



## Negotiation Update 10.28.2022

The Union and Company met today for negotiations. Below is a list of items exchanged.

Union agreed to Company proposal #3 to amend all Overtime Agreements: **Employees will be called once at their preferred phone number.**

The Union gave the Company Counterproposals on the following Company proposals:

8. Modify Troubleman work rules to allow Troublemens to pair up for various types of work.
9. Provide Troublemens be gloved trained to work on primary when paired up.
12. Travelling Operators may perform switching in 1439 Regional areas as a shared allocation of work with 1439 Regional Troublemens.

The Union gave the Company Counterproposals on the following Union Proposals:

U-35: Modify the current Fleet Services Training Agreement and increase the hours of technical training.

U-22: Sick leave for personal illness Employee will have 5 first days to use for personal or family illness.

The Company rejected:

### **U-21 ARTICLE 10 WORKING CONDITIONS**

- Modify the current language to provide an allotment of \$350 toward the purchase of safety shoes for all employees.

The Union Withdrew the following proposals:

**U-3 ARTICLE 2 – RECOGNITION OF THE COMPANY’S RIGHTS**

- Modify existing language to provide per diem for Local 1439 members when per diem is paid to contractors working in Local 1439 jurisdiction.

**U-5 ARTICLE 2 - RECOGNITION OF THE COMPANY’S RIGHTS**

- Modify existing language to understand that all contracted work will be done by AFL-CIO Union personnel.

**U-11 ARTICLE 10 – WORKING CONDITIONS**

- Modify existing language to provide overpayment will be paid back in a timely basis.

**U-23 Article 11 – SICK LEAVE**

- Add a stipulation for company mandated quarantine

**U-37 DA AND COMMUNICATION APPRENTICESHIP**

- Create a formal apprenticeship for the Distribution Automation and Communication Department. (Will meet during the term of the agreement to discuss training)

The Company and Union meet again on November 2, for Joint Bargaining and November 10, for 1439 negotiations. Please continue to stay informed of these ongoing negotiations and please make an effort to attend the upcoming Union meetings for a more in depth report.