



NEGOTIATIONS

DAY-10

July 25, 2024

Today the Company and the Union leaders continued with negotiations. The Company submitted three proposals concerning medical, vision, dental, savings plan, and the Long Term Disability (LTD) plan. Representatives of the Benefits Department presented a PowerPoint covering the proposed changes in the medical, dental, and vision plans. The most significant changes proposed were to the medical and the Long Term Disability plans.

MEDICAL:

- Premiums – Proposed increase between 6.7-24.8% to plans particularly Kaiser, which has $\frac{3}{4}$ of the membership enrollment
- Co-Pays – Proposed increase ranging from 20-66.6%
- Out of Pocket Maximum limits – Proposed increase ranging from 12.5-33.3%
- Enhancement to some coverages
- Part-time employees - elimination of waiting period
- Part-time employees - reduction of premiums for spouse, child, and family coverage

LONG TERM DISABILITY PLAN:

The Company is attempting to reduce the coverage period even more by changing the effective date of when the 24-month (2-year) clock starts. In our LTD plan before the 2021 negotiations, employees had a maximum benefit of up to 5 years or a maximum benefit of up to age 65 regardless of how many years of benefit depending on employees' years of service with the Company. In the 2021 negotiations, this was reduced to 2 years or 24 months for all employees. Currently, the 24-month clock doesn't start until an employee meets the 60-day waiting period and/or uses all of their current sick allowance along with 50% of extended sick, whichever comes later. Then, the 24-month clock starts. There are additional takeaways introduced in today's proposal.

All current and previous proposals are initial drafts and will undergo a thorough negotiation process. If the proposed increases and takeaways concern you (as they should), it's crucial that you make your voices heard. Inform all levels of management that:

- You do not agree with the proposals
- You deserve better treatment
- You demand better

Active member engagement will empower the negotiating committee, as it shows the Company that you stand united in support of our efforts. Do not remain silent—let your voices be heard and rise in opposition. Help the committee push back on the Company.

In solidarity,
UWUA Local 132 Negotiating Team