



# **NEGOTIATIONS**

## **DAY-14**

August 13, 2024

On day 14 of negotiations, the Union presented two significant proposals to the Company:

1. **Overtime Eligibility Update:** The Union proposed a change in how overtime is defined. Instead of overtime being applied to hours worked in excess of 8 hours, the proposal suggests that any hours worked immediately before or after a scheduled shift should be eligible for overtime pay along with other known parameters.
2. **Reduction of Contractor Dependency:** The Union also proposed a shift in the current ratio of company employees to contractors in Distribution work. The current 60/40 ratio (60% company employees to 40% contractors) would be adjusted to a 90/10 ratio, meaning the Company would be limited to using no more than 10% contractors.

These proposals aim to enhance worker benefits by expanding overtime eligibility and increasing the employment of full-time company workers instead of relying heavily on contractors.

In solidarity,  
UWUA Local 132 Negotiating Team