

5/22/2020

Windstream Tentative Agreement Summary

1) Article 11-Discipline and personnel records

11.2 – A Union Representative **shall** be present if the employee so requests.

2) Article 16-Differentials and Overtime

In-charge pay increased from \$.80 to \$1.25 per hour.

3) Article 24-Job application procedure

Jobs will be posted for ten (10) calendar days, down from fifteen (15) days.

4) Article 31-Group insurance

- a. \$1850 plan/company share 70%
- b. \$2850 plan/company share 75%
- c. \$4500 plan/company share 75%
- d. \$6500 plan/company share 80%

5) Memorandum of Agreements

- a. Protective footwear one-time reimbursement of \$175 (was \$100)
- b. Employee Retirement Plan Choice (Pension option)

Beginning on January 1, 2024, for all employees who are continuing to accrue pension as of that date, such accruals shall freeze on January 1, 2024 if the employee has 30 or more years of Pension service on January 1, 2024 or upon such later date when the employee reaches 30 years of Pension service.

- i) 2021 - \$12,000 401K contribution
- ii) 2022 - \$10,000 401K contribution
- iii) 2023 - \$8,000 401K contribution
- iv) 2024 - \$6,000 401K contribution

C) Field Service Technician Title (FST)

New title with a percentage cap (35%) against the CST population in each division.

- 1) CST pay protected
- 2) Overtime offered to CST's first
- 3) If this MOA is not renewed by both parties in 2024, all FST's will be placed into the F wage schedule

6) General Wage Increase

2020 : 2%

2021 : 2%

2022 : 2%

2023 : 2%

7) Retro pay back to March 1, 2020