



NEGOTIATIONS DAY-30 LOCAL 132

September 26, 2024

On Day 30, the Union and the Company engaged in active negotiations, with proposals and counteroffers being exchanged. The fact that a packaged proposal was submitted suggests that the Company is attempting to address multiple issues collectively, while the Union's counteroffer shows that they are still working toward a mutual agreement.

The Union's proposal to upgrade all classifications by one pay grade was aimed at addressing what we perceive as a wage inequity from previous agreements, which we've termed "inequity pay." The Company refused to bargain on this based on a difference in perspective, particularly on how the cost of living does not factor into pay grade upgrades. Then the Company submitted its counteroffer to the Union's General Wage Increase (GWI) as follows:

Union Proposal:

15% October 1, 2024
12% January 1, 2025
12% January 1, 2026
12% January 1, 2027

Company Counteroffer:

~~15% October 1, 2024~~ – REJECTED BY COMPANY
3.5% January 1, 2025
3% January 1, 2026
3% January 1, 2027

The Union's counteroffer proposed other changes but remained firm on the 15%, 12%, 12%, and 12% as detailed above.

The Company seems to be sending mixed signals. They claim they want to come to an agreement by the expiration of the CBA, on September 30, 2024, at 11:59 p.m. However, while we were in bargaining, the Company sent out a Labor Relations Bulletin with their version of an update on negotiations.

The Company's tone in their update seems to be a reaction to the strong show of solidarity from all three UWUA Locals during the Strike Authorization Vote on Sunday. With over 99% of voting members authorizing a strike, it's clear that your collective voice is being heard. For those who participated, your presence made an impact.

Your demand for a fair and equitable contract centers on securing stability, economic security, and the union representation that everyone deserves. The solidarity shown throughout the negotiations, particularly at the vote, underscores the deep commitment members have for one another and their families.

This contract is not just about fair compensation for the exceptional work being done. It also involves ensuring safe working conditions, protecting job security for the future, safeguarding the right to union representation under the law, and more.

One of the most outrageous claims made by the company in their communication concerns a member's option to leave their union. In reality, being a member of one of the unions is a condition of employment at SoCalGas for represented positions, as outlined in Section 2.2(C)(1) of the CBA. This statement not only contradicts the contractual agreement but also seems to mislead employees about their rights and obligations under the collective bargaining agreement.

Additionally, Article XVII (Charges and Trials) of Local 132's Bylaws outlines the process for charging a member with "misconduct prejudicial to the legitimate interests of the Union." Strikebreaking is considered such a severe violation within the Union that it is the only specific offense explicitly stated in our bylaws. This highlights the gravity of crossing the picket line or undermining collective action, as it directly threatens the unity and strength of the Union.

For a strike to occur, our contract must first expire, and our National President must approve the call for a strike. This is not a decision that is made lightly. Historically, if a Tentative Agreement is not reached before the contract expires, both parties may agree to extend the contract while negotiations continue, or we may work without a contract.

If a strike is called, you will receive ample notice, along with detailed information to address any questions or concerns that may arise. We urge you not to fall for the company's tactics, as they are trying to divide the membership and instill confusion and fear.

Local 132 will continue to keep you informed as negotiations progress. If you have any questions, please reach out to your Regional Officer or the Union office.

UNITED WE STAND – DIVIDED WE BEG!

In solidarity,

Joe J. Moreno

President – UWUA Local 132, AFL-CIO

Chair – Joint Steering Committee