

Date:8/13/24

Tentative Agreement Offer  
Between  
Brightspeed of Central Arkansas  
Brightspeed of Northwest Arkansas  
and  
CWA 6171  
Communications Workers of America

As a result of these negotiations, all terms and conditions of the Collective Bargaining Agreement are carried forth except as modified herein. The provisions of this Collective Bargaining Agreement will be effective upon ratification except as noted otherwise.

**Wages:**

- Year 1 – 3.5% increase to base wages – Effective upon ratification
- Year 2 – 3.0% increase to base wages – August 16, 2025
- Year 3 – 3.0% increase to base wages – August 16, 2026
- Year 4 – 3.0% increase to base wages – August 16, 2027
- Year 5 – 3.0% increase to base wages – August 16, 2028
  - Contract expiration date – August 15, 2029

Wages will be paid to all employees on the active payroll at the time of ratification. Note: the actual effective date of the wage increase will be the first day of the pay period closest to the effective date.

If this offer is not ratified by the membership within thirty (30) calendar days, this offer will be revoked and there will be no retroactivity for wages, benefits, or other contractual provisions. Further, the Company reserves the right to amend any other elements of the package including the Company's wage proposal contained herein.

The Union bargaining committee agrees to fully recommend this offer to the membership.

The below listed proposals have all been tentatively agreed to between the Company and the Union unless noted otherwise.

1. Company Proposal 1: Front Cover of Agreement -TA 8/9/24  
(*Name Change Only*)
2. Company Proposal 2: Article 32, Agreement-Duration– TA 8/9/24  
(*Expiration Date – 5 year Contract*)
3. Company Proposal 3: Article 11/30, Housekeeping – TA 8/9/24  
(*Language Clean Up*)
4. Company Proposal 4: Delete Business Svc Tech TA 8/9/24  
(*Moved Title into GBNF MOA as unpopulated*)
5. Company Proposal 5: Structure Loader – TA 8/13/24  
(*Change Structure Loader Title to Technical Support Specialist*)
6. Company Proposal 6: MOA – 401K Savings Plan – TA 8/13/24  
(*Proposal 6, 7, 8, 9, 10, 11 – Name and Date Changes*)
7. Company Proposal 7, MOA – Four Day Workweek – TA 8/9/24
8. Company Proposal 8. MOA – Relocation Allowance – TA 8/9/24

9. Company Proposal 9: MOA - VEBA – TA 8/9/24
10. Company Proposal 10: MOA – VEBA – TA 8/9/24
11. Company Proposal 11: MOA – Working Relations Committee - TA 8/9/24
12. Company Proposal 12: MOA – GBNF – TA 8/9/24  
(Add Business Service Tech to the list)
13. Company Proposal 13: MOA – Training – TA 8/9/24  
(Proposal 13, 14, 15 - Names changes and language clean up)
14. Company Proposal 14: Signature Page – TA 8/9/24
15. Company Proposal 15: Article 23, Pensions – TA 8/13/24
16. Company Proposal 16: MOA – Lump Sum Payment Option – TA 8/9/24  
(Name and Date Change)
17. Company Proposal 17: Article 36, Remote Work – TA 8/13/24  
(New Article 36 - Remote Work for Technical Support Specialist)
18. Company Proposal 18: Article 9, Overtime Pay Treatment (Housekeeping) – TA 8/13/24 (Language Clean Up)
19. Union Proposal 3: Article 16, Per Diem/Board and Lodging – TA 8/12/24  
(Increase daily Per Diem NEW Rate - 0 - 20 is \$9.00 20 - 40 is \$26.50 40 - 60 is \$34.50 over 60 \$43.50 - - Increase Meal Allowance \$12.00 Breakfast \$14.00 Lunch \$22.00 Dinner)
20. Union Proposal 14: Article 8, Standby – TA 3/12/24  
(Add weekly Stand By - weekly \$210.00)
21. Union Proposal 15: Article 7: Differential Pay – TA 8/12/24  
(Increase Lead pay to \$2.00 per hour)
22. Company counter to Union proposal 1: Article 10, Holidays TA 8/13/24  
(Add Christmas Eve)
23. Company counter to Union proposal 9: Article 9, Overtime – TA 8/13/24  
(Add NEW language to Overtime Article 9 - utilizing voluntary overtime before mandatory overtime)
24. Company counter to Union proposal 10: Article 20, Safety Footwear – TA 8/13/24  
(Safety Footwear reimbursement to \$200.00 every 3 years)

All the Company and Union proposals not specifically addressed in this offer are considered withdrawn and shall not be considered a part of this settlement offer.



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Joseph A. Basile  
Labor Relations Negotiator  
Brightspeed



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Sherron Molina  
CWA Representative  
Local 6171

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