

# COMMUNICATIONS WORKERS OF AMERICA INSTALLATION BARGAINING UNIT

**CWA-Nokia of America, Corp  
Final Bargaining Report**



**This report contains detailed information on the result of the bargaining process.**

**Please check with your local about voting procedures.**

**The final voting date for ratification of this contract is October 9, 2020 at 12:00pm EST.**



## **INSTALLATION BARGAINING UNIT TENTATIVE AGREEMENT REACHED**

As you are aware, we have been in a 2 ½ year fight with Nokia for the preservation of the Installation Bargaining Unit, which is the founding unit of our Union. Nokia's sole bargaining proposal has been the elimination of the bargaining unit. We have fought back with every means possible including filing and winning NLRB charges, filing lawsuits, grievances and arbitrations. Due to our continued pressure Nokia sought and found a third party contractor who is will to take over the bargaining unit and negotiate a first time contract in exchange for a commercial agreement with Nokia for work. The third-party contractor is Goodman Communication Services. THE FOLLOWING COMBINED AGREEMENTS PRESERVE THE BARGAINING UNIT.

This Agreement is subject to our member's ratification. **Your Bargaining Committee recommends ratification of this agreement.**

**Meanwhile, here are some of the highlights on the key issues of the new tentative agreement.**

### **SUMMARY OF TENTATIVE AGREEMENT**

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#### **A. NOKIA EFFECTS AGREEMENT**

1. All eligible Installers will be entitled to the negotiated Enhanced Special Termination Plan. The Plan components are outlined below:
  - a. 5 years added to both age and service to assist Installers to become service pension eligible. It DOES NOT count towards the pension calculation.
    - With this provision all but 27 of the 201 Installers will become service pension eligible which entitles them to retiree healthcare, dental and group life insurance benefits.
  - b. Of the 174 that are service pension eligible, 32 will suffer a reduction in the pension amount due to the age discount contained in the pension plan. To care for that we have negotiated an "Enhanced Social Security Supplement" that is the equivalent of the discount, which will be paid to the retiree until the retiree reaches the age of 62.
  - c. The 27 Installers that are not entitled to Retiree Medical will keep their active Medical Plan for one year at the current active rate. They will also be entitled to an additional 6 months of active medical plan at the COBRA rate.
  - d. A "Special Pension Benefit" that is equal to the termination payment schedule (with a maximum of 104 weeks), plus an additional percentage of the equivalent termination payment ranging from 28.60% for the lowest senior Installer to 17% for those with 26 years or more of service.
  - e. A one-time lump sum payment of \$30,000.
  - f. Pay in lieu of any unused Paid Time Off (PTO)
2. A 7% pension band increase.

3. An additional THREE (3) year extension of the Postretirement Medical, Dental and Group Life Insurance Benefits Memorandum of Understanding which will allow CWA to continue negotiating retiree care through calendar year 2027.

**B. GOODMAN COMMUNICATION SERVICES** - Below are the highlights of those negotiations.

1. Negotiated a first time, 3-year, contract with third party contractor Goodman.
2. Job Offers will be made to all 201 Installers.
3. Nokia seniority carries over for all provisions of the contract except severance pay.
4. Two Titles - Communications Technician 1 and 2.
5. Two Tier Wages with 4 wage zones. The new hire wage scale is above average minimum wage at the start rate for each wage zone with a 4.25% increase on annual step progressions.
6. Below is the wage rates of transferred Installers based on current title and wage schedule:

<b>Wage Schedule 2</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	\$ 20.93	\$ 21.18	\$ 23.97	\$ 28.25

<b>Wage Schedule 2A</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	\$ 21.18	\$ 21.52	\$ 24.40	\$ 28.71

<b>Wage Schedule 2B</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	\$ 21.41	\$ 21.70	\$ 24.66	\$ 28.87

<b>Wage Schedule 2C</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	\$ 22.08	\$ 22.09	\$ 25.09	\$ 29.35

<b>Wage Schedule 2D</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	-	\$ 22.16	\$ 25.15	\$ 29.44

<b>Wage Schedule 2E</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	-	-	\$ 25.91	\$ 30.18

7. Negotiated “conditional opt-out” of healthcare coverage if the Installer has other healthcare coverage from a source other than individual coverage under the Affordable Care Act Marketplace (ie from Nokia and/or spousal coverage). If an Installer chooses this option, they will receive an additional \$1.50/per hour in their base wage. The new wages from the date of hire until December 31<sup>st</sup>, 2021 will be as follow:

<b>Wage Schedule 2</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	\$22.43	\$22.68	\$25.47	\$29.75

<b>Wage Schedule 2A</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	\$22.68	\$23.02	\$25.90	\$30.21

<b>Wage Schedule 2B</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	\$22.91	\$23.20	\$26.16	\$30.37

<b>Wage Schedule 2C</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	\$23.58	\$23.59	\$26.59	\$30.85

<b>Wage Schedule 2D</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	-	\$23.66	\$26.65	\$30.94

<b>Wage Schedule 2E</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	-	-	\$27.41	\$31.68

8. For the second year of the Contract and beyond, if the installer chooses the “conditional-opt out” option, they will receive an additional \$.75 per hour in their base wage effective January 1, 2022. The new wages will be as follow:

<b>Wage Schedule 2</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	\$21.68	\$21.93	\$24.72	\$29.00

<b>Wage Schedule 2A</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	\$21.93	\$22.27	\$25.15	\$29.46

<b>Wage Schedule 2B</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	\$22.16	\$22.45	\$25.41	\$29.62

<b>Wage Schedule 2C</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	\$22.83	\$22.84	\$25.84	\$30.10

<b>Wage Schedule 2D</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	-	\$22.91	\$25.90	\$30.19

<b>Wage Schedule 2E</b>	<b>ACST</b>	<b>CSL</b>	<b>CST</b>	<b>SCST</b>
	-	-	\$26.66	\$30.93

9. Benefit Plans including Medical, Dental, Vision, Basic Group Life, Short Term Disability (maximum 26 weeks with first 2 weeks PTO or unpaid), Long Term Disability, Accidental Death and Dismemberment, Supplemental Group Life, Dependent Life, Healthcare and Dependent Care flexible spending accounts.
10. Additional benefit including Employee Assistance Program, Grief Counseling, Will Preparation Service, Legal and Identity Theft Services
11. 401(k) – 100% match on the first 3% of employee contributions and 50% on the next 2%.
12. Bi-weekly pay.
13. Quarterly Incentive Program with a cap of \$1,500 if the metrics of the award are met.
14. 10 Designated Paid Holidays.
15. Accrued Paid Time Off with a cap of 20 days.
16. Time and one-half for all time worked in excess of 40 hours per week. Holidays, floating holidays and PTO count as time worked for the purpose of calculating overtime.
17. IRS allowable mileage reimbursement for use of personal vehicle
18. 5% night shift and beginning January 1, 2022 a differential for complex work performed.
19. Contractual language that, among other things, states the Company “will not utilize contractors, temporary employees and/or agency employees in an effort to displace the bargaining unit or erode bargaining unit work.”
20. Joint Labor Management Committees for Common Interest Items, Skills Review and Health and Safety.
21. Successorship language.

The Bargaining Team unanimously supports these Combined Agreements and feel it will provide financial security, with hopes of long-term job security, for our members.

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