

## **Bargaining Solidarity Update #20**

**May 14, 2012**

The Company didn't provide an initial package in response to our last proposal; rather, they expressed concern about being "demonized" by the Union for their anti-union proposals. After a caucus the Company gave the Union "**Company Package #3**" which was unacceptable by all standards. Ironically, it included some of those "anti-union" proposals.

After another caucus the Union presented "**Union Package #4**" with "**Option 1**" and "**Option 2**". Option #1 was similar to our last package, keeping full bargaining rights on all aspects of health care with wages at 3%, 2.25% and 2.5%. If the parties agreed to modifications of the health plans in year two and/or year three, the wages would become 3%. Option #2 was very similar to the **OPEIU Tentative Agreement (TA)** from last week Thursday. It would provide the Company with more "flexibility" over health plan design along with wages at 3%, 3%, 3%. The Company, within certain parameters, wouldn't have to bargain over design changes.

Issues such as workforce planning, Line & Pole on call, logos, personnel file clearing, and MGE 40(k) options consideration, were also in this package. Of course, all other previously TA'd items are part of such a package at this point.

**The contract was extended through Thursday the 17<sup>th</sup> and we will be back at the table Wednesday where the Company is expected to respond.**

Please check with your **Solidarity Committee Representative** for more details.

In Solidarity,

**IBEW 2304 Bargaining Committee**