



LOCAL 96 CONTRACT UPDATE

APRIL 10TH, 2021

Your negotiating committee has met with Management three times and has had several meetings to prepare proposals and strategy. We are still in the opening stages of presenting and explaining proposals on non-economic issues.

No proposals on major economic issues like wages and insurance are on the table so far.

The union committee has presented 19 proposals on items including (among others):

- temporary transfers, overtime after 8 hours (or 10)
- compensation for having been passed over for overtime
- fire retardant uniforms and warm winter jackets, limits on contract work
- not requiring documentation for PTO used for funerals
- a more compassionate and flexible drug policy, and
- union rights to bargain over new technology.

On Thursday, Management hit us with 18 proposals. While we have not yet discussed them, they appear to be a frontal attack on long-established union rights and protective language. Management's proposals would:

- eliminate posting of jobs above entry level in progression job classifications
- require employees on a roster for job openings to demonstrate that they continue to be qualified, post vacancies online only – not on bulletin boards
- allow performance ratings to block eligibility for promotions
- pause time in grade accrual while employees are on STD
- get rid of emergency pay for Propane Air Send-Out
- require employees unable to report to work to report their location to Management
- give management the right to require employees to take a 30-minute lunch period
- take away the no lay off guarantee for full-time union employees
- change ROE to "Annual Bonus Payment (ABP)" at Management's discretion, delay ABP to April 1
- link wage rates and grades to a "national market median" survey
- require rating of "Success" to advance steps in grade
- get rid of an announcement of mutual aid as a trigger for emergency pay provisions
- allow management to identify which job classifications will receive double time pay
- do away with all side letters and past practices

If Management does not back away from these nasty proposals, they are in for a fight. If they hit us with a low-ball economic offer we need to send them a message as a membership that it won't fly.

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