



Dear Brothers and Sisters of CWA Local 1101,

On behalf of your bargaining team, I want to extend our deepest gratitude to all of the Gas Service Techs at Reconn Utilities for your patience, strength, and solidarity throughout this round of negotiations.

This contract was not won easily. Your support on the job, your willingness to stand together, and your trust in the bargaining committee made all the difference at the table. Because of your unity, we were able to push back, hold firm, and secure a tentative agreement that reflects meaningful improvements and respects the critical work you do every day.

I especially want to acknowledge the hard work and dedication of District 1 Staff Representative Wayne Poole, Business Agent Peter Ficorelli, and your co-workers and Union Stewards Joe Green and Dandre McRae. They fought tirelessly to ensure that your concerns, priorities, and needs were front and center in every bargaining session.

This tentative agreement is a direct result of our collective power as union members. While no contract includes everything we want, we firmly believe this agreement moves us forward and strengthens the foundation for future gains.

For these reasons, **your bargaining team strongly recommends a YES vote** to ratify this tentative agreement.

Thank you again for your continued solidarity and support. When we stand together, we win together.

Below is a summary of the new tentative agreement

In unity,

Al Russo  
Executive Vice President  
CWA Local 1101



# USIC / RECONN – CWA Local 1101



## Proposed New Contract (2025–2028) – One-Page Summary

This handout is meant to give you a simple, big-picture overview of the proposed new contract compared to our current (2021–2024) agreement. We'll go into more detail and answer questions on the Zoom call.

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### 1. Big Picture

- This is a new **multi-year contract (2025–2028)**.
  - It keeps **most protections and procedures the same** (grievance, arbitration, union rights, benefits).
  - The **biggest changes** are around:
    - How wages are set
    - Weekly hours and scheduling
    - Some leave and probation language
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### 2. What's Getting Better

#### Wages tied to NYC Prevailing Wage

- Instead of a fixed wage table in the contract, **your base rate will follow the NYC Comptroller's prevailing wage for Utility Locators**.
- When the City raises that prevailing wage, **your pay goes up automatically**.
- This applies to **NYC and Westchester** members.

#### Minimum 30 Hours per Week (for active weeks)

- If you are **actively working the whole week** (not on RIF, leave, or suspension), you are now **guaranteed at least 30 hours of pay**.
- **PTO, sick time, and holidays count toward the 30 hours**.

#### Better Advance Notice of Schedule

- The Company must send your **expected schedule for the following week by Wednesday at noon** (email is OK).
- The contract says the **“typical” schedule is five 8-hour shifts, Monday–Friday** (though operations can still vary).

## Funeral Leave Expanded

- Funeral/bereavement leave is **expanded to cover more family relationships** than before.
  - This makes it **easier to take paid time** when you lose a loved one.
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## 3. Changes

### Weekday Daily Pay Guarantee Adjusted

- Under the old contract, once you were routed out on a weekday, you were generally **paid your full shift** even if work ended early.
- Under the new proposal:
  - You are **guaranteed at least 4 hours** once you start.
  - You can still get **8 hours pay** if:
    - The Company chooses to release you early **and**
    - You've completed the required work and submitted the needed information.
  - If not, you are paid for **actual time worked** after your shift starts.

### Probation Extension (with Union say-so)

- Probation is still **180 days**.
- The Company can **ask** to extend an individual's probation by up to **90 more days** (total up to 270).
- The **Union must agree**, and we **cannot "unreasonably" refuse**.
- This gives the Company more flexibility on borderline cases, but the Union has a seat at the table.

### Relocation (50-Mile Rule)

- New language says if you plan to move your home **more than 50 miles** from where you live now, you must **notify the Company before finalizing**.
- The Company can:
  - Ask to **bargain over extra costs** (like increased travel).
  - After bargaining, if there's an impasse, take **reasonable, lawful steps** to limit those costs.

\*\* You will be getting a ballot via text message tonight at 8:30 pm. It will come from a 800 number. Please check any spam you may have on your phone if you didn't get one. Please vote ASAP. The voting ends tomorrow at noon.\*\*\*\*