



# **TENTATIVE AGREEMENT UPDATE LOCAL 132**

On behalf of the leadership of Local 132, I want to thank our members for your strong involvement during the lead-up and throughout the negotiations. Your active participation made a real difference, preventing the company from directly taking away from your benefits. Instead, the company focused on making changes—what they called “enhancements”—that targeted the unions representing you.

A total of 39 company proposals, with 12 specifically targeting union-related issues:

- **C-15:** Proposed limits on travel time and mileage reimbursement for both shop stewards and grievants attending grievance hearings. Currently, this time is paid by the company, with mileage reimbursed for hearings at SoCalGas Tower.
- **C-16:** Proposed limiting the number of company-paid grievants/witnesses at arbitration.
- **C-17:** Sought to require that discharge arbitrations be held within six months of termination, with a 60-day advance notice to arbitrate.
- **C-18:** Proposed using Federal Mediation and Conciliations Services (FMCS) for arbitrations (related to C-19).
- **C-19:** Attempted to replace the current list of arbitrators with those from FMCS as part of C-18.
- **C-23:** Legal Compliance proposed allowing the company to make necessary changes to comply with new laws or regulations without first negotiating or reaching an agreement with the union.
- **C-24:** Required 72 hours’ notice (up from 24) for requesting time for union business.
- **C-25:** Required 72 hours’ notice (up from 24) for base visits.
- **C-26:** Proposed reducing the number of union representatives attending Interim (JSC) meetings.
- **C-27:** Attempted to limit time and mileage payments for union representatives attending shop committee meetings to 30 miles. Northern and Inland shops would bear the extra costs, whereas these are currently covered by the company.
- **C-30:** Proposed limiting union representation at disciplinary interviews to a 30-mile radius, meaning if no shop steward is available within that distance, the company wouldn’t cover the cost to bring one in.
- **C-34:** Proposed eliminating the advance payment of union business wages, which are currently advanced in paychecks and reimbursed by the union.

The JSC is presenting the membership with the tentative agreement and offering a neutral recommendation. This means we are not advocating for either a YES or NO vote. However, it’s important to highlight that your engagement prevented any takeaways from the membership. The company instead focused on union concessions, assuming members wouldn’t be concerned. A full list of the tentative agreements is available for review in Resources on the UWUA website. Please review them carefully and make an informed decision. **Your vote either accepts the TA or sends us back to the table.**

In solidarity,

*Joe J. Moreno*

President – UWUA Local 132