



TENTATIVE CWA LOCAL 1182 ECONOMIC AGREEMENT

18.38% total package over contract term (2.12% over city pattern)

(11/11/2021-05/10/2027)

1. TERMS OF CONTRACT—5 years & 6 months
2. COMPOUNDED WAGE INCREASES
 - 3.00% November 11, 2021
 - 3.00% compounded November 11, 2022
 - 3.00% compounded November 11, 2023
 - 3.00% compounded April 11, 2025
 - 3.25% compounded November 11, 2025Additions to Gross will be increased by 3.25% effective November 11, 2025
3. REDUCTION OF STEPS TO REACH MAXIMUM SALARY FROM 11 STEPS TO 8 (one of our top demands) Top salary will rise to \$55,740 after 7 years. This is a major achievement; agents will reach max pay in a shorter period of time. New hires will be hired at \$45,811.
4. RETROACTIVE PAY FROM FIRST DAY OF AGREEMENT. Besides pay increase members will receive at least \$4,000 in retro money on Nov 11, 2023.
5. \$3,000 RATIFICATION BONUS. Lump sum payment to active members on ratification date. Combine this with retroactive money it will amount to at least \$7,000 per member.
6. ANNUITY FUND INCREASE of \$108.04 for total of \$391.50 per annum (about .42 a work day)
7. UNIFORM ALLOWANCE INCREASE of \$192 for a total \$1000 per annum (1st increase in 17 years). The increase will be effective Nov. 11, 2023. In addition, there will be a 3.25% increase in Nov 11, 2025.
8. LONGEVITY DIFFERENTIAL- Effective Nov 11, 2023, a 15-year Longevity differential step in the amount of \$2,700 shall be established. Members will also receive a \$500 longevity increment for a total of \$3200. In addition, ALL longevity differentials will be increased by 3.25% on November 11, 2025.

SUBJECT TO RATIFICATION BY THE MEMBERSHIP