



TENTATIVE AGREEMENT UPDATE LOCAL 132

October 11, 2024

Members of Local 132,

The ballots were mailed out today. If you do not receive your ballot by Wednesday, October 16, 2024, **YOU MUST CALL THE UNION OFFICE FOR A DUPLICATE.** The final count will be conducted on Friday, November 1, 2024. This means that your ballot must be received by Thursday, October 31, 2024.

The Tentative Agreement, Last Best and Final Offer, and a summary of the individual proposals that comprise the Tentative Agreement have been uploaded onto the website: [UWUA LOCAL 132 • Utility Workers Union of America \(uwua132.org\)](http://UWUA LOCAL 132 • Utility Workers Union of America (uwua132.org)).

Review all the proposals carefully and make an informed decision when you vote. For those who attended the membership meetings before negotiations, remember what we said: we will fight as long and hard as necessary as long as YOU, the members, support it.

What does that mean? The statement means that if you, as a union member, believe that the Company's current offer (as outlined in the Tentative Agreement) isn't satisfactory or doesn't meet your expectations, you have the option to reject it. By doing so, you're essentially telling the Union and the Company that they need to continue negotiating for a better deal.

In union negotiations, rejecting an offer sends a message that the members want improved terms, such as better wages, benefits, working conditions, or other contract provisions. It also signals that you're willing to stand behind the Union's efforts to push for more favorable conditions, which may involve further discussions or even taking more assertive actions like strikes, if necessary.

In short, voting against the offer would mean you want the union to go back to the bargaining table and continue fighting for a better deal on your behalf.

TIMELINE:

October 11 – Ballots mailed out.

October 16 – Should have received a ballot. If not, call the Union Office for a duplicate.

October 31 – Deadline for ballots to be received at the Post Office.

November 1 – Ballot pick-up from Post Office, ballot count, posting of results on the website.

In solidarity,

Joe J. Moreno

President – UWUA Local 132, AFL-CIO

Chair – Joint Steering Committee