

Bargaining Update 08/09/24

Glossary

Tentative Agreement (TA) - Issues that are agreed to during bargaining on a labor contract and set aside as tentatively agreed subject to agreement on all outstanding issues of the contract. Tentative agreements have no force or effect until and unless all of the issues on the bargaining table have been resolved and are therefore not implemented until all issues have been settled and ratified.

Proposals

Blue are proposals we have TAs on, **Red** are proposals that the company has rejected with reason provided.

Contract Application

We reached a tentative agreement on Contract Application, which describes how our contract is to be applied to workers.

Dignity & Respect

We reached a tentative agreement on Dignity & Respect, which lays out how workers should be treated in the workplace.

Savings Clause

We reached a tentative agreement on the Savings Clause, which is a provision in the contract that would maintain the contract if any part of it would become either illegal or void.

Union Security

We reached a tentative agreement on Union Security and Dues Deduction, which elaborates on the processes on how membership is handled and Union Dues/Agency Fees.

Number of Proposals

We currently have eighteen proposals on the table, not including the proposals we have TAs on. As we obtain more TAs, we will compile them into two columns; one for proposals currently on the table, and one for proposals we have TAs on. The proposals in the columns will be referred to by their titles, and as TAs are reached, a summary of what those proposals are for will be provided as above.

First Impressions

Both the union and the company have stated that they are committed to bargaining in good faith, and the first days of bargaining reflected that commitment. Proposals were introduced, conversations took place for clarifying purposes, and the company seemed interested in what we had to say regarding the proposals currently on the table. Generally in bargaining we start with non-economic proposals (i.e., things that don't cost the Company any money). We still have several more non-economic proposals to introduce. Only after those proposals are on the table (and we reach an agreement on most of them) will we introduce our economic proposals.

Bargaining Dates

The next dates that we have for bargaining are on August 14th and August 16th.

Next Steps

The Bargaining Advisory Council (BAC) may be reaching out to you regarding your job title and what kind of work you do on a day-to-day basis. This is a topic of conversation that the Bargaining Committee has caucused over, and would like a broader picture of the type of work people are doing. We hope to hear from as many of you as possible by the end of August.

In Solidarity, Your Bargaining Committee:

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