



# **NEGOTIATIONS DAY-21 LOCAL 132**

September 10, 2024

The Union and the Company continued with negotiations. There were three proposals signed as tentative agreements:

1. Footwear allowance for part-time employees.
2. Footwear allowance for full-time employees.
3. Update to Appendix A – Pay Grades listing classifications created since the 2021 CBA.

The Union countered three proposals covering the following:

1. Military leave part-time employees.
2. Military leave full-time employees.
3. Work From Home Agreement (WFH) – adding classifications, eliminating dual standards, and separating shifts/schedules from WFH.

The Company countered two proposals:

1. Update to 35-day return rights clarifying the start day of the 35 days.
2. Inclusion of OSHA Stop-The-Job authority and requirements of reporting Stop-The-Job incidents to the Union.

The Company declined a bundled counteroffer submitted by the Union, which covered several proposals presented in previous sessions. However, they committed to submitting responses with a breakdown of the proposals.

Local 132 continues to stand firm in representing all bargaining unit members during these crucial negotiations. As many of you are aware, a **strike authorization vote** event has been scheduled. We encourage you to share this message with fellow members to ensure maximum participation including the RSVP to the event found at [UWUA132.ORG](http://UWUA132.ORG).

Your unwavering support is being seen and heard by the Company. There is no greater demonstration of your engagement than a strong turnout at the upcoming strike authorization event. This is your opportunity to send a powerful, unified message: **we are committed to securing a fair contract with no concessions.**

Let's show the Company we stand together.

In solidarity,  
Joe J Moreno