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CENTURYLINK
COMPANY SETTLEMENT PACKAGE
LAST BEST AND FINAL OFFER

The following company package to include those proposals listed below are hereby offered to the Communications Workers of America Local 6372 and 6372A on September 3, 2015 in settlement of the current contract negotiations:

Company Proposals

1. Dba CenturyLink – as presented by the Company on 1/19/2015
2. *Dues Deduction (MO) – as amended by the Company on 9/03/2015*
3. *Dues Deduction (KS) – as amended by the Company on 9/03/2015*
5. Bridging of Service – as countered by the union on 1/27/2015 – **T/A 1/28/2015**
6. Part-time Employees – as presented by the Company on 1/19/2015
7. *Layoff – as amended by the Company on 9/03/2015*
8. Wage Progression – as countered by the Company on 1/29/2015
11. Short Term Disability – as presented by the Company on 1/19/2015
12. Department Names – as countered by the Company on 1/27/2015 – **T/A 1/29/2015**
13. *Overtime – as amended by the Company on 9/02/2015*
14. *Callout – as amended by the Company on 9/02/2015*
15. Transportation – as presented by the Company on 1/19/2015 – **T/A 1/20/2015**
16. Vacation – as countered by the union on 1/27/2015 – **T/A 1/28/2015**
17. *Arbitration – as amended by the Company on 9/03/2015*
19. Safety Wear – as countered by the Company on 1/27/2015 – **T/A 1/28/2015**
20. *Duration of Agreement – as countered by the Company on 9/03/2015* **T/A 9/03/2015**
21. *Pension – as amended by the Company on 9/03/2015*
Pension Bands – as amended by the Company on 9/03/2015
22. Savings Plan – as presented by the Company on 1/19/2015
25. *Wages – Wage Package A as amended by the Company on 9/02/2015*

Union Proposals

1. Merger of Agreement – as countered by the Company on 1/29/2015 – **T/A 1/30/2015**
11. Full Week Vacation – as countered by the Company on 1/26/2015 – **T/A 1/28/2015**
16. Fixed Holiday – as amended by the union on 1/29/2015 – **T/A 1/30/2015**
19. Uniforms – as amended by the union on 1/30/15
21. *Training – as countered by the Company on 9/03/2015*
31. DSL – as presented by the union on 1/29/2015 – **T/A 1/30/2015**

Those Company and Union proposals not addressed in this package are considered either withdrawn or dead on the table and shall not be considered a part of this settlement offer.

Employees who separate from the Company for any reason prior to the ratification of the agreement, shall be ineligible for any benefits derived through the ratification to include wages.

Should this package not be ratified by a majority of its members no later than October 1, 2015, the Company reserves the right to amend the package to include the Company's wage proposal contained herein.