

CENTURYTEL OF CENTRAL ARKANSAS, LLC
CENTURYTEL OF NORTHWEST ARKANSAS, LLC
AND CWA LOCAL 6171

Final Settlement Package

Wages-

Year 1 - 1.5% increase in base wage effective retroactively to 12/30/18 *

Year 2 - 1.5% increase in base wage effective 8/16/19 *

Year 3 - 1.5% increase in base wage effective 8/16/20 *

_ Employees in wage schedule 3A will receive a 1% increase to base wage and a .5% lump sum.

+ All employees in wage schedule 3 will receive \$.15 increase to base wage in year 1, year 2 and year 3 in addition to the 1.5% increase described above.

Retroactivity including wages will go back to December 30, 2018.

We addressed all issues brought to our attention by our members with the previous Tentative Agreement.

Listed below are the items that we gained with the New Tentative Agreement on February 14, 2019.

All hours worked on a non-scheduled workday will be paid at the overtime rate (1.5) times the basic hourly rate of pay.

Vacation change:

5 yrs. but < 10 yrs.	120 hrs.
10 yrs. but < 15 yrs.	140 hrs.
15 yrs. but < 20 yrs.	160 hrs.
20 yrs. but < 25 yrs.	180 hrs.

401 k changes to contribution starting in year 2021 will be explained on call.

Double Time to remain at 55 hrs.

Subcontracting of work: We kept Article 28 with changes and a letter of understanding to be explained on the call.

** There will be an explanation call and the time and date are still being determined.

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