



NEGOTIATIONS DAY-24 LOCAL 132

September 17, 2024

The Union and the Company resumed negotiations for Day 24. As explained in the Union's September 12th update:

Military Leave: *The parties continue to go back and forth with counter-proposals. There are proposals for full-time and part-time members. In short, we are on round 5 from proposal to counteroffers. Today, the Company declined the Union's last counteroffer for full-time members and threatened to withdraw its original proposal from the table if the Union did not accept the Company's previous counteroffer. The Company also indicated that acceptance of its previous counteroffer was contingent on the Union withdrawing its proposal that addresses military leave for part-time employees known as Union-21 (U-21).*

Despite the Company's public face of claiming to be an advocate for service members and veterans, the Company is seeking to limit the legal rights granted through the Uniform Services Employment and Reemployment Rights Act of 1994 (USERRA) and the California Military and Veterans Code. The Company, through its proposals and counteroffers, seeks to limit its responsibility and in turn members' benefits by only acknowledging certain sections of USERRA or California Military and Veterans Code. At this stage of both the part-time and full-time proposals, the Union is insisting the Company follow the law as written and not attempt to circumvent any provisions provided by law.

Following the previous update, the Union and the Company successfully reached an agreement on both the part-time and full-time military leave proposals. Additionally, after the round of counter proposals listed below, the parties signed a tentative agreement regarding the Letter of Interest process allowing restricted bidders to submit and be accepted.

Counter-proposals were submitted regarding the following topics:

1. Safety Specialist position
2. Pass/fail panel interviews
3. Letters of Interest process

The Company again emphasized its desire to move to economic proposals. The Union remained committed to addressing non-economic and Union proposals previously declined by the Company.

In solidarity,

Joe J. Moreno

President – UWUA Local 132, AFL-CIO
Chair – Joint Steering Committee