



NEGOTIATIONS

DAY-16

August 27, 2024

In continued negotiations, the Union proposed a Jobs initiative focused on Safe Staffing Levels, Enhanced Customer Service, Workforce Additions, and Training. The Union closed out its proposals while reserving its right to add new proposals or modify proposals. The Company countered a number of both Company and Union proposals.

Original Company proposals – Company counter to Union counter:

1. Job Progressions – The Company accepts most modifications presented by the Union in its counteroffer. The Company added some minor modifications.
2. Elimination of Panel of Arbitrators List – The Union counteroffer seeks to keep the existing Panel of Arbitrators list and add two new arbitrators. The Company countered by adding a total of four new arbitrators and they introduced a new method of selecting new arbitrators as vacancies occur.
3. Legal Compliance – The original Company proposal seeks to grant the Company full authority to implement changes in policies when changes in laws or regulations have occurred. The Union's counteroffer was to balance the changes in laws with bargaining and agreement before any implementation. The Company countered this with more modifications to the proposed language.

Original Union proposals – Company counteroffers:

1. Seniority and Progression – The Company counteroffer adds modifications.
2. Elimination of the 2nd Probationary Period for employees moving from part-time to full-time positions – The Company counteroffer seeks to limit the proposal to certain moves into full-time.
3. Grievance Procedure Steps – Currently, there are, in essence, 2 steps in the grievance procedure which are a hearing with Labor Relations followed by arbitration. This proposal seeks to bring back the Step 1 grievance hearing at the local level with local management, adding a Step 2 hearing with a department Director, followed by a Step 3 hearing with Labor Relations, and a final Step 4 hearing with the Vice President of Labor Relations before moving to arbitration. The Company counter-offered with modifications to the proposal.

The Company declined to bargain regarding the following Union proposals:

1. Last Change Agreement – a reduction from a 10-year term to 5 years applied retroactively to all existing Last Change Agreements.

2. Policy Change Modification – recognizes the rights granted by the National Labor Relations Act and mandatory subjects of bargaining.
3. Fenced-In – addition of classifications to the “fenced-in” category.
4. Contracting Out – enhancements to limit contracting out and addition of reporting requirements.
5. 60/40 changed to 90/10 – currently, 60/40 allows up to 40% of distribution work to be worked by contractors. The updated terms would allow up to 10%. This creates internal opportunities for movement and ensures better quality control and safety.
6. Creation of a Traffic Control and Paving Department to bring contracted work in-house, enhance safety, and create entry-level positions.
7. Universal 20-minute breaks for all employees.
8. Shifts/Schedules – bargaining of shifts and schedules as required by the National Labor Relations Act.
9. Addition of 1 week extended sick time for employees with 20 or more years of service.
10. Future Jobs – Disclosure requirement and agreement that any existing and new work due to industry changes will be bargaining unit work.

As seen above, the Company is declining to bargain 10 union proposals in addition to many others they declined to bargain in previous negotiation sessions. The negotiating team is taking a holistic approach to bargaining. We are looking at many areas where improvements can be made to better the working conditions and enhance safety. Although no one item of bargaining is a home run, each item of improvement moves us closer to the goal of safe and adequate staffing, better working conditions, and a greater focus on safety.

In solidarity,
UWUA Local 132 Negotiating Team