



NEGOTIATIONS

DAY-17

August 28, 2024

The Union and Company continued negotiations and exchanged counter-proposals. The negotiation process consists of many elements. Both sides considered what is important to them. Then, the proposals were formulated. The proposals were submitted across the table. There were initial discussions regarding the newly submitted proposals. Each proposal is taken back for further review. For the Union, the committee that reviews all the proposals is known as the Joint Steering Committee (JSC). There are 2 Unions on the property. Each Union has 3 locals for a total of 6 locals. The JSC has a total of 12 representatives, which are 6 presidents and 6 officers. In addition to the 12 representatives, we have representatives from both national unions. Since Local 132 is the largest local by membership, we have the Chair of the JSC, the Co-Chair, and 4 Regional Officers plus our national representative. The negotiation process between the Union and the Company is quite structured and involves a lot of back-and-forth discussions. The JSC plays a central role in reviewing and deciding on proposals and counter-proposals, ensuring that the interests of all involved locals and members are considered. There were over 100 proposals submitted. Given the complexity, it makes sense that this process can take considerable time for each proposal.

On Day 17, the Union submitted 3 counter-proposals:

1. There was a counter-proposal submitted in response to the Company's legal compliance proposal. The goal of this counter-proposal was to find a balance between adhering to legal requirements and ensuring that the Union has the opportunity to negotiate over key issues that affect the workers, such as working conditions, wages, benefits, safety, and schedules. This approach aims to protect the interests of both parties by ensuring that the Company complies with the law while also respecting the Union's right to bargain over mandatory subjects.
2. The original Company proposal aims to completely remove the current list of arbitrators by eliminating the Panel of Arbitrators Letter of Agreement. In contrast, the counter-proposal not only retains the existing list of arbitrators but also proposes to expand it by adding additional arbitrators.
3. The counteroffer suggests that instead of adopting the original proposal, which involves using the Federal Mediation and Conciliation Service (FMCS) to select a random arbitrator for each arbitration case, the Company should accept an alternative solution presented in item 2 above. By accepting item 2, the need for the new arbitrator selection method proposed in this original proposal would be eliminated.

The Company presented 2 counter-proposals:

1. Union's proposal to automatically move LCT I to LCT II upon completion of ARC welding, Phase I, and Phase I high pressure control training. The Company counteroffered.
2. Disciplinary Interviews - The right of a member to have union representation even if there is no steward or officer at their base. The Company's initial intent was to limit the distance from which a steward may be brought in to represent you. Per the National Labor Relations Act, a bargaining unit member has the right to union representation. The Union seeks to enforce this and ensure you are represented.

The Union and the Company signed 4 tentative agreements today.

1. Bidding seniority rights
2. The probationary period for part-time employees moving to full-time will no longer be required in certain circumstances.
3. LCT I to LCT II - automatic move to LCT II by choice of the member.
4. Appendix B – Job Progression – updating the appendix to include new classifications not listed.

Today, the Company declined to bargain 3 Union proposals:

1. A shift in the method used to evaluate classifications for potential pay grade upgrades, specifically from the PACKS process, as outlined in the 2021 Collective Bargaining Agreement (CBA) to the PAQ (Position Analysis Questionnaire) method.

a. Key points comparison:

PAQ Method:

- **Third-Party Evaluation:** The PAQ method relied on a third-party evaluator to conduct the analysis and make decisions regarding pay grade upgrades.
- **Objective Process:** The involvement of a neutral third party aimed to ensure a more objective and impartial evaluation process.
- **Union Involvement:** The Union did not bear the responsibility for conducting the evaluation.

PACKS Process (2021 CBA):

- **Company Control:** The current PACKS process gives the Company significant control over the decision-making process regarding pay grade upgrades.
 - **Burden on Union:** The Union now has the responsibility to conduct the evaluation, which may be a shift in workload and responsibility compared to the PAQ method.
 - **Arbitration:** If the Union disagrees with the Company's decision, the only recourse is to take the matter to arbitration, which can be time-consuming and costly.
2. Master Work from Home Agreement – adding classifications, eliminating restrictions imposed on WFH members that are not imposed on employees at the worksite (dual standards), seniority selection of schedules, and establishing Union involvement when making changes to working conditions.
 3. Right of Union Officers to attend shop committees as granted by the National Labor Relations Act.

In solidarity,
UWUA Local 132 Negotiating Team