



REVISED TENTATIVE AGREEMENT LOCAL 132

November 25, 2024

The review and signing of the Revised Tentative Agreement (RTA) were scheduled to be completed today. Members of Local 132 will find the entire RTA posted under Member Resources once available at [UWUA LOCAL 132 • Utility Workers Union of America](https://uwua132.org) or <https://uwua132.org>. Q&A – members of the Negotiating Committee will be going to the bases in the upcoming weeks to present the RTA and answer questions regarding the terms of the Agreement.

VOTE RECOMMENDATION: The JSC Negotiating Committee recommends a YES vote. As with most Agreements, there is a give-and-take or if you prefer, pros and cons. Your vote is for the entirety of the Agreement. It is our position that the overall contract has many positive points that outweigh any negative points. Below are a few key points for you to consider.

2021 CBA:

2022 – 3%
2023 – 3%
2024 – 3.25%
NO 4TH YEAR
Total 9.25% or compounded – 9.5%

2024 RTA:

2025 – 5.5% (Retro from October 1, 2024)
2026 – 4.75%
2027 – 4.5%
2028 – 4.25%
Total 19% or compounded – 20.4%

Increases to Medical out-of-pocket/Co-Pays

Medical secured four years with no increases

The \$1000/500 bonus is eliminated. The 5.5% wage increase is in lieu of the bonus and is retroactive from October 1, 2024. 3 months of retro pay will include overtime calculated into the payout. Some employees will see payouts of over \$2K.

There is more to be considered. As you review the changes, please be sure to review the original Tentative Agreement (TA) and the Revised Tentative Agreement (RTA). Both documents go hand-in-hand with each other. All items from the TA remain the same unless included in the updates made in the RTA.

The Negotiating Committee will meet to establish a schedule for the presentation and Q&A sessions at the bases. Once the schedule is finalized, it will be posted on the Local 132 website. Local 132 Negotiating Committee believes this RTA is a fair Agreement and we recommend a YES vote. Please review and prepare your questions for the upcoming Q&A sessions.

In solidarity,

Joe J. Moreno

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