



Louis M. Marinaro  
President  
lmarinaro@nabetlocal11.org

AFL-CIO-CLC • Local 11  
[www.nabetlocal11.org](http://www.nabetlocal11.org)

**NBAE BULLETIN**

December 18, 2020

Dear Sisters and Brothers.

As we all know the pandemic has had a major impact on our lives and our workplace. While we all remain hopeful that better days are ahead, there is a great deal of uncertainty at this point in time.

Because of this uncertainty, NABET-CWA Local 11 has agreed to the Company's request to extend the expiration date of our current Collect Bargaining Agreement from December 31<sup>st</sup>, 2021 to December 31<sup>st</sup>, 2022. As a result of this extension all wages and benefits payments will be frozen at their current levels until December 31<sup>st</sup>, 2021. Increases scheduled for January 1, 2021 will now take effect on January 1, 2022. Contributions made by the Company on your behalf to the Flex Plan and the CWA-SRT (401k plan) will remain at the current levels. The extension guarantees all other existing terms and conditions of your employment will remain in full force and in effect through January 1, 2023.

The Union believes this extension, though not ideal, is in the best interests of our membership and gives our membership stability by avoiding bargaining a contract during times of an ever changing and uncertain landscape. Additionally, it gives the Company some temporary financial relief with the hope of avoiding further reductions in the workforce during the pandemic. The wage freeze will affect all employees of the Company not just NABET-CWA represented employees.

Sisters and Brothers, this decision was not an easy one and was not made lightly. As I previously stated, the Union feels this will give our membership a level of stability during these challenging times.

We will be conducting two conference call sessions to answer any questions you may have. The date of the call is as follows:

**Tuesday, January 5<sup>th</sup>, 2021: 12noon to 12:45pm and 5:30pm to 6:15pm.**

**Telephone Number: 1-888-808-6929 Access Code: 5217477**

If you are unable to attend one of these sessions and have questions, please contact me via email or call my cell phone to arrange a discussion at another time.

Fraternally,

Louis M. Marinaro  
NABET-CWA Vice President  
NABET-CWA Local 11 President