



NEGOTIATIONS

DAY-19

September 4, 2024

The Union and the Company continued negotiations on Day 19. The Union expressed strong concerns about the Company's refusal to engage with 34 proposals submitted by the Union, most coming directly from the membership. The Union highlighted that these proposals are critical issues raised by the workers themselves, and not addressing them could have a significant impact on the membership's confidence in the bargaining process. The Union sees this refusal as a sign of the Company's reluctance to address important workplace concerns that the membership is counting on the Union to resolve through negotiations.

There was a productive dialogue between the Union and the Company, with both parties expressing their concerns and gaining a better understanding of each other's positions. The Union indicated that after this exchange, they may need to revisit some of the proposals that had initially been declined by the Company, possibly with revised perspectives or adjustments.

The parties came to tentative agreements regarding three union proposals. The Company agreed to withdraw one of their proposals and the Union withdrew two proposals. There were four counter proposals submitted regarding military leave and boot allowance.

There's still significant ground to cover in these negotiations. Your continued involvement and conversations at your worksites play a crucial role in supporting the Union's efforts across the bargaining table. Every discussion, every show of solidarity, helps set the tone and reinforces our collective strength. Your participation is vital as we work towards securing the best possible outcome for everyone. Let's keep the momentum going!