

## **Bargaining Solidarity Update #5**

Today, March 20, 2012, the Company and the Union TA's on **C-8**, the Grievance Procedure, and the Union Dropped **U-42**, a proposed improvement to the procedure. The grievance procedure now more accurately represents the current practices at MGE. **As a result of this agreement, "Just Cause" remains unchanged in the Labor Agreement.** We also agreed to **C-9**, the expanded work hours schedule which now more accurately reflects current practices.

**The Union proposed, in a comprehensive package, to remove or resolve the Company's anti-union proposals.** There were eleven total items in the package. After a long caucus the Company rejected the package apparently preferring to save these proposals as leverage for later in the negotiations.

Next week the Company will talk about **C-2**, promotion and demotion language and **JD's for ETD**. The Union may respond on **C-7** Sunday shiftwork OT pay, **C-12** Energy Production Reporting Site, and the **M&C JD's**.

Please talk to your Solidarity Committee Representative for more details.

In Solidarity,

**IBEW 2304 Bargaining Committee**