

***Final Bargaining Bulletin***  
***Citizens Nebraska – CWA Local 7471***

***Wages:***

Effective 5-16-05

- \$.72 Per Hour all Scales and Steps
- For Wage Scale 1 this equals 3.18% increase
- For Wage Scale 2 this equals 3.3% increase
- For Wage Scale 3, which is now bumped to Wage Scale 2, this equals approximately a 7.64% bump to Scale 2 besides the across-the-board raise of 3.3% for Scale 2.
- Retail Sales Consultants raise equals 4.8%

Effective 5-16-06 – 2.9% for all Scales

Effective 5-16-07 – 2.9% for all Scales

***Pension***

- The Citizens Pension Appendix 18 (The old GTE Pension) will be frozen and all employees will begin accruing benefits under the Citizens 1B Plan. When this happens depends on your points of service and age.
- If you have less than 55 points and 10 years of service today, you will transition immediately.
- If you have more than 55 points and 10 years of service today, you will have six months from the time you reach 76 points or 30 years of service, whichever comes later, to either retire with the Appendix 18 benefits or transition into the Citizens 1B Plan.
- If you have 76 points or 30 years of service, you will either retire prior to 12-31-05 with the Appendix 18 benefits or begin accruing benefits on the Citizens 1B Plan.

***Retiree Medical:***

- The age 60 restriction for Retiree Medical has been eliminated. As long as you attain 55 service points and 10 years of service by 12-31-05, you will retain the option to keep your Retiree Medical.
- All employees attaining 76 points or 30 years of service by December 31, 2005, will have the option of retaining retiree medical or receive a lump sum payment of \$6,000.00 made into the employee's 401(k) account.

- Employees who attain 76 points or 30 years of service after December 31, 2005, will be eligible to receive retiree medical benefits upon retirement or have the option of receiving lump sum payment of \$8,000.00 made into employee's 401(k) account.
- Employees who will not attain 55 points or 10 years of service by December 31, 2005, are not eligible for any retiree medical and shall receive a \$4,000.00 lump sum payment into their 401(k) account.
- Company share of the premium for Individual will be \$526.17 per month. Individual Plus 1 is \$1,052.33.
- Those retirees eligible for Medicare shall be reimbursed 60% of Medicare premium with a cap of \$65.00 per month per person.

***Job Security:***

- Switching Systems Installers, Construction Cable Splicers and OSP Construction workers were reclassified as core business functions.
- Retail Sales Consultants shall not be laid off or reduced to part time as a result of subcontracting or outsourcing during the life of this contract.

***Layoff and Bumping:***

Retained bumping rights and strengthened layoff language.

***Working Rules:***

Removed dollar amount from per diem and replaced with reasonable and customary to be expensed to Company ProCard.

Company Availability Stand-by Pay:

- 1 hour per day for scheduled workdays
- 1 ½ hours' pay for non-scheduled workdays
- 2 hours' pay for holidays
- Because this is an hourly amount, it will go up with each wage increase.

***Holidays:***

Substituted Martin Luther King day with one floating holiday.

***Differentials:***

Increased night differential from \$.75 per hour to \$1.00 per hour.

***Bereavement:***

Added domestic partner and grandparent.

***Clothing:***

Company will provide branded clothing, boots and safety glasses.

***Health Care:***

Premiums for medical will increase to:

- 16% January 1, 2006
- 17% January 1, 2007
- 19% January 1, 2008

Retained 25% cap per year on employee share of premium increases.

25% per year cap on co-pays and deductibles.

Dental premiums will remain at 15% through 2006 but will increase to:

- 20% January 1, 2007
- 25% January 1, 2008

Vision premiums will remain at 15% through 2006 but will increase to:

- 30% January 1, 2007
- 50% January 1, 2008

As of January 1, 2006, medical insurance will be available for domestic partners.

***401(k):***

For active participants, as of April 1, 2005, the Company will no longer match but will give a one-time \$1,500.00 deposit into employee's account.

***New Job Qualifications and Job Bidding:***

- Internal candidates have preference over any outside applicant.
- With the compressed wage scales, OSP moving up into the Communications Tech II title. There will be new pre-qualifications for job bidding:
  - AC/DC – Minimum requirement Communications Technician II
  - Digital Electronics – Minimum requirement Communications Technician I
- Job bids will go to most qualified.
- New training language to protect seniority for most qualified. This new language provides for senior volunteers to either accept a training opportunity or decline twice prior to rotating to the end of the volunteer list.
- Moving expense language has been improved to include promotions and involuntary transfers, which includes bumping.

opeiu 53