

## Bargaining Solidarity Update #12

April 16, 2012

Members of our **IBEW 2304 Bargaining Committee** met over the weekend with **OPEIU Local 39** to work on the Company's health insurance proposals, **C-1 with its options #1 and #2**. The unions will continue to work on developing an **Option #3** – as Options #1 and #2 are unacceptable.

Today's session began with the Union raising concerns that management in BGS may have violated the law by discussing specific bargaining issues and threatening layoffs. (The Company subsequently researched this issue and claimed that the employee was apparently misunderstood.) They claim they train their supervisors, prior to negotiations, to not do what allegedly was done. We also addressed the **C-1** proposal, indicating the Unions will need time to work on the proposal pointing out that given the "inconsistency" between what the Company has said and what they have actually proposed ("we're not union busters like those guys up at the Capitol" – Gary Wolter, last year at a Brown Bag, and "not asking you to give up collective bargaining rights" – Joe Pellitteri, on first day of bargaining). We will likely provide "Option #3" on Monday of next week.

The union provided language on **U-35** weather related emergencies lost time, reached agreement on **U-2**, to take the new JD's for Pressure Control in GTD off of the table for later discussion, **U-17 through 22** as a Sick Leave package, the clearing of personnel files in **U-38**, as well as some **CPI** information for wages.

The Company responded to our data request for Logos, **U-23/C-6**. The Company appears to anticipate that this is headed to arbitration. The Company gave us a response on the use of sick leave for lost time in weather emergencies **U-35** and gave us language for **U-19** to use non-FMLA sick days for family illnesses, with a "sunset". These appears to be the only sick leave changes they are agreeable to. They are also opposed to putting voting rights into our Labor Agreement, **U-37**. The Union will respond to some of these tomorrow and work on additional "non-major" proposals.

Please talk to your **Solidarity Committee Representative** for more information and copy and post this information for your fellow Brothers and Sisters.

In Solidarity,

**IBEW 2304 Bargaining Committee**