



NEGOTIATIONS

DAY-18

August 29, 2024

Day 18 of continued negotiations. The Union and the Company signed a tentative agreement expanding the list of arbitrators and outlining a method to fill any future vacancies.

The Company proposed its General Wage Increase (GWI) offering 3% starting in January for 2025, 2026, and 2027. The Company claims that 3% is above the forecasted rate of inflation for the noted years to come.

The Company is proposing to upgrade by 1 pay grade the following classifications: Energy Tech Residential, Commercial Services Tech, Pipeline Tech, Station Tech, Transmission Welding Specialist, System Protection Specialist, Senior Electronics Equipment Tech, and Repair Shop Mechanic #1.

The Local has made every effort to take into account the members' needs. We set up the email contractproposals@uwua132.org so that we can receive, catalog, and review your requests. We received close to 400 proposals from our members. In turn, the negotiations team has submitted more proposals to the Company than is customary in contract negotiations. The Company has come just shy of shaming the committee for putting forth so many proposals. The Company continues to prove this by its continued pattern of declining to bargain over the proposals that you, our members, have said are important to you.

Today, the Company declined to bargain 15 Union proposals. Add these to yesterday's 3 proposals and the previous day's 10 proposals and others. From today's declined list, we will focus on 2 Union Proposals that have been at the center of members' concerns and top priorities.

- On June 20th, the Union submitted Union Proposal 11 (U-11) requesting an upgrade by 2 pay grades for **all** classifications addressing the cost of living for the duration of the last CBA.
- On August 1st, the Union submitted Union Proposal 32 (U-32) requesting General Wage Increase (GWI) as follows:
 - Effective October 1, 2024 = 20%
 - Effective January 1, 2025 = 15%
 - Effective January 1, 2026 = 15%
 - Effective January 1, 2027 = 15%

The Local and its negotiating team will continue to push on the Company to do right by its employees, and our members. The last contract left you behind. Therefore, we have ground to make up. Many members asked and demanded to know what we, "the Union" were going to be asking for. Well, now is the time. Time for you to know what we requested on your behalf. Time for you to realize what the Company believes you are worth. Most importantly, **TIME FOR YOU TO TAKE A STAND**. If you believe you deserve better, you must rise and stand in support of your Union. You must stand and move your co-workers to stand with you and not be swayed by the naysayers.