

**BREAKING NEWS! TENTATIVE AGREEMENT REACHED BETWEEN CWA/BONTERRA-EA!**

*Your CWA Bargaining Committee is happy to announce after 5 months of bargaining that we have just reached a tentative contract agreement!*

**So what happens now?**

Please continue to submit your Strike Authorization Votes, as the tentative agreement still needs to be voted on and ratified by the membership in the upcoming weeks. If the tentative agreement does not get ratified, that is where the strike authorization vote results come into play.

We will continue to work under the terms of the current contract, until the tentative agreement is ratified by the membership.

We will hold a contract explanation meeting on Wednesday, February 4<sup>th</sup> at 6:00pm EST, where each Local will explain the dates of the Ratification Vote and the process.

**SUMMARY OF TENTATIVE AGREEMENT BETWEEN CWA AND BONTERRA-EA**

3% Wage Increases Each Year  
AI Protections (NEW!)  
Sales Attainment and Sales PIP Reform (NEW!)  
Weekday On-Call Pay  
Worked Holiday Pay Increase  
Employee Privacy Protections (NEW!)  
Expanded Access to All Bargaining Unit Jobs (Mobilize, EA, ActionKit, NGP VAN)  
Strengthened FTO Language  
Enhanced Grievance Process  
Healthcare Stipend Extended  
Labor Management Committee (NEW!)

PLUS: We fought and won against all concessions proposed by the Company e.g. Recognition, Contracting, Wages

**More information about the tentative agreement will be sent prior to the contract explanation meeting.**