



NEGOTIATIONS DAY-7

July 16, 2024

Today was day 7 of bargaining with the Company. There was a total of 7 proposals submitted across the table (4 from the Union and 3 from the Company) plus 1 company counter-proposal (CCP).

The Union's proposals addressed several key areas:

1. **Interview Process for Bidding:** Proposals related to how interviews are conducted when employees bid for new positions.
2. **Military Orders Processing:** Updates concerning how military orders for deployment or activation are processed, specifically in relation to the benefits outlined in the Collective Bargaining Agreement (CBA). (2 proposals)
3. **Long-Term Disability (LTD) Plan:** Enhancements to the length of coverage provided under the LTD plan, as detailed in Appendix G of the agreement.

These proposals aim to improve the existing processes and benefits for employees.

The company is attempting to make several significant changes to the Collective Bargaining Agreement (CBA) that could impact union members. Here's a breakdown of the proposed changes and their potential implications:

1. **Elimination of Military Leave of Absence – Letter of Agreement:**
 - **Current Situation:** Appendix C, pages 207-208 of the CBA outlines specific terms and protections for employees taking military leave.
 - **Proposed Change:** The company wants to eliminate this Letter of Agreement, potentially reducing protections or benefits for employees who need to take military leave.
2. **Modifications to Military Leave, Section 4.4 (F) I:**
 - **Current Situation:** Section 4.4 (F) I provides specific provisions regarding military leave.
 - **Proposed Change:** The company wants to modify these provisions, which could mean altering the terms under which military leave is granted or compensated.
3. **Shift in Burden of Costs for Grievance Investigations:**
 - **Current Situation:** The company currently pays for the time a union representative spends conducting a grievance investigation on company time.
 - **Proposed Change:** The company wants the union to bear the costs associated with grievance investigations, including lost work time, travel time, mileage, etc. This could place a financial burden on the union and potentially discourage thorough grievance investigations.

4. **Proposal on Shop Steward Representation:**

- **Proposed Change:** The company wants to specify which shop steward can represent a member based on their work location, potentially limiting the availability and choice of representation for union members.

Potential Implications:

1. **For Union Members:**

- Alteration to benefits and protections for those needing military leave.
- Increased financial burden on the union could affect its ability to support members effectively.
- Limited choice in representation might reduce the effectiveness of grievance handling.

2. **For the Union:**

- Increased costs related to grievance investigations.
- Potential challenges in maintaining member support and satisfaction.

Union Action:

1. **Negotiation:** The union should prepare to negotiate these changes, emphasizing the importance of maintaining current benefits and protections.
2. **Communication:** Communicate to members the potential impacts of these proposed changes and gather their support.
3. **Legal Review:** Consult with legal experts to understand the full implications of the proposed changes and explore any legal avenues to contest them.
4. **Member Mobilization:** Encourage union members to actively participate in discussions and show solidarity against proposals that could undermine their rights and benefits.

It's important to note that almost all union officers and shop stewards are full-time employees, just like you. If the proposal to shift the cost of grievance investigations to the union goes through, union representatives would either have to lose pay to represent you in the grievance process or be paid by their local union to conduct these investigations. This burden would ultimately fall on you, the members.

Rise in support of your union. Voice your concerns to management against the company's actions and attack on the union. Let them know we stand united and that an attack on the union is an attack on the members.

In solidarity,
UWUA Local 132 Negotiating Team