



## Tentative Agreement Update - CWA-BellSouth Telecommunications Inc.

February 8, 2010

As a result of intensive talks a new Tentative Agreement was reached and recommended unanimously by the bargaining team.

The changes from the previous TA are as follows:

- The Company's contribution to the HRA's will be used to reduce premiums in 2011 to \$15 individual and \$30 family per month.
- HRA's have been eliminated for active employees.
- The SSP will be distributed in the 4th quarter of each contract year. \*SSP is predicated on the performance of the stock.
- New job security provisions have been agreed upon.
- Up-front SIPP will be offered to all in title in Organizational Unit regardless of the type work performed..
- Surplus employees will be given preferential rights to claim term vacancies.
- Overpayment of benefits will now be collected in the same manner as overpaid wages.

Additional details will be posted on this website by subject at a later time.

## CWA-BST Tentative Agreement - Voting Process

Dear Members,

As you know, yesterday we reached a new tentative agreement with AT&T for employees in BST. The bargaining team worked very hard last week and weekend to negotiate some changes addressing the concerns you shared with us after the original agreement did not ratify.

The first thing I want to make sure you know is that YOU MUST VOTE to make your voice heard. Failure to vote is no vote at all and doesn't count for or against the agreement.

The second thing is that we have changed the voting process (for this vote ONLY) and have made it easier for you to vote. CWA headquarters in Washington has agreed to mail each of you a ballot to your home and to pick up the cost. Each ballot will contain a stamped envelope so you can mail your vote to us here in the District office at no cost to you. This saves both the Locals and the District considerable money and also speeds up the voting process, Locals have the right to opt out of this process. The District is paying to have a Local President, chosen from each state, to come to the District office and count the votes.

Communications Workers of America Local 4250  
3055 Glenwood-Dyer Road, Lynwood, Illinois 60411  
Elizabeth R. VanDerWoude, President (708) 757-4065 (Office)  
[evp4250@sbcglobal.net](mailto:evp4250@sbcglobal.net) (E-Mail)  
<http://www.cwalocal4250.org> (Website)

Also, any other Local Presidents are free to come and observe the counting process at their expense.

The last thing I need to tell you is to come back to this website often to check for updates. Every couple of days we will break down a part of the agreement so you understand what your bargaining team has agreed to. Some of the topics we will address are Wages, Healthcare, Pensions, the Success Sharing Plan, Employment Security, the Leveraged Sales Title, and more.

We are your source for information so come back to the website as often as you can!! Today we will be discussing WAGES!!!

I'm proud of what your bargaining team has accomplished and unanimously supports. It deserves ratification. Now, help finish the job. I urge you to vote YES!!!

Judith R Dennis  
Vice President, District 3

## **CWA - BST Contract - Wages**

### **Wages**

The new wage agreement features a 9% compounded general wage increase over the life of the contract for employees at top step.

3% 8/9/2009 at top of wage scale\*  
Retroactive to 8/9/2009 if ratified by March 5, 2010  
3% 9/5/2010 at top of wage scale\*  
2.75% 9/4/2011 at top of wage scale\*

### **Compounded Wage Increases**

- While these increases add up to 8.75%, the effect on wages will be compounded as the second and third increases are applied to the wage which had already been increased in the prior year.
- For example, a weekly wage of \$1000
  - a. Would rise to \$1030 after the first increase.
  - b. In the second year, that \$1030 would grow by another 3% to \$1060.9, rounded to 1061.
  - c. In the third year, that \$1061 would increase by 2.75% to \$1090.17, rounded to \$1090.
- The net increase in wages, then, is 9% from \$1000 to \$1090 per week over the term of the contract.

Communications Workers of America Local 4250  
3055 Glenwood-Dyer Road, Lynwood, Illinois 60411  
Elizabeth R. VanDerWoude, President (708) 757-4065 (Office)  
[evp4250@sbcglobal.net](mailto:evp4250@sbcglobal.net) (E-Mail)  
<http://www.cwalocal4250.org> (Website)

Examples:

Annual Wages at top of progression in Zone A/Wage Area I				
Zone A / WA I	Aug 3, 2008	Aug 9, 2009	Sept 5, 2010	Sept 4, 2011
WS 10	\$816.00	\$840.50	\$865.50	\$889.50
WS 14	\$854.50	\$880.00	\$906.50	\$931.50
WS 20	\$934.00	\$962.00	\$991.00	\$1018.50
WS 23	\$950.50	\$979.00	\$1008.50	\$1036.00
WS 27	\$978.00	\$1007.50	\$1037.50	\$1066.00
WS 30	\$1115.00	\$1148.50	\$1183.00	\$1215.50
WS 32	\$1163.50	\$1198.50	\$1234.50	\$1268.50

Annual Wages at top of progression in Zone B/Wage Area II				
Zone B / WA II	Aug 3, 2008	Aug 9, 2009	Sept 5, 2010	Sept 4, 2011
WS 10	\$796.00	\$820.00	\$844.50	\$867.50
WS 14	\$844.00	\$869.50	\$895.50	\$920.00
WS 20	\$908.00	\$935.00	\$963.00	\$989.50
WS 23	\$940.00	\$968.00	\$997.00	\$1024.50
WS 27	\$963.00	\$992.00	\$1022.00	\$1050.00
WS 30	\$1091.50	\$1124.00	\$1157.50	\$1189.50
WS 32	\$1136.00	\$1170.00	\$1205.00	\$1238.00

Annual Wages at top of progression in Zone C				
Zone C	Aug 3, 2008	Aug 9, 2009	Sept 5, 2010	Sept 4, 2011
WS 10	\$793.00	\$817.00	\$841.50	\$864.50
WS 14	\$836.50	\$861.50	\$887.50	\$912.00
WS 20	\$904.50	\$931.50	\$959.50	\$986.00
WS 23	\$934.00	\$962.00	\$991.00	\$1018.50
WS 27	\$956.50	\$985.00	\$1014.50	\$1042.50
WS 30	\$1080.00	\$1112.50	\$1146.00	\$1177.50
WS 32	\$1126.50	\$1160.50	\$1195.50	\$1228.50

- The progression steps will be increased between the existing start rate and the new top rate. There will be no change in the start rates.
- Employees in progression receive significant annual increases due to moving to a higher rate of pay every six months. These employees receive an increase due to progressing up the wage scale and an increase due to the change in the wage scale rate. For example, a wage scale 30 employee at beginning of progression on 8/9/2009 would get an approx 38.5% increase over the life of the agreement, which includes both wage progression and general wage increase.

- **Examples of Progression:**  
**WS 27 in Zone A**

An employee at the Start rate in Aug 2009 will make \$654.00  
 At the end of the contract, they will be at Step 36 making \$943.50  
 Increase of 44.3% ( $\$943.50 - 654.00 = \$289.50 / \$654.00 = .443 = 44.3\%$ )

**WS 27 in Zone A**

An employee at the 12 month step in Aug 2009 will make \$728.50  
At the end of the contract, they will be at Top making \$1066.00  
Increase of 46.3%

**WS 30 in Zone A**

An employee at the 12 month step in August 2009 will make \$778.00  
At the end of the contract, they will be at Step 48 making \$1090.50  
Increase of 40.2%

**WS 30 in Zone A**

An employee at the 24 month step in Aug 2009 will make \$857.50  
At the end of the contract, they will be at Top making \$1215.50  
Increase of 41.7%

**WS 30 in Zone C**

An employee at the 24 month step in Aug 29 will make \$747.00  
At the end of the contract, they will be at Top making \$1177.50  
Increase of 57.6%

**WS 30 in Zone C**

An employee at the 36 month in Aug 2009 will make \$853.00  
At the end of the contract, they will be at Top making \$1177.50  
Increase of 38.0%