



NEGOTIATIONS

DAY-8

July 18, 2024

Day 8 of negotiations consisted of exchanging 7 proposals (6-union/1-company) and signing 1 tentative agreement eliminating obsolete language.

The union's proposals covered the following topics:

- Welding premium – oxy-fuel welding
- Last Chance Agreement – reduction of term and making it retroactive to existing Last Chance Agreements.
- National Labor Relations Act/Mandatory Subjects of Bargaining – language to require the company to first introduce and bargain in good faith with the union when policies and procedures are altered or created affecting the working conditions of union members.
- Contracting out – introduction of language limiting the company's use of contractors and duration of pilots or special projects.
- Overtime – proposal to pay all overtime at double the straight-time rate of pay.
- Work From Home Agreement – addition of classification, removal of dual standards between work-from-home and office employees, and removal of company's sole discretion e.g., requiring bargaining over any modifications to work from home.

The company proposed changes to the Position Opportunity and Placement (POS), better known as the bidding process; specifically targeting the Letter of Interest component.

In solidarity,
UWUA Local 132 Negotiating Team