

## CWA/DEXYP 2019 NEGOTIATIONS UPDATE

### Brief History:

Bargaining began in November of 2016 between the Union and YP.

The contract expired December of 2016 with no agreement reached.

In June of 2017 Union and Company agreed to extend the contract until December 2017.

In late June 2017, Dex bought YP!

Since Dex took over, the Union has continued to negotiate in good faith to get a fair and just contract.

In July of 2018, the Company presented their Last, Best and Final offer to the Union. DexYP has proposed several bargaining items that are unacceptable regarding **YOUR** wages and working conditions.

- DexYP does not believe in seniority and wants to reduce it to a tiebreaker rather than a determining factor in layoffs, promotions, transfers and re-employment following a layoff.
- DexYP has stated they plan to terminate those they label as non-sales performers with **no severance pay**. They would like to layoff (surplus) based on sales performance levels, with the highest performers remaining on payroll.
- DexYP has proposed an unacceptable compensation plan that allows the Company to modify the components anyway and anytime they want to. **Most importantly, DexYP wants to eliminate years of contractual language governing the payment of commissions in favor of Company policy and restrict the ways that employees can raise disputes about commissions.**

### What the Company is doing now:

DexYP has surplus rank and file employees and replaced them with surplus managers.

DexYP is allowing non-bargained for employees to sell their flagship product "THRYV" in the same market area that you, the Union members are assigned. This creates additional hardships on **you** and affects **YOUR** sales opportunities.

### Current Situation:

Currently, there is a decertification campaign against your Union. This means there is an effort to take away **YOUR** Union representation with the Company.

Voting the Union out will vote out your voice on the job as well as your guaranteed wages and benefits.

## **We are asking every member to not be deceived and vote "NO" on decertification of the Union.**

### To get the best contract we can, members will need to get involved in several different ways:

- Distribute information at work about the contract to your co-workers.
- Call or text co-workers to update them about the contract.
- Attend a meeting/wear RED to work on Thursday.

If you would like to set up a meeting or want to know what you could do to be involved, please contact us at:

**314-965-9809**

ss/opeiu#13

**Tell DexYP to honor  
your contract!**

**COMMUNICATIONS  
WORKERS OF  
AMERICA**

**KEEP YOUR VOICE BY KEEPING YOUR UNION!**

**VOTE TO KEEP CWA!**