



**CWA LOCAL 13500
ITS BARGAINING REPORT #3
May 10, 2021**

CWA Local 13500 reached a Tentative Agreement with ITS afternoon.

The new three (3) year agreement replaces the agreement that was scheduled to end March 31, and which has been extended to May 31, 2021.

The new agreement will run through March 31, 2024.

The new contract features annual improvements on wages, substantial increase on 401K match, promotional opportunities and shifting a larger percentage of potential future Medical Premium increases to the employer. These improvements meet the top member demands submitted from your Bargaining Surveys.

Your Bargaining Committee is proud to submit this Tentative Agreement for ratification of CWA ITS Membership with a recommended **YES** vote.

The new contract terms will be mailed to all ITS members with a Ratification Ballot to be returned no later than May 28, 2021.

Your CWA Bargaining Committee,

John Petrini--CWA District 2-13 Staff Representative and Chair

Julie Daloisio—CWA Local 13500 President

Cindy Neumeyer—CWA Local 13500 Western Division Executive Vice President



**CWA LOCAL 13500
ITS BARGAINING REPORT #2
April 28, 2021**

Today we concluded our third Bargaining session since our initial report.

We are quickly moving closer to an agreement as the pace of Bargaining has picked up.

Items under discussion include:

- Wages and a shorter wage schedule
- A formal bonus plan for all employees
- Improving 401K matching
- Increasing ITS Medical premium share by raising the premium protection increase percentage from 7% to a higher % rate (currently ITS absorbs the first 7% of Medical Premium increase).
- Establishing a Project Manager title and wage schedule.

We will reconvene next week with the mutual objective of reaching a Tentative Agreement.

No Agreement is final until the membership votes to ratify. We intend on bringing you an Agreement that you will be proud of.

Your CWA Bargaining Committee,

John Petrini--CWA District 2-13 Staff Representative and Chair

Julie Daloisio—CWA Local 13500 President

Cindy Neumeyer—CWA Local 13500 Western Division Executive Vice President



**CWA LOCAL 13500
ITS BARGAINING REPORT #1
April 13, 2021**

CWA and ITS opened bargaining this morning with an exchange of initial proposals to amend our current Collective Bargaining Agreement, which had been extended with mutual agreement through May 31, 2021.

CWA presented proposals as determined through your bargaining survey responses on the following:

- Wage Increases
- Reduction in time on the Wage schedule from the current 72 months to reach top rate.
- Improvements to the 401K benefit
- Reduction in employee Medical Premium sharing.
- Establishing a Project Lead Differential

ITS proposed a Project Completion Bonus Plan which the Union is reviewing.

We are pleased to report that our initial discussions were cordial, frank and all business.

Final Health Care Costs and Premium numbers are due Thursday from their Insurance Broker.

Bargaining is scheduled to resume Thursday, April 15th at 10:00 AM.

Your CWA Bargaining Committee,

John Petrini—CWA District 2-13 Staff Representative and Chair

Julie Daloisio—CWA Local 13500 President

Cindy Neumeyer—CWA Local 13500 Western Division Executive Vice President