



NEGOTIATIONS DAY-23 LOCAL 132

September 16, 2024

Negotiations continued between the Union and the Company on Day 23. The Company declined to bargain regarding two Union proposals.

1. **ARCOS:** The Union is pushing for a more transparent and fair way to distribute overtime by resetting the ARCOS system on January 1st each year, while the Company is resisting due to claimed limitations in the system. However, based on the Union's direct communication with ARCOS, it seems the system is more capable than the Company suggests, with features like real-time updates and transparent tracking of employee rankings for overtime.

The Union's proposal to zero out the overtime list on January 1st and follow strict rotational seniority would lead to a clearer, more equitable system where no one is skipped for overtime opportunities, aligning with the CBA's goal to spread overtime as equally as practicable. The fact that ARCOS can support these functionalities strengthens the Union's position.

2. **Panel Interviews:** The Union's initial proposal was to eliminate the pass/fail panel interviews for all classifications. The Company counteroffered by adding conditions and the Union then countered. The Company declined the Union counteroffer and thereby is requesting the Union accept its last offer. Throughout the years, some members of Local 132 have been unjustly disqualified due to biased and subjective interviews. The Union seeks to eliminate the subjective nature of interviews and instead rely on seniority and work experience.

The Company has declined to bargain over 40 of the Union's proposals. The Company is trying to fast-track the negotiations by focusing on the economic proposals, potentially bypassing or minimizing the importance of the non-economic issues the Union has raised. By doing this, they might be attempting to avoid further discussion on matters that could be significant for workers, such as working conditions, job security, or other non-monetary factors that often require careful consideration. The Union's concern that once wages and benefits are discussed, non-economic proposals might be ignored is valid. Economic issues tend to dominate once they are brought to the table, and it can be hard to refocus on earlier proposals. The Union must press the Company to acknowledge and negotiate on non-economic items before any meaningful progress is made on wages and benefits. Negotiating non-economic proposals is key to achieving a well-rounded and fair contract for all members, ensuring long-term stability and job satisfaction beyond immediate financial gains.

We must stay united and refuse to back down until the Company takes all of our proposals seriously. Only when these are fully addressed will we move forward to negotiating wages and benefits. Your support is essential in ensuring we achieve a fair and comprehensive agreement for everyone.

Support Your Union: A Call to Action

We stand at a critical juncture in our efforts to secure a fair and equitable agreement with the Company. Now, more than ever, we need to show unity and determination.

The Company must come to the table and bargain in good faith on the outstanding proposals that affect all of us—proposals that are critical to our well-being, working conditions, and future.

Your participation, your voice, and your support are essential in this process. Together, we can ensure that the Company understands that we will not settle for anything less than what is fair and just.

Stand with your Union. Stand for fairness. Demand that the Company address these key issues without delay.

In solidarity,

Joe J. Moreno

President – UWUA Local 132, AFL-CIO

Chair – Joint Steering Committee