

CWA District 1 NY/NE

Summary of Tentative Agreement

Verizon Wireless Retail

July 7, 2022



We are pleased to present to the VZW retail bargaining unit this contract extension. This new contract offers significant improvements over our last agreement, including:

- A Ratification Bonus Unionized Stores are the only stores receiving these Bonuses
- Increased “floors” for the merit pay pool,
- Better Union Access to the Stores

In short, Brooklyn retail workers enjoy the best working conditions and job protections in the country. This contract extension is an important step in the right direction, and we are optimistic that the next agreement will make even more improvements. But in order to gain more power, we must continue to organize more stores. We are excited that recently, stores in **Everett, Washington and Lynwood, Washington** organized with CWA, and they now have the same agreement as Brooklyn. As more workers join our movement, we will have more power to negotiate even better contracts.

We urge everyone to participate in your union. Because when we are unified, we have power.

The tentative agreement described below builds on the first contract we achieved in 2016 and the 2018 extension agreement.

Highlights of Tentative Agreement

1. Duration of Extension

The terms of the contract will become effective upon ratification and will remain in effect until 11:59 pm on August 1, 2026.

2. Ratification Bonus

A bonus of \$750 for full-time employees and \$375 for part-time employees will be made to employees' within 30-days of ratification.

An Additional Bonus of \$500 for full-time employees and \$250 for part-time employees will be made to employees on the first anniversary of ratification of this contract extension to employees on the payroll as of the first anniversary of ratification.

3. Protections for Merit-Based Pay

Bargaining Unit Employees shall participate in the annual merit based process in the same fashion as similarly situated employees. However, the pool available cannot drop lower than the following amounts each year. Individual merit based wages will be made at the discretion of management.

- 1.50% (in addition to 2.5% already effective 2023) 4% for 2023
- 3.00% effective 2024
- 3.00% effective 2025
- 3.00% effective 2026

4. Admission to Premises

Negotiated improved language to allow access for Union Representatives.