



Regional Bargaining Report #5

June 26, 2015

CWA District 2-13 and NJ CWA District 1 Regional Bargaining Teams met with the Company today. The first thing we did was hand the company a laid off member's family photo to remind the company that the 42 people they are laying off in PA are actual people with families, not just numbers. When they close their eyes to sleep tonight, we hope that family portrait is ingrained in their minds.

We requested information to the proposal Verizon passed earlier this week. Here is a sample of some of the retrogressive items in the proposal:

JOB SECURITY Remove the protections against layoffs and forced transfers.

COST-OF-LIVING No Cost of Living increase

CORPORATE PROFIT SHARING at risk if not settled by specified dates, no increase with no minimum.

DIFFERENTIALS AND PREMIUM PAY Tour differentials will be paid only for actual hours worked between 9pm and 6am, no Weekend differential, and eliminate all differentials that exceed 10%

OVERTIME only after 40 hours per week, eliminate all overtime payments over 1 ½ per hour, remove all limits/caps on overtime

TECHNOLOGICAL CHANGE NOTICE reduce notice given to the Union of any major technological changes

BENEFITS the company proposes major reductions in medical benefits, including introducing deductibles and increased co-pays, co-insurance and premium payments, removing the Union's ability to negotiate retiree health care benefits

PENSION BENEFITS all accruals will be frozen at 30 years, those with more than 30 years at the time of this change will be frozen at their accrued amount, the "lump sum" Cash Out provision will not be renewed.

401(K) PLAN PROVISIONS AND CHANGES a quarterly administrative fee and a \$50 fee for processing new loans, no 401k option for members in the pension plan

DISABILITY BENEFITS eliminate the "Accident" portion of the Sickness/Accident Disability Plan. Limit the use of full paid weeks under mental illness, drug and alcohol condition as well as for musculoskeletal disorders.

SHARING OF CALLS AMONG CENTERS giving the Company additional leeway to route calls out of our bargaining units and to contractors while giving contractors the exclusive handling of all new products and services.

TEMPORARY ASSIGNMENT to any state.

Tuition Assistance Expanding the list of "excluded" studies

ACFC/TABEC COMMITTEES' drastic reductions

EVALUATIVE OBSERVATIONS remove any restrictions on when evaluative observations may be taken

VACATION SCHEDULING PERCENTAGES reduce the percentage of vacation time

CONTRACTING FIBER FACILITIES TRANSFERS AND RELOCATIONS Allows the Company to use contractors to transfer fiber optic facilities and associated electronics between poles and perform other work current prohibited under the "Broadband" and other Agreements

ELECTRONIC RECORDING OF CALLS no advance notice and extend feedback from 24 hours to 7 days

INCOME SECURITY PLAN Employees will be required to sign a release; offer will be reduced to 15 days

Any one of these items could drastically change your life. Imagine if they all were implemented. Stand united!