

TEAM-MTS 2016 Negotiations

President's Remarks

February 17th, 2016

Since at least 2007, every round of negotiations opens with the Company telling us how bad things are, how cuts have to be made, how our members have to do more with less, demands for takeaways, and so on. Each round has progressively become more strained. Yet through it all, our members have played a leading role in helping MTS stand tall in the face of aggressive competition from numerous operators, many of whom are significantly larger, with significantly more resources. We are proud to have been a part of that success, and the future successes wherever it may lead. In return, we ask to be treated fairly, given opportunities to advance, have the freedom to focus on achieving results and expanding our skill set, be recognized for our efforts, and share in the rewards.

The past year has been one of hard work, uncertainty, reorganization, downsizing, more reorganization, increasing workloads, sales bonuses pulled from some of us, and a Variable Performance Plan payout that is overwhelming characterized as disappointing. The culmination of all this is a significantly demoralized workforce. TEAM's goal is to turn this around by addressing what are seen as significant problems in the workplace and reducing concerns about the future. We have listened to our members, they have great ideas, and we know it can be done.

In this round of negotiations we are looking to gain MTS's buy-in to discuss the problems and causes that are affecting the workplace. Ignore them, and there is a cost, take more away, and there is a cost. If bright, talented, engaged people are MTS's greatest asset, then they are worth the investment, and we'll reach a settlement quickly and be able to focus on the future.