

## CWA District 6- AT&T Advertising Solutions Bargaining Report #42

April 29, 2010

### **BARGAINING HIGHLIGHTS:**

Listed below is a brief summary of the 17 modifications which have been agreed to in the new Tentative Agreement reached on April 28, 2010.

- Wages – Base wages will be retroactive back to December 5, 2009, new wage increase will go into effect March 6, 2011, March 4, 2012 and March 3, 2013, respectfully.
- Pensions for Commissioned Representatives – New calculation is the highest 3 years of the last 5 years will take effect on January 1, 2011.
- Vacation Accrual – Any member who passes away will have all of their vacation paid to their estate.
- Special Christmas Days – The Company will designate IEWP or 1 vacation day provided the employee requests the change to vacation day prior to the applicable date. Vacation days can not carry over into the next year.
- Commissions for Cyber Representatives – Amended commissions for Cyber Representatives.
- Commission Advance Recovery Process – New language, “If a query is not resolved before “query boost” due to the responsibility of the Representative, for commission purposes, the Representative will be held responsible for reporting base and objective, and get no credit for the retired revenue. The result will be a commission adjustment.”
- Transition Severance Offers (TSO) for tenured commission sales representatives, will be offered for the fourth quarters of 2010, 2011, and 2012.
- Reemployment – Allows an employee who has been surplused will be allowed to test for other positions within the same wage classification in the metropolitan area affected by the layoffs if additional employees are needed, before the Company hires from the street.
- Achievement Bonuses – Letter regarding Achievement Bonus and Incentives for non sales employees.
- New Committees created for Sales Representatives and Cyber Representatives.
- Retro activity back to December 5, 2009 on all grievances and arbitrations.
- Enhanced Termination pay regarding the treatment of surplused employees named in the March 17, 2010, and April 9, 2010 Force Adjustment Announcements.
- Commission Income Protection Program (CIPP) for Account Representatives, Senior Account Representatives and Sales Representatives.

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- Letter regarding non-pay chargebacks on the sale of new products reported in the introductory first year of those new products.
- Memorandum of Understanding regarding Short Notice Excused Work Day Trial.
- Letter regarding “early downed” accounts assigned to the Cyber channel.
- Letter to address Cyber Representative force churn and sales developmental plans.

The Tentative Agreement must be ratified by May 28, 2010.

The Bargaining Committee unanimously recommends ratification of the Tentative Agreement.