



# ***NEGOTIATIONS UPDATE LOCAL 132***

November 23, 2024

Members of Local 132,

Contract negotiations are a complex and evolving process. The items discussed are continuously added, revised, shifted, evaluated, and re-evaluated. Ultimately, the goal is for both parties to find a compromise and agree on the terms and conditions of each issue on the table. Even after an agreement is reached on one item, it may be revisited as one side may push for changes to gain ground elsewhere. When all these individual items are packaged together, they form a tentative agreement, which, upon ratification by the membership, becomes the collective bargaining agreement.

I bring this up because some members appear to be already running their next campaign. These individuals are working to undermine the negotiations committee's efforts to secure a fair contract for you and your family. From the very beginning of this process, we have warned you about these tactics. We have seen efforts to divide the membership and divert our focus from the critical work being done at the bargaining table. These individuals are attempting to use your natural desire for information as a way to turn your energy against this committee and this leadership.

Now is not the time for campaigning. Elections and campaigning will come soon enough, but we must stay focused on the task at hand. Please be aware of these tactics and the true motivations behind them. I assure you that you will see many of these same names during our next election process.

Now is a time for unity as we approach the conclusion of these negotiations. We are close to finalizing a tentative agreement. Once all parties have completed their review and signed off, Local 132 will post the full agreement on our website for your review. This is what we mean by transparency—not a minute-by-minute account of the process, as some may want you to believe. We are not participating in a reality show for entertainment; this is real life, with real-world consequences.

As always, I ask for your patience and support as we continue our work on behalf of all members. Let's stay focused and united as we push forward to secure the best possible contract.

In solidarity,

*Joe J. Moreno*

President – UWUA Local 132, AFL-CIO

Chair – Joint Steering Committee