

# CWA LOCAL 1101

## Summary of Tentative Agreement USIC UTILITY LOCATORS DECEMBER 2022



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## Highlights of Tentative Agreement

Below is the tentative agreement between CWA and USIC. Over the last few years, the CWA Local 1101 Locators have been telling us what they need in the next contract, and we listened. We believe this agreement covers many of the issues that our members have brought to our attention. This contract and all its benefits do not go into effect until the membership votes on it. The voting process will be fully explained, and ballots will be out after we have explained the new contract to the membership. Your CWA bargaining team fully recommends that you vote YES to ratify this contract. Thank you to all our members for their patience and continued trust in CWA Local 1101

CWA Bargaining Team

**John Dempsey – CWA Staff Representative**  
**Al Russo – CWA Local 1101 Executive Vice President**  
**Heather Trainor – CWA Local 1101 Business Agent**  
**Peter Ficorelli – CWA Local 1101 District Chief Steward**  
**Keith Hogarty – CWA Local 1101 Lead Organizer**  
**Larry Howard – CWA Local 1101 Shop Steward / USIC Utility Locator**  
**Rich Garvey – CWA Local 1101 Shop Steward / CWA Utility Locator**

### HOURS OF WORK AND PAY

- EACH LOCATOR WILL BE PROVIDED A WEEKLY SCHEDULE IN WRITING
- 24 HOUR NOTICE OF CANCELLATION OF A SHIFT
- EACH LOCATOR WILL BE PROVIDED A MONTHLY ON-CALL SCHEDULE
- 4 DAY WORK WEEK (FOUR 10 HOUR DAYS) WITH THREE CONSECUTIVE DAYS OFF (IF THE COMPANY REQUIRES)

## EASIER SICK TIME ACCRUAL

- The Employer will provide paid sick time to employees for each 60 (WAS 100 HOURS) hours of overtime worked in the calendar year as follows
- Employees with 12-24 months' seniority earn two (2) hours of paid sick time for every 60 hours of overtime worked, capped at two (2) days.
- Employees with 2-5 years' seniority earn three (3) hours of paid sick time for every 60 hours of overtime worked, capped at two (2) days.
- Employees with 6+ years' seniority earn four (4) hours of paid sick time for every 60 hours of overtime worked, capped at three (3) days.

## LOCATOR TRAINING PAY

- An employee who is assigned to train another employee during the employee's shift will receive an additional thirty dollars (\$30.00) for each eight-hour shift the employee performs such training.

## LOCATOR ON-CALL PAY

- Employees assigned to a weekend on-call shift shall receive thirty-five dollars (\$35.00) per day for each assigned weekend on-call shift and sixty-five dollars (\$65.00) for each assigned holiday on-call shift.

## INCREASED HOLIDAY PAY

- An employee who performs work on the day observed as a holiday will receive one and one-half times his regular wage rate for hours worked on the holiday on top of this holiday pay

INCREASED PAID TIME OFF



<b>LENGTH OF SERVICE ON JANUARY 1</b>	<b>PTO AVAILABLE FOR PRE-ACCRUAL USE DURING THE CALENDAR YEAR</b>	<b>ACCRUAL RATE (PTO ACCRUAL BEGINS JANUARY 1 IN ANY YEAR IN WHICH WORK IS PERFORMED)</b>
From one year up to and including 2 years	48 hours	0.1315 hours per day
3 – 4 years	96 hours	0.2630 hours per day
5 – 9 years	120 hours	0.3288 hours per day
10 years or more	160 hours	0.4384 hours per day

INCREASED WAGE SCALE

<b>TENURE RANGE</b>	<b>TENURE WAGE</b>	<b>MAXIMUM ADDITIONAL MERIT</b>	<b>MAXIMUM WAGE RATE</b>
0-6	\$18.50	\$0	\$18.50
6-12	\$20.13	\$0.70*	\$20.83
12-18	\$21.76	\$0.71	\$22.47
18-24	\$23.39	\$0.70*	\$24.09
24-30	\$25.02	\$0.71	\$25.73
30-36	\$26.65	\$0.70*	\$27.35
36-42	\$28.28	\$0.71	\$28.99
42-48	\$29.91	\$0.70*	\$30.61
48-54	\$31.54	\$0.71	\$32.25
54-60	\$33.17	\$0.70*	\$33.87
60+	\$34.80	\$0.70*	\$35.50

- On the first full pay period following implementation of this collective bargaining agreement, Locate Technicians' wage rates will be increased to the maximum wage rate indicated for their tenure ("tenure" meaning months of continuous service) below. Subsequent increases will continue throughout the course of the contract as Locate Technicians reach each new tenure benchmark. Upon reaching the minimum of the next tenure range, Locate Technicians will receive across-the-board wage increases and merit increases of up to the maximum amount indicated below.
- 4% PAY INCREASE ON THE FIRST ANNIVERSARY OF THIS AGREEMENT
- 3% PAY INCREASE ON THE SECOND ANNIVERSARY OF THIS AGREEMENT

**TERMS OF THE AGREEMENT**

- 3 YEAR CONTRACT THAT EXPIRES OCTOBER 31, 2025

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