



NEGOTIATIONS DAY-31 LOCAL 132

SEPTEMBER 27, 2024

Late yesterday evening (Thursday, September 26, 2024) the Company came back with a counter offer to wages. As referenced in yesterday's negotiations update, the Union counteroffered the Company's first counteroffer on wages as shown below. The Company then responded with an updated offer as shown below with the change depicted in green print.

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**
3.5% January 1, 2025 – 1st counteroffer
3% January 1, 2024 – 1st counteroffer
3.25% January 1, 2027 - 2nd counteroffer

During Day 31 (September 27, 2024) of ongoing negotiations, the Union and the Company exchanged revised proposals and counteroffers concerning pay grade upgrades, general wage increases, "fenced-in" classifications, and LTD plan benefits. In a show of good faith, the Union adjusted its proposed wage increases downward across the board, emphasizing to the Company that their minimal adjustments of 0.25% would not lead to a satisfactory agreement by the September 30th deadline. We strongly urge the Company to present a more substantial and constructive response to the Union's latest offer. Below is the wage bargaining history, highlighted by color changes:

UNION PROPOSAL/COUNTER:

20/~~15~~/~~14~~/~~13~~% October 1, 2024
15/~~12~~/~~11~~/~~10~~% January 1, 2025
15/~~12~~/~~11~~/~~10~~% January 1, 2026
15/~~12~~/~~11~~/~~10~~% January 1, 2027

COMPANY PROPOSAL/COUNTER:

20/~~15~~/~~14~~/~~13~~% October 1, 2024 **REJECTED**
3/~~3.5~~/~~4~~% January 1, 2025
3% January 1, 2026
3/~~3.25~~% January 1, 2027

The Union is currently awaiting the Company's response on the following matters:

1. **Packaged Proposal 2** – A comprehensive set of 12 individual proposals initiated on September 25th.
2. **Benefits (Medical/Dental/Vision)** – The Union rejected the Company's proposal, which included substantial cost increases, and has firmly insisted on **NO increases** to cost-sharing for benefits. (Union declined the proposal on September 23rd).
3. **Union Proposals (8)** – These proposals focus on increasing premiums, per diem allowances, and meal allowances, initially submitted as early as June 27th.
4. **Addition of Recognized Holidays** – A proposal for adding more recognized holidays, submitted on June 20th.

The Union continues to advocate for other significant issues and is awaiting responses from the Company on these and additional proposals. As mentioned in previous updates, once wage negotiations begin, it becomes challenging to shift focus to these other critical matters. The Company and the Union are set to meet tomorrow, Saturday, September 28, 2024.

In solidarity,

Joe F. Moreno

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