



NEGOTIATIONS DAY-26 LOCAL 132

SEPTEMBER 19, 2024

On Day 26 of negotiations, the Union and the Company continued exchanging counteroffers. The negotiating committee reviewed the current offers and submitted responses. By the end of the day, seven proposals had been exchanged, with six reaching tentative agreements.

The tentative agreements outlined highlight some key areas of negotiation between the union and the company. Here's a summary of the implications:

Union Proposal (Weingarten Rights): Aligning the collective bargaining agreement (CBA) with established Weingarten Rights ensures that employees have the right to representation during investigatory interviews. This strengthens the employees' ability to have support and guidance from union representatives, such as a Shop Steward.

Union Proposal (Grievance Investigations): Expanding the ability to conduct grievance investigations to include Shop Stewards (not just Union Officers) provides more flexibility in addressing issues and empowers more union representatives to participate actively in the grievance process.

Company Proposal (Limit Attendees at Arbitration): The company aimed to streamline arbitration proceedings by reducing the number of attendees and controlling costs. This could affect the union's ability to bring necessary representatives or experts. This restriction was declined and removed from the tentative agreement.

Company Proposal (Deadline for Discharge Arbitrations): Setting a deadline to hear discharge arbitrations may expedite the resolution process. However, depending on the specifics, it could also put pressure on the union to prepare cases more quickly and without all the necessary documentation from the Company. The deadline to hold the arbitration was eliminated and reverted back to the original language.

Company Proposal (Reduce Union Reps at Joint Steering Committee Meetings): The Company sought to eliminate 4 representatives from JSC. Reducing the number of union representatives at these meetings might decrease the union's influence in these discussions, possibly affecting our ability to fully represent members' concerns. The number of representatives remained unchanged.

Company Proposal (Limit Shop Steward Representation Distance): Limiting the distance from which a Shop Steward can be brought in for representation could impact union members at remote or smaller locations where a Shop Steward is not readily available, potentially limiting access to representation for some members. A compromise was reached with provisions that ensures members will have access to union representation.

The Union's proposals reflect an effort to balance union rights and company efficiency. However, the Company was seeking to limit the Union and its ability to represent the members. Negotiations will continue as the Union seeks to engage the Company and readdress the 40+ Union proposals the Company declined to bargain.

In solidarity,

Joe J. Moreno

President – UWUA Local 132, AFL-CIO

Chair – Joint Steering Committee