

Atlantic Broadband Bargaining Report #3 2/19/2020

The Union and company met again today, February 19, 2020, throughout the morning and afternoon in an effort to reach agreement on a fair contract that addresses the needs of you the Membership. After meeting with the company at the table over the last 3 weeks, we have reached tentative agreement on a new 3 year contract. Through your support and information we compiled prior to bargaining we were able to protect the provisions of the contract that the company wanted to take away. In reaching the TA we achieved the following:

STOPPED company proposals attacking the following:

- Complete elimination of double time from the contract (Company withdrew)
- Scheduled Sundays at employee's basic straight pay rate (Withdrawn)
- Fewer techs allowed off on Christmas Eve and the day after Christmas (Withdrawn)
- Lower pay for work performed on holidays (Withdrawn)
- Waiver of arbitration rights for HR matters (Withdrawn)
- The right to suspend bargained for rights by suspending the contract during periods of extreme weather (Withdrawn)
- Extending reserve vacation time to 10 days (We fought this proposal down to 3 day notice)

GAINED the following:

- Annual wage increases of 3% on March 1, 2020, 3% on March 1, 2021 and 3% on March 1, 2022
- A letter agreement added to the contract that brings the company to the table to meet with your Union leaders to resolve issues with work scheduling and overtime distribution
- Additional Standby pay with increases in each of the next 3 years

- 30 minute notice to use Floating Holidays
- Improved layoff allowance
- Quarterly meetings with the company to address questions and concerns with contract labor usage
- Improved inclement weather language
- Increased tool and uniform allowance
- Improved bereavement leave
- Introduction of training language to the contract

A comprehensive report detailing each of the points listed above will be available for review and discussion when we come together on February 27, 2020 to have a contract explanation, answer your questions and vote to ratify this agreement.

The ratification meeting and vote will take place at:

**Comfort Inn
130 Patchway Road
Duncansville, PA**

Please contact your Representative with any questions as we prepare the comprehensive reports to distribute for this meeting.

Thank you for all of your support in this round of bargaining. **The bargaining committee recommends ratification of this contract.**

In Solidarity,

Your Union Bargaining Team

Jon Remington
Gregg Bialek
Dan Long
Mark Longo