you will be **required** to work overtime. Language is added in the Sunday premium pay for those hours worked on Sunday to either count or not count towards your weekly 40-hour build depending on whether it is scheduled or unscheduled. It is also changing the word *requested* to **required** in the Holiday premium pay section. This is so the Company doesn’t have to ask for volunteers to work on a Holiday, they can now require you to work on that Holiday. And section 12.5 is changing to get rid of our Hours Over 8 pay we won the grievance on.

**Important Note: The Union handed the Company a counter to this proposal on Friday, December 4th, 2015 at 3:28pm. It is listed in the packet as CTCP 14 (Counter to Company Proposal 14). The Company has agreed to accept the new language in the counter which will be placed in CP 14, in the first paragraph. The new language *by no later than* means the Company has to give you at least a 2- hour notice *before* the need for overtime.**

**CP 14 –** The first paragraph of new language simply states that the Company can require you to accept call-outs regardless if you are on standby or not. You will not see the language in the proposal, but, it was stated at the negotiations table that, when not on standby, if you do not accept callouts that you could be disciplined for it. The next change speaks to adding a two-hour minimum for any callout requiring you to report to a work location, instead of the one-hour minimum we currently have. And the bottom line on page 1 adding **1-1/2 times the base rate of pay** will remove our language that speaks to getting paid a premium rate. This, and the entire paragraph that is lined through in the middle of page 1 will get rid of double time for a callout on a Holiday. Adding new language on page 2 should be self-explanatory.

**CP 15 –** Deleting the language in paragraph (a). That language does not apply to our Local any longer.

**CP 16 –** Adding the new language to state that in case of a death of an employee all unused accrued vacation time will be paid to the employee’s estate.

**CP 17 –** The Company want to add, in the grievance process, that the grievance meetings can be held via conference call. Also adding that a grievance has to occur during the dates of this contract in order for it to go to arbitration. And adding new language that the Company and the Union will split the cost of arbitration transcripts if both parties want the right to inspect those transcripts.

**CP 19 –** This proposal in new language to be added in the contract. It is for Personal Protective Equipment (PPE). This proposal is pretty self-explanatory.

**CP 20 –** Duration of agreement does not have the date filled in until the contract ratifies at which point the effective date will be added. New language in the second paragraph will enable the Union to have all wages during bargaining paid for by the Company for up to 5 members of the Executive Board.

**CP 21 –** The pension proposal has an abundance of new language. One of the primary effects of this proposal is the freezing of the pension bands. The pension bands will be submitted for possible improvement for 2015 and 2016 based on an equation the Company currently uses to calculate the pension band increase. After the 2016 pension band rate is established, your 2017 pension band will not increase but stay at the 2016 rate, it will be frozen. The remaining language in the pension proposal we are asking you to read very, very carefully and get any concerns or questions to the email recipients that have been provided.

**CP 22 –** Name changes on the first page from the Embarq Retirement Savings Plan to the **CenturyLink Union 401(K)** Plan. Added new investment options and new language on the catch-up contributions to be deducted in 1% increments. Section 3 language covers the employees that are hired prior to January 1st, 2016 to remain on our current contract language of 25% of a maximum of 6% of 80% of participant’s wage as the Company’s contribution to your 401K. Paragraph (b) in Section 3 states that if you are hired after January 1st, 2016 you will be placed on the CenturyLink Dollar & Sense 401K program, and this is also due to the employee that is hired after January 1st, 2016 is not eligible to be in the CenturyLink Combined Pension Plan.

**CP 25 –** This is the wage proposal. To start, F05 is a Service Tech, Cable Splicer, and Sr. Line worker. And a G05 is a Network Tech, Business Service Tech, and Equipment Installer. These are found in the Wage Schedule in the back of the contract book. The language at the bottom of the proposal simply means that if we do not ratify the contract prior to January 31, 2016 you will lose your first year’s wage increase. If we don’t ratify the contract prior to January 31, 2017 you will lose your second year’s wage increase. And if we do not ratify the contract prior to January 31, 2017 you will lose your third year’s wage increase.

**UP 1 –** This proposal combines the contract books into one book, one contract.

**UP 11 –** The vacation language that is added simply states that the Company will make every effort to not schedule a technician to work the weekend prior to or the weekend following a full week’s vacation.

**UP 16 –** The day after Thanksgiving will now be a day off to go along with the Thanksgiving Holiday on Thursday. So now you will get Thursday and Friday off for the Thanksgiving Holiday. One Floating Holiday will be lost in return.

**UP 19 –** This is simply clean up language from our 2012 contract to get rid of the agreed $205 uniform allotment for the year of 2012. You will still get $200 per year for your uniform allotment.

**UP 21 –** The proposal on training is an agreement to continue to use such programs as CWA/NETT to help develop technician’s abilities and opportunities.

**UP 31 –** The DSL MOA in the back of the contracts is the only MOA that has a sunset clause, in other words it expires as the contract expires. This proposal is to renew that expiration date to the next expiration date of this new contract. The date has been left blank until the contract ratifies and at that point will be filled in.