



NEGOTIATIONS

DAY-20

September 5, 2024

The negotiations are in an intensive phase, with multiple proposals and counter-proposals being exchanged and reviewed. The Union is actively engaging in the process by submitting additional counter-proposals, addressing key issues related to grievance procedures and disciplinary matters. Here's a breakdown of the main points:

1. Four counter-proposals were initially submitted by both parties.
2. The Union submitted two additional counter-proposals during the day, with one encompassing five additional counter-proposals.
3. The key areas of these proposals include:
 - JSC (Joint Standing Committee) meetings.
 - Shop steward/officer training related to grievance investigation.
 - Steps in grievance procedures.
 - Disciplinary interviews.
 - Time and mileage limits regarding grievance hearings.
 - Arbitration scheduling timelines.

Today, the parties were focused on reviewing critical issues, particularly around grievance handling and dispute resolution. As mentioned in previous updates, the negotiation process includes discussions, reviews, and back-and-forth exchanges of counter proposals. The Union remains committed to achieving the best outcome for the membership. Local 132 continues to push on items you, the members, have stated are important to you.

As part of our continued efforts to secure the best possible Collective Bargaining Agreement (CBA) for our members, we are making preparations for the possibility of a strike. While striking is never our desired outcome, the Union must plan and be ready for all possibilities. A critical step in this process is holding a strike authorization vote, where members show their support for the Union's efforts at the bargaining table.

Voting *YES* to authorize a strike, if necessary, sends a powerful message to the Company: that our members are united, engaged, and fully support the Union's efforts to achieve better wages, protections, and working conditions. A low turnout, on the other hand, signals to the Company a lack of engagement and weakens the Union's negotiating position.

In contrast, a high voter turnout demonstrates that our members are serious, united, and committed to standing with Union leadership for fair and just terms. Your participation is crucial—it strengthens the Union's hand in negotiations and helps us achieve the outcomes we all deserve.

I call upon each of you to rise in support of our Union. The time has come to sacrifice your valuable time and effort for the benefit of us all. We've lost ground in the last CBA, but with unity and determination, we can reclaim what's rightfully ours. Your commitment to this process today will pave the way for the rewards of tomorrow. Together, through our collective effort, we will achieve the gains we deserve.