



NEGOTIATIONS

DAY-9

July 23, 2024

In day 9 of negotiations, the Union introduced 3 proposals and 4 counter proposals. The Company presented 3 proposals and 1 counter proposal.

Union proposals:

- Part-time employees: introduced new language to grant scaled paid vacation hours.
- Remove “Other Jobs” list from CBA's page 165. Currently, these jobs are paid substandard wages that do not fall in our grade 1-9 pay scales. The proposal seeks to move these jobs into the active pay grades.
- A Local 483 proposal to eliminate 2 jobs from the “Other Jobs” list.
- Counter proposal to update the list of classifications not properly listing all the classifications that are provided uniforms.
- Three counter proposals: One seeks to add classifications that receive footwear allowance and two of the counter proposals seek to increase the footwear allowances paid to full-time and part-time employees.

The Company's first proposal is designed to discourage employees from participating in union activities by eliminating a reimbursement system that works and places a greater upfront burden on the Union. Currently, when an employee is cleared by the Union to engage in union activities, such as testifying at the California Public Utilities Commission, the employee continues to receive their regular paycheck. However, the Union is billed for the employee's day's salary and reimburses the Company. This approach can be seen as a way to financially burden the Union and potentially dissuade employees from participating in union-related events. The next 2 proposals were regarding the footwear allowance for both full-time and part-time employees. In the Company's counter-proposal, the Company is declining the Union's original proposal to enhance the Long Term Disability plan benefit.

In solidarity,
UWUA Local 132 Negotiating Team