



NEGOTIATIONS UPDATE

LOCAL 132

February 8, 2025

Subject: Expired Contract

Dear Brothers and Sisters,

We are *not* on strike.

As of February 7, 2025, at 11:59 pm, the CBA expired. But rest assured, this does not change our daily operations. It's business as usual. Our commitment to our work, our professionalism, and our unity is more important than ever.

Here's what you need to know:

- **Show up to work on time.** Do the job you were hired to do.
- **Follow all policies and procedures** relevant to your classification.
- **Abide by the Code of Conduct.** Maintain the standard of excellence we've always upheld.
- **All benefits remain intact** such as medical etc.

Remember, **no strike has been called.** If one were to happen, you would be notified well in advance. Until then, we continue the negotiations, and we'll keep you informed with updates when there's something concrete to share. If you haven't received any direct communication from the leadership, it simply means there's no new information to report. We don't engage in speculation—we only deal in facts.

It's natural to have questions and concerns, but the truth is, there's only one thing you control right now: **your actions.** By showing up, staying committed, and doing your part, you eliminate any uncertainty. We don't need to get bogged down by hypotheticals—we need to stay focused on what's real.

Be aware of unofficial sources that may spread rumors or misinformation. Stick with the facts, and don't let false narratives cloud your judgment.

Our strength lies in our unity. As we continue to push for a fair contract, the next step will be the ICWUC's strike authorization vote. But for now, our best course of action is clear: stay the course, show up, and stay united. With your dedication and focus, we can move through this process with confidence.

On behalf of the Negotiating Committee,

Joe J. Moreno

President – UWUA Local 132, AFL-CIO