



# **NEGOTIATIONS UPDATE LOCAL 132**

November 10, 2024

Thank you for your steadfast commitment to our cause. With the CBA extended until January 2, 2024, your unity and dedication are more crucial than ever as we push for a Tentative Agreement that we can proudly stand behind. For those who attended the 38 membership meetings leading up to negotiations, you know the strategy. You were asked to make your voices heard—you *did*. We called on you to stand with the negotiating committee through engagement—you *did*. We asked for your support with the strike authorization vote—you *delivered*. We asked for you to turn out and vote – *you did*.

You turned out in record numbers, crushing the usual 20-25% voter turnout and decisively rejected the Tentative Agreement. Local 132 members stood shoulder to shoulder with us, showing unshakable strength. Together, we sent a clear and powerful message to the Company.

During the strike authorization vote, the combined support of Utility Workers Union of America (UWUA) Locals 132, 483, and 522 was nothing short of extraordinary, with a resounding 99.1% authorizing a strike if necessary. This outcome sent an undeniable message to the Company of our collective resolve. However, it's essential to recognize that there are two unions with a total of six locals on the property, including UFCW Locals 350, 478, and 995, which have not yet taken a strike authorization vote. A strike would require the support of all locals, as well as the endorsement of both the UWUA and UFCW National Presidents. Contrary to what some may say, this decision does not rest on a single individual's shoulders.

Local 132 members and leaders in the negotiating committee have taken every step to ensure that we secure a fair and favorable Agreement. The Company knows exactly where we stand. Now is the time to remain strong, to push through to the finish line. Don't be swayed by voices seeking to divide us—they're using fear and frustration to weaken our unity. Make no mistake: ***THE GOAL IS NOT TO STRIKE; THE GOAL IS A FAIR CONTRACT FOR EVERYONE.***

Leadership comes with tremendous responsibility, and we are committed to weighing the voices and concerns of all members. We understand that some members may be apprehensive or opposed to a strike. We also recognize the potential risk to our members if we were to work without the protections of a CBA if we did not extend the contract. Choosing to extend the CBA was a strategic decision made to safeguard members while we continue to press forward in negotiations. This extension does not mean a pause in our efforts. Next week, we're back at the table with the Company, ready to push for a fair and strong Agreement.

Now, more than ever, unity is our strength. We're on the brink of achieving what we've all been working so hard for. Let's stay united and finish strong!

In solidarity,

*Joe J. Moreno*

President – UWUA Local 132, AFL-CIO

Chair – Joint Steering Committee