

Windstream CWA 6171 Summary of the third Tentative Agreement

Windstream and the Local Bargaining Committee have reached a Tentative Agreement (TA) for a new contract that is being forwarded to the members for ratification. All the members of the bargaining committee endorse this agreement and urge you vote to ratify this CBA. We strongly believe this is the best deal we can get.

What is new in this TA that was not in the previous TA?

- FSTs: In the previous TA, the FST wage schedule did not increase until 2025. In the new TA, the **FST wage schedule increase is moved forward to 2024, plus they will keep their 3.5% bonus, plus the FST's will receive progression increases every 6 months**. So, in 2024, FSTs will receive a wage increase, 6 month progression increases and a bonus. These wage increases are **retroactive to March 1, 2024**, meaning, FSTs will be paid the increased wages for time already worked back to March 1.
- In addition, the Company has agreed to include the Poteau, Stillwell and Vian, Oklahoma employees into this CBA. This means that the employees that voted to organize in 2023 will be brought into the Local 6171 contract and will go onto the wage schedule **at the rate above their current wage**. These employees will receive the same terms and conditions of employment as all other Windstream employees covered by the 6171 contract.

Will we still receive the gains received in the previous TAs?

- Yes. Everything gained in bargaining the previous TAs will be retained. These include the following:
 - BSTs, CSTs, Net Techs, OPTs, Construction Techs and Material Coordinators will receive annual wage increases of **3%, 3% and 2%** over the next three years. **Plus, on ratification, they will receive a 3% bonus**.
 - These wage increases will be **retroactive to March 1, 2024**, therefore, you will be paid the increased wages for time already worked back to March 1.
 - Since this contract term is 2-1/2 years, in 2026, we will be eligible to bargain for additional wage increases half-way through the contract year potentially providing **two wage increases in 2026**.
 - Per Diem Increases to \$47/day
 - On call premium increases to \$171/week
 - Boot allowance increase to \$200
 - Lead Pay increase to \$2/hr.

Did we lose any Pension/Retirement benefits?

- For those who participate in the pension, the pension and lump sum option remain in the contract. The 401k retirement program also continues.

What will our wage increase and lump sum bonus look like in 2024 when we ratify the agreement?

	Year 1 annual wage increase. This will be higher based on your overtime.	Lump sum bonus paid upon ratification	Total
CSTs and Construction at top wage	\$2,261	\$2,329	\$4,590
BSTs, OPTs and Net Techs at top wage	\$2,388	\$2,460	\$4,848
FSTs at 3 year wage step	\$4,368	\$1,711	\$6,079
Material Coordinators at top wage	\$1,612	\$1,660	\$3,272

Wages and lump sum bonuses are subject to standard withholding.

Poteau, Stillwell and Vian employees newly coming into the contract will receive wage increases but will not receive the lump sum bonus.

Is there any risk to voting down this Contract?

Yes. The Company has made it clear in negotiations that if this CBA is voted down, retroactive pay will no longer be offered due to the delay and increased costs associated with ongoing negotiations. While we always reserve the right to bargain over all terms and conditions of employment, we the bargaining committee, believe this is the best deal we will get from the Company. We think it's a good deal, and we strongly recommend you vote for this contract.