

What the company is not telling you:

Article 15...

For time paid but, not work, ie: Holiday, vacation, sick leave... will no longer be used towards your 40 hours. The company can actually schedule you for a 6th day but only pay you straight time. Example: Holiday falls on a Monday, you work Tues-Saturday you would be paid 8 hours holiday pay & 40 actual hours worked at straight time.

*In response to Sunday time worked at the overtime rate.....

It was the company's original proposal to eliminate the double time pay. It was later dropped.

Vacation banking...

Many employees have no choice but to bank since their departments are so short staffed. The company has not made clear how they will accommodate employees in these areas to allow them to take all of their vacation allowance. Nor, have they said if they would pay out the vacation...leaving you to forfeit it?

**In response to the bumping rights/reduction in force...

It was the company's original proposal to limit the bumping rights to 5 years out of the job classification, any classification.

Basically, if you had not been in the job in the last 5 years you couldn't go back in a RIF. This was later dropped after receiving the company's Last, Best & Final.

New Jobs/Job Consolidation...

The company has said this is not part of the offer. Misspoken? An attempt at misdirection? Reclassifying is still technically the blending of work, with that in mind there are 6 examples of that in the offer, including Kauai.

Education & Lifelong learning...

This is a huge takeaway going from 100% prepaid to 85% reimbursement with a payback schedule if you separate (resign or RIF'd) from the company within 3 years. Now classes must correlate to your existing position, and that will be determined by your supervisor (a supervisor who often has no idea what you do). No hope of aspiring to a different skill level & utilizing this program to better yourself. The company does not see the value in this program.

Eliminating references to Cooperative Efforts...

The truth be told, the company is deleting 6 MOA's with such references: Alternative Dispute Resolution, Callout Committee, Cooperative Efforts, Neutrality & Consent Election, Pending Disputes & Administration Review Committee. All of these involve Union & Company working together.

Kauai Line workers & Cable Splicers MOA...

This is a poor attempt to correct a wrong, and instead of just making it right, it is tied to a contract, subject to a vote, and holding them (Kauai employees) to a different standard (lodging accommodations).

This decision by the company actually put 63,000 customers at risk.

***In response to the statements about management (this does not include the Senior Management Team), medical/dental/pension, we don't bargain for them so you can't compare our benefits to theirs. If they choose to abuse their own that's up to them!

Company Stability...

Numerous times throughout the company's FAQs they have stated that with the 850 million in savings bankruptcy afforded them they have emerged a healthy, viable business, "The company is stable and not in financial straits", with that being said.....why would they go after our benefits, when we were healthy enough to pay our CEO \$6.7 million in compensation for 2010?

Company face to face meetings & feeling pressured...

The Union offered multiple times for the company to participate with us in informational meetings, but they refused flatly! Only to later follow behind our informational meetings with a company wide conference call (a call that left employees feeling mocked), email FAQ's and for the first time ever...sent a mailer (all propaganda), to employees homes timed exactly to the voting process. The union is obligated by it's constitution & bylaws to mail out the ballots tied to a contract, even though had we taken a vote at the information sessions we would have had an immediate "NO" vote.

Although the implication has been made that some members may feel pressured, we humbly ask you to ask yourself this question before you vote. "Who is looking out for my best interests"?

In Solidarity!