



NEGOTIATIONS

DAY-29

LOCAL 132

SEPTEMBER 24, 2024

Day 29 of the Union and Company negotiations largely focused on several key topics. Discussion was held regarding Company updates on follow-up items from previous sessions, while the Union made decisions to withdraw certain proposals. One of the most notable points of discussion was the Union's proposals surrounding pay grades and general wage increases. This included advocating for wage adjustments to address inflation and the rising cost of living, which has been a central issue in ongoing labor talks across sectors. These discussions are part of broader efforts to ensure fair compensation and improved working conditions.

The following items are awaiting responses from the Company in the ongoing negotiations:

1. **Future Jobs and Industry Changes:** The Union proposed language ensuring that newly created jobs resulting from industry changes would remain as bargaining unit work. This is crucial to protect union jobs as industries evolve with automation and new technologies.
2. **Work From Home:** The Union seeks to add more job classifications eligible for work-from-home arrangements. Additionally, they want to separate the schedule selection process from the work-from-home agreement to ensure seniority-based scheduling for remote workers.
3. **20-Minute Breaks:** A proposal has been made to maintain the current 20-minute break policy, which may be under review for adjustment through Shop Committee. Keeping this break length is important for workers' well-being and productivity.
4. **Stop-The-Job Provisions:** This proposal aims to incorporate Occupational Safety and Health Administration (OSHA) guidelines into the collective bargaining agreement (CBA). It includes a requirement for the Company to notify the Union of any stop-the-job incidents to ensure safety concerns are handled transparently.
5. **Position Analysis Questionnaire (PAQ):** The Union is advocating for the reinstatement of the PAQ system to determine pay grades. This system, managed by an independent neutral vendor, would offer an objective assessment of job responsibilities and ensure fair compensation.

These proposals reflect the Union's focus on job security, work-life balance, worker safety, and fair pay, all of which are pivotal in modern labor negotiations

To expedite the negotiation process, the Union withdrew two specific proposals:

1. **Personal Business:** The Union had initially proposed removing the requirement for workers to provide a specific reason or show a "personal business" need when requesting time off. Instead, they aimed to treat this as "personal time off," allowing more flexibility. This proposal was withdrawn.
2. **Interviews:** The proposal concerning the interview process was also withdrawn. This was because the interview-related concerns were already addressed in a separate proposal that was tentatively agreed upon the previous day.

These withdrawals suggest a strategic move by the Union to streamline negotiations and focus on securing other priorities while keeping certain worker-friendly changes intact.

The Union submitted revised proposals on pay grades and wage increases in the ongoing negotiations:

1. **Pay Grades:** The Union proposed that *all* job classifications be upgraded by one pay grade. This would effectively move every employee into a higher pay bracket, resulting in significant wage adjustments for all workers.
2. **General Wage Increases:** The Union proposed a series of substantial wage hikes, including:
 - **15%** increase effective **October 1, 2024**
 - **12%** increase on **January 1, 2025**
 - **12%** increase on **January 1, 2026**
 - **12%** increase on **January 1, 2027**

These proposals reflect the Union's push to secure meaningful wage growth over the next several years, addressing inflation and the need for higher compensation across all pay grades.

In response to the Company's claim that it cannot address the Union's proposed wage increases until market analysis and supporting data are available, the Union countered with the following key points:

1. **Inequity in the Last Contract's Wage Increases:** The Union highlighted that the wage increases from the last contract did not keep pace with the rising cost of living. Inflation and higher living expenses have eroded the value of the previous pay adjustments, leaving workers struggling to maintain their financial stability.
2. **Comparison with Similar Companies:** The Union emphasized that workers in similar positions at companies like **PG&E** and **SDG&E** earn significantly more. These companies serve as industry benchmarks, and the comparison clearly shows how far behind the members are in terms of compensation, making the Union's wage proposals more justifiable.
3. **Member Demands:** The Union made it clear that its members are insisting that their leadership take a firm stand in these negotiations. Workers are demanding dignity and fair financial compensation, and they expect their Union to fight for these essential rights during the ongoing negotiations.

These points underline the Union's commitment to securing better wages in light of economic pressures and wage disparities within the industry.

The Company dismissed the Union's efforts to address pay inequities, including the proposal for upgrading all job classifications by one pay grade. Despite the Union's push to have the issue addressed early in negotiations — specifically, proposing pay grade upgrades on **June 20, 2024 (Day 2)** and general wage increases on **August 1, 2024** — the Company declined to engage in meaningful bargaining. On **August 29, 2024**, the Company refused to negotiate either proposal. This has frustrated the Union, as we see it as a disregard for members' demands for fair wages, especially in light of rising living costs and pay disparities with other companies in the industry.

The Union remains steadfast in its stance that the proposals are justified and timely, given the economic circumstances and the concerns voiced by its membership. Stand firm – stand committed!

In solidarity,

Joe J. Moreno

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