



# **NEGOTIATIONS**

## **DAY-15**

August 22, 2024

Thursday was Day 15. The Company and Union leadership met in continued negotiations. The Union presented new proposals and both the Company and the Union presented counter proposals across the table. UWUA Local 483 – Transmission and Storage, proposed 4 new proposals specific to their Local.

Additionally, the Union submitted 3 new proposals:

1. Rights of Union Officers attending Shop Committee
2. Elimination of a second probationary period for employees moving from part-time to full-time.
3. Creation of a Senior Safety Specialist Position

The Company and Union are actively exchanging counterproposals to address the initial proposals. This stage often involves a lot of back-and-forth discussion, where each side attempts to find common ground or negotiate terms that are more favorable to their respective interests.

Initial Union Proposals – Company countered:

1. Part-time vacation hours
2. Military leave (2 proposals)

Initial Company Proposals – Union countered:

1. Clean-up listing new classifications in CBA created since the 2021 CBA
2. Removal of AMI Letter of Agreement from CBA
3. Legal Compliance – as written, gives the Company full authority to make changes as they deem necessary without Union agreement when changes in laws occur.
4. Elimination of Full-Time Letter of Agreement – Military Leave
5. Military Leave benefits and California State Military Reserves

There are many steps in the negotiation process. One of these steps is the establishment of a Strike Committee. The Strike Committee is charged with planning all phases of a strike. One of these phases is the strike authorization vote that you, the members, must vote on. To be clear, a strike authorization vote is not a vote to strike. A strike authorization vote grants the Union the authority to proceed with a strike if it becomes necessary. It sends a message to the Company that the members stand with their Union in support of a good contract.

It is the goal of all parties negotiating the CBA to produce a contract that we can all agree with. Therefore, it is not the goal of the Union to go on strike. We will make every effort not to resort to a strike. However, a strike is the most powerful tool available to any Union should negotiations fail. It is necessary to plan far in advance. For now, this is what the Union is working on. The focus remains on achieving a fair agreement without resorting to a strike, but preparations are being made just in case. Please continue to be vigilant and always critically assess any information you receive as there may be misinformation or rumors circulating.