

Attention CWA Members

CWA HAS NOT SETTLED A CONTRACT

IFPTE LOCAL 195 HAS A TENTATIVE AGREEMENT

CWA, AFT AND AFSCME HAVE NOT SETTLED CONTRACTS

What are the details of the IFPTE Local 195 agreement?

We don't know all of the details of the Local 195 tentative agreement. We have been told a "summary" of the tentative agreement. As we get more details, we will pass the information along to our members. Here is what we know:

Wages: 0%, 0%, 1%, 1.75%, \$450 bonus the 3rd year for people at max before 7/1/2011.

Clothing Allowance: reduced by \$150, and new standards as to who will receive it and sunsets at the end of the contract.

10 Side letters were eliminated including the Displaced Worker Pool for laid off workers and Pension Reporting requirements.

Other contract language was "amended" including the TES and Unclassified side letters. The Local 195 tentative agreement also changes PES back to the Civil Service PARS and states that Holidays are set by law, so that if the law is changed again to take away other holidays, they will lose what is in the contract.

We understand that the Job Security language that CWA negotiated in 2003 and 2007 (that IFPTE Local 195 adopted) has been weakened. We are the union that negotiated job security language that benefited every state worker. We do not have the details of the language Local 195 accepted but it is this language that protects our members from privatization and we are greatly concerned.

Why hasn't CWA settled?

CWA has had 3 goals for this contract since the beginning:

1. Protect Jobs;
2. Protect the Collective Bargaining Agreement from Rules, Executive Order, or new laws;
3. Protect our standard of living.

CWA submitted an economic proposal for more money than this and we have important open issues. Job Security has been the number one concern of our union and our members. We moved a Job Security proposal and we have not gotten a response from the State. The State has demands that we eliminate long standing language that makes the contracts we bargain enforceable. CWA wants to protect the integrity of the collective bargaining process.

What will a Local 195 Agreement mean for CWA and other unions?

The very lean agreement that Local 195 made will make it more difficult to get a satisfactory financial settlement. Of even greater concern is our Job Security language and maintaining the integrity of the Collective Bargaining Agreement. **The Christie Administration is resisting a satisfactory financial settlement for CWA members and is trying to diminish job security and enforcement of the collective bargaining agreement.**

What's Next?

The Administration must bargain with each Union in good faith. We demand that they do so. Each Union's goals and needs are different. Over the next several weeks, your Local will be contacting shop stewards and members about meetings and mobilization plans.

We know that negotiations will be very difficult and that this will be a lean agreement – but – CWA is fighting for a Contract that protects our jobs and the collective bargaining process. **IN THIS ECONOMY, JOB SECURITY IS CRITICALLY IMPORTANT. IN THESE UNSURE TIMES, WE MUST PROTECT THE INTEGRITY OF THE CONTRACT.**

**We know that our members are anxious for an agreement.
But we think Job Security and Collective Bargaining are worth fighting for.**

THIS COMMUNICATION IS DIRECTED TO CWA MEMBERS ONLY AND IS NOT INTENDED FOR MEMBERS OF OTHER UNIONS