



Utility Workers Union of America, Local 132

1155 Amelia Ave, Glendora, CA 91740

Telephone: (909) 305-9802

www.uwua132.org

uwua@uwua132.org

10/8/24

Negotiations and Tentative Agreement Q&A

Q: Does the Negotiations Committee recommend the membership to vote either yes or no on the Tentative Agreement?

A: The Negotiations Committee agreed to send the Tentative Agreement (TA) without any recommendation to the membership. Each member has to vote according to their own personal decision. As a result of this decision, the Negotiating Team will not be going to bases to discuss the contract.

Q: Why did the Negotiating Committee agree to send a TA to the membership for a vote?

A: The Negotiating Committee is neutral on the TA and is requesting the membership to decide on the contract. The company provided a Last, Best, and Final Offer. At that time, the Negotiating Committee had to send the agreement to the membership for a vote or the company would be able to implement their Last, Best, and Final Offer.

Q: Can a representative of the Union (Shop Steward or Officer) recommend a no vote on the CBA?

A: The Negotiating Committee will be neutral on the CBA. Other members of Local 132 have the freedom to speak their opinions.

Q: When will ballots be sent to the members and when will they be counted?

A: Ballots are expected to be mailed on or about October 11th. A notification will be placed on the website homepage when the ballots are mailed. The ballots will be counted on Friday, November 1st.

Q: Why does the vote take place via regular mail? Can I drop my ballot off at the union office?

A: Our bylaws require a contract vote be taken by mail.

Q: What do I do if I do not receive a ballot in a timely manner?

A: If you do not receive a ballot within 4 days of the mailing date, please call the Union office for a provisional ballot.

Q: How long after the vote is counted will the membership be notified of the results?

A: Results (Yes or No) will be posted on the evening of November 1st.

Q: Is the vote based on the total vote among all the union locals, or is it based on each local's count?

A: The final vote is based on the vote of the total membership among all the unions.

Q: Will the \$1.50 ETR Premium be removed?

A: The premium will be removed starting on January 1st, 2025 if the current TA is ratified.

Q: When will the pay increases take effect?

A: The pay increases will take effect on January 1st, 2025.

Q: If the TA is voted down, can the Company remove agreements that have been made?

A: Yes. Everything would be on the table?

Q: What protection do we have if there is a strike?

A: Please go to <https://www.nlr.gov/strikes> for an overview of your rights in a strike.

Q: Do benefits continue if we go on strike?

A: If there is a strike, benefits will continue through the end of the month in which the strike is called.

Q: What will happen to an individual who crosses a picket line in case of a strike?

A: Any member of a union is subject to charges under the terms of their own local bylaws if the individual chooses not to strike.

Q: Do part-time and probationary employees have protection in case of a strike?

A: All union members have the same protection in case of a strike.

Q: If the TA is voted down, can we get locked out?

A: If the TA is voted down, the Negotiating Committee goes back to the table to negotiate with the company for at least seven days before a strike or lockout could occur. That time could be extended by mutual agreement by the parties.

Q: If the TA is voted down, will the contract be extended again?

A: The Negotiating Committee will decide on the extension of the current CBA.

Q: What protections will we have if we work without a contract?

A: The wages, benefits, and working conditions in the contract would remain in place except the Company could refuse to arbitrate grievances filed over contract violations during the time we are working without a contract. Also, the no strike/no lockout clause would not be applicable absent an agreement to continue that provision during the continued negotiations.

Q: If a member chooses to resign their membership in case of a strike, what happens to that member when the strike is over?

A: A new contract will contain a union security provision, so the obligation to pay dues and fees will continue regardless of membership status.

Q: What happens to a person on temporary management assignment during a strike?

A: The union will not comment on the effects on a non-union member during a strike.

Q: If I am on a pre-planned vacation during a strike, will I still be paid for my vacation?

A: If you have a pre-planned vacation and a strike is called, you would not be expected to cancel your vacation. If you notify the company that you are not participating in the strike in order to get paid, you will be subject to charges under the bylaws of Local 132.

Q: How long will a possible strike last?

A: We cannot answer this question. There are too many variables involved in the effects of a strike.

Q: Can I write a message on my vehicle regarding the contract while it is parked on company property? Not parked on the base? Would this be considered a strike action?

A: CBA section 2.2(E) prohibits “picketing, strikes, concerted failure to report for work, slowdowns, or stoppages of work, nor any lock-outs, during the term of this Agreement.”

Q: How would an employee on baby-bonding or other protected leave be affected in case of a strike?

A: If you are on strike, contractually negotiated paid leave would stop during the strike. You could not be disciplined for going on strike if you were on leave at the time of the strike.

Q: Why were there not more classifications approved for upgrades?

A: The union submitted proposals, on two different occasions, to move all individuals up in pay grades. The final TA has 5 pay grades represented by Local 132 that are increasing under the current TA: ETR, CST, WOC, Senior WOC, and Repair Shop Mechanic 1.

Q: How were the TAs agreed upon?

A: Both sides had the opportunity to submit proposals on anything covered by the contract. The opposing side can then submit a counter or decline the proposal. This process continues until the sides agree on a TA, the proposal is withdrawn, or it is declined and not pursued.

Q: Will the full details of the TA be provided to the membership for review?

A: The final TA for each proposal will be made available on the website for review prior to voting on the agreement.

Q: Will leadership fight for more if the contract is voted down?

A: If the TA is voted down by the membership, the Negotiating Team will continue to negotiate on your behalf.

Q: What will the strike fund disbursement be in case of a strike?

A: This information will be provided at a later date after consultation with the Strike Committee and Executive Board.

Q: How and when will the membership be notified if a strike is called?

A: Notification will be made through the website and via notice to shop stewards, regional officers and strike captains. We do not have an exact timeframe for notification at this time. All Local 132 members should be signed up on the website ([UWUA LOCAL 132 • Utility Workers Union of America \(uwua132.org\)](http://UWUA LOCAL 132 • Utility Workers Union of America (uwua132.org))) to view the latest updates.

Q: What is a strike captain?

A: A strike captain is a point of contact for a work location and will be the person checking people in and leading the membership strike/picketing action location. If you are interested in being a strike captain, please submit your name to trustee@uwua132.org.

If you have additional questions, please contact your Regional Officer or the Union office.