



TENTATIVE AGREEMENT UPDATE LOCAL 132

October 10, 2024

As many of you are aware, the Company has been visiting bases and headquarters, actively promoting the Tentative Agreement. Typically, it's the union officers involved in the negotiations (JSC) who present the offer to members. But have you stopped to question why we haven't done so this time? Why is the Company working so hard to push a "yes" vote?

Local 132 held numerous membership meetings before negotiations began. During these meetings, you raised serious concerns—about safety, rising costs of living, medical benefits, and wages that fell short in the 2021 contract and the potential for similar issues in the 2024 CBA. In fact, you submitted nearly 400 contract proposals, demonstrating your strong commitment to making this agreement better for everyone.

Because of this, the negotiating committee has chosen to stay neutral on the Tentative Agreement. Why? Because your vote is what will determine if this Agreement meets your expectations—or if we need to demand more.

Unlike in the past, the JSC is not presenting this Agreement to you. This is a powerful message to the Company that the Union stands with its members and their collective voice. Instead, Local 132 has been communicating updates directly through our website, where you can review the proposed agreement excerpts.

Now, let's ask the important question: Why is the Company making such a big effort to convince you to vote "yes"? The answer is simple—they're worried you'll vote it down. And while it is a violation of the National Labor Relations Act for the Company to try and sway your vote, they are doing it anyway. Management has not only implied but in some cases directly threatened that if you reject this Agreement, they will take things away.

Don't let the Company intimidate you. Their actions speak volumes. If they're pushing this hard for a "yes" vote, it's because they know this Agreement doesn't fully address your needs. Your right to collective bargaining and mutual protection is guaranteed by the National Labor Relations Act—don't let the Company undermine that.

Remember: The power is in your hands. Vote with your interests in mind, not the Company's agenda.

In solidarity,

Joe J. Moreno

President – UWUA Local 132, AFL-CIO

Chair – Joint Steering Committee