**Details of Tentative Agreement**

**Contract Duration**

**June 18, 2017 through March 28, 2020**

**Wages**

**Wage increases are for all titles and schedules. (See Attached)**

**3.0% June 18, 2017**

**2.5% June 17, 2018**

**2.5% June 16, 2019**

**Health Care**

**Premium Shares and Plan Design (See Attached)**

**Our premium share will increase by 1.5% in 2018, 2% in 2019 and 2% in 2020.**

**Our plan choices remain the PPO, CDHP and HDHP.**

**We preserved our plan choices as they are today without having to make any changes to the plan designs.**

**We maintained our right to negotiate plan changes.**

**The letter on Retiree Health Care remains unchanged for the duration of this agreement.**

**Disability**

**Today our short term disability plan allows for up to 52 weeks of pay. The Company came to the table seeking to cut that paid time in half to 26 weeks.**

**Here is what was bargained:**

**For employees on the payroll as of 12/31/2017 the STD benefits are as follows;**

**2017 through 2018 52 weeks**

**2019 through 2020 39 weeks**

**For employees on the payroll after 1/1/2018 the STD benefits are 26 weeks.**

**Long Term Disability would be reduced from 60% of base pay minus any other income. (Workers Comp, Social Security, etc.) The new plan would pay 50% of base wages with the ability to buy up to 65%**

**(Matrix to Follow as soon as he company provides)**

**Neutrality**

**We proposed improved neutrality and card-check language under Article 1.4 that would applied to employees in all CenturyLink subsidiaries. Our proposal was rejected.**

**Minnesota Non-Represented Roll-in**

**In January 2017, Local 7203 organized 9 non-represented CenturyLink technicians. During negotiations CWA asked that they be folded into the Qwest agreement. The Company was unwilling to do so and made them an addendum with different health care benefits and no wage increase until October 2017.**

**During early limited bargaining, we were successful in getting this group the same wage increases. They will also move into the negotiated wage scales.**

**Opeiu30 afl-cio**