

Working Without a Contract

Your CWA bargaining committee is fighting retrogressive proposals, including:

- Total sales restructure with new compensation plan and new sales titles;
- layoffs without regard to seniority;
- eliminate termination pay for poor sales performance;
- reduction to 10 sick days per year;
- elimination of designated holidays.

What should members do during this time?

Because of the contract fight, tensions are high. Take no chances—you don't want to be disciplined by stressed-out management. It's important that each of us remember to:

- Take no shortcuts.
- Follow all company policies and rules to the letter.
- Never go by memory, check your reference material.
- Never use your own judgment—ask!
- Obey all safety rules to the letter

As of 5pm, December 13, 2016, we're working without a contract at YP Holdings.

Because we didn't reach agreement with the company by the time the contract expired, we are now working without a contract.

However, the current contract provisions are still in effect. There will be no changes to your wages, benefits, or working conditions.

What happens now?

Negotiations will continue. As long as we are on the job:

- You will still earn a paycheck.
- All benefits, including health care and pension, will remain in effect.
- All terms and conditions of employment continue until there is a new agreement or the parties have reached "impasse."
- You have the right to participate in "concerted activity," including mobilization activities.

Our strength in bargaining comes from a highly visible mobilization.

If our efforts to get a fair agreement that provides for jobs today and for the future are not successful at the bargaining table, we will do whatever is necessary to protect our livelihoods.

We urge everyone to maintain a state of readiness and continue to mobilize until an agreement is reached. Your power is what drives progress at the table. The union bargainers and the company feel your presence. We have come a long way together. We have more to do and we will do it!

United We Bargain, Divided We Beg

CWA District 6 ▪ district6.cwa-union.org