



NEGOTIATIONS UPDATE LOCAL 132

October 4, 2024

On the last day of negotiations, a critical point was reached when the company presented its "Last Best and Final Offer." Typically, such an offer signals that the company believes it has made its final concessions and won't negotiate further. However, the union continued to push for key issues important to its members, demonstrating persistence and commitment. Instead of allowing the company to implement its final offer, the union opted to reach a tentative agreement.

Now, the next step involves you, the membership. You'll have the chance to review the agreement and decide whether to accept or reject it. While the negotiation committee successfully reached this tentative agreement, we are choosing to remain neutral. We will not be recommending a YES or NO vote, leaving the decision entirely in your hands. Please review the agreement carefully and make your choice when it's time to vote.

Local 132's executive board is set to meet on Monday to finalize the balloting and voting process. As required by the Bylaws, the ballots will be mailed to the membership. The current CBA remains in effect and has been extended until one week after the vote count, giving members time to review the tentative agreement and make their decision.

Below are some bullet points regarding what is on the table. A complete rendering of the entire tentative agreement is being prepared and will be posted on Local 132's website for review.

- No increase to cost sharing for health and welfare benefits e.g. medical/dental/vision.
- Wage increases:
 - 2025: 5.5%
 - 2026: 4.75%
 - 2027: 4.5%
- Local 132 classifications to be upgraded by one pay grade:
 - Energy Technician Residential
 - Commercial Services Technician
 - Work Order Control
 - Senior Work Order Control
 - Repair Shop Mechanic #1

We encourage you to take an active role in this important decision. Take the time to thoroughly review the tentative agreement and cast your vote thoughtfully. Remember, it's your voice that determines if this agreement meets our collective needs. **YOUR VOTE MATTERS-MAKE IT COUNT!**

In solidarity,

Joe J. Moreno

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