



NEGOTIATIONS DAY-28 LOCAL 132

SEPTEMBER 23, 2024

The parties met for Day 28 in continued negotiations. Numerous proposals and counter proposals were discussed. The list of topics discussed is as follows:

1. Bargaining Union Employees – language that effectively defines employees as bargaining unit employees vs “regular employees.”
2. Panel Interview Process – elimination of pass/fail panel interviews.
3. Existing Letters of Agreement – proposal to move letters of agreement into the CBA.
4. Contractors and Special Projects – language aimed to reduce the length of special projects.
5. Ethics Hotline Reports – elimination of a letter of agreement giving up the Union’s right to information.
6. Future Jobs and Industry Changes – language seeks to ensure future jobs are bargaining unit work.
7. Long Term Disability – increasing time from 24 months to account for delays in the Company delaying approval of procedures, MRIs, and surgeries regarding worker’s comp disabilities.
8. Last Chance Agreements – a reduction from 10 years to 5 years and retroactive to existing last chance agreements that are career-long with no cutoff time.
9. Position Analysis Questionnaire – bring back the PAQ method of evaluating pay grades.
10. Representation at Shop Committee – language that supports the right of officers to represent members in Shop Committee.

The parties concluded the day’s negotiations with the signing of two tentative agreements.

1. Panel Interviews – agreement to eliminate the panel interviews for many classifications.
2. Last Chance Agreements – agreement to make retroactive from life long to 10 years all existing last chance agreements.

In solidarity,

Joe J. Moreno

President – UWUA Local 132, AFL-CIO

Chair – Joint Steering Committee