



# NEGOTIATIONS

## DAY-5

July 9, 2024

On June 19, 2024, SoCalGas sent a Labor Relations Bulletin to all employees regarding day 1 of negotiations. The Company stated in part, “The company gave an opening statement reiterating its appreciation for its relationship with the union and union leadership, and is committed to an efficient and respectful negotiations. The company offered to focus the negotiations on **WAGES AND BENEFITS, PRESERVING THE REMAINDER OF THE EXISTING CONTRACT AS-IS**” (emphasis added). On day 1 of negotiations, the company emphasized to the Joint Steering Committee (JSC) that the current CBA meets all the company’s operational needs. The company expressed interest in keeping the CBA “as-is” and focusing on wages and benefits.

Despite their bulletin to the membership and their opening statement to the JSC, today, the company made a clear attack on the employees' rights to representation. The company's proposals are concerning. Here's a summary of the key points:

1. **Attack on Representation Rights:** The company is undermining employees' rights to representation and union rights.
2. **Proposals to Weaken the Union:**
  - **Elimination of Arbitrator Panel:** Removal of the existing panel of arbitrators.
  - **Increased Costs on the Union:** Shifting more financial burden onto the union.
  - **Limitation on Witnesses and Experts:** Restricting the union's ability to bring in witnesses and subject matter experts during arbitrations.
3. **Changes to Compensation for Grievance or Disciplinary Hearings:**
  - **Travel Time and Mileage:** Currently, the company covers these costs, but the proposed language shifts the burden to the members, limiting compensation for lost time and mileage.

These proposals would significantly weaken the union's ability to effectively represent its members and could lead to increased costs and inconvenience for the employees. It's clear that these proposals are seen as an attack on employees' rights and a sign of the company's disregard for both employees and their union. Employees and union members likely feel that these proposals undermine their ability to be fairly represented and protected. This situation calls for a strong response from the union and its members to defend our rights and interests.

The union presented a proposal focused on safety and Alternate Work Schedules. Additionally, the union proposed to enhance Personal Business.

In solidarity,  
UWUA Local 132 Negotiating Team