



NEGOTIATIONS

DAY-13

August 8, 2024

Day 13 of negotiations consisted of four Union proposals and several Union and Company counter proposals. The proposals were as follows:

- Proposal to include shift premiums for all hours worked including overtime.
- Enhancement to CBA language solidifying rights and provisions for bargaining unit employees.
- Increased break periods.
- Proposal to create new classifications for traffic control and paving.

As the Company and the Union move forward in negotiations, we are now entering the phase of addressing the submitted proposals. These proposals will undergo an extensive back-and-forth exchange of counterproposals until tentative agreements are reached and signed.

As mentioned in a previous update, the initial submission of proposals is merely the starting point. The negotiation process involves thorough discussions, including requests for information and careful review of the responses received. Given the detailed nature of these responses, the review process can be time-consuming.

We appreciate your continued patience and support as we work diligently through these negotiations.

In solidarity,
UWUA Local 132 Negotiating Team