

Attention CWA Members

CWA HAS NOT SETTLED A CONTRACT

IFPTE LOCAL 195 HAS A TENTATIVE AGREEMENT THAT HAS NOT YET BEEN RATIFIED BY ITS MEMBERS

CWA, AFT AND AFSCME HAVE NOT SETTLED CONTRACTS

What are the details of the IFPTE 195 agreement?

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

Wages: 0%, 0%, 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 sunsetted 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.

Job Security language that CWA negotiated in 2003 and 2007 (that IFPTE 195 adopted) has been weakened. We do not have the details of the language they accepted but this is the language that protects our members from privatization and we are greatly concerned.

The 195 deal 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.

Why hasn't CWA settled?

CWA has 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 195 Agreement mean for CWA and other unions?

The very lean agreement that 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. We are the Union that negotiated Job Security language that benefited every State Worker. The Christie Administration is trying to set a pattern using IFPTE 195. The Administration is seeking the lowest agreement possible and they want everyone else to accept it.

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.

All stewards of Local 1039 will be given a phone number in the near future for a conference call with the Bargaining Committee to discuss types of mobilization to support Fair Bargaining and a Fair Contract.

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