



## Commonly Asked Questions Regarding the Upcoming Negotiation Period

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- **When does the current contract expire and what would happen to union staff if the current CBA were to expire before a new one is agreed upon?**

Board to be distributed via the established contract committee headed by v.p. Harold young. As well people will be kept informed via the newly re-established newsletter and company website. Links below.
- The current contract ends July 27th. Working without a contract carries its own risks, but is possible. We would no longer have the protections the contract brings, but the company would have to bargain each individual change they would want to bring to the plant, including shift changes etc
- **Where will we meet to vote on the approval of the next contract? As well, where will ratification of the new CBA be held?**
- Both events will take place at the Roanoke civic center and dates will be communicated when available.
- **How is membership kept informed and updated during the negotiations?**
- Information will come top down from Pres. Walt G. and the Exec.
- **How would communication take place during a strike on topics such as times/dates, shuttles, food, etc.?**
- The coordinators of the strike will be the stewarts. The main means for communication will be the new locals website and then the strike coordinators. link down below. As well, in the event of a strike the executive board will have a very strong presence at all active times.
- **Is it okay to take out new lines of credit? (Buy a new car, new house, etc.)**
- No, we highly recommend that you wait until after contract negotiations.



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- **How long does ratification of the next contract take to go into effect after an agreement is made, will there be missed time from work?**
  - This is determined by the membership, when the company's final proposal comes back, we set up and meet at the civic center and we go over the changes and read over the contract in its entirety, but specifically any changes that were made. Then we take a vote. If we vote yes we return a.s.a.p. or a time determined by the membership. If we vote no, we continue to negotiate until an agreement is made. Time is dependent on the progress of the negotiations and how far apart the company and the union are in negotiations.
- **How much time is required on the picket line and how often is membership needed to be present?**
  - This depends on the size of the union, last time membership was greater. For us to have the same degree of effectiveness and man the line 24/7. We may need to make some changes to our attendance policy from 2003. In the event that we strike we may need to go 4 hours a week 2 times a week, but that is still to be determined and will be communicated thoroughly.
- **How will the contract surveys be processed and how will the input from them be used in the development of the next CBA?**
  - The priorities of the surveys will be tallied and taken into careful consideration as to where to focus in negotiations. The goal of negotiations will be to improve every possible article of the CBA. Having said this, we will release the results of the surveys after the new contract is established.
- **What relief can be expected from the union during a strike?**
  - What the union provides and has provided in the past is a food bank, from the int. the ability to pay bills, medical expenses, and we can communicate with creditors. This takes time to go into effect, but if we



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go on strike, **no one within the membership will go hungry, go without money, or lose their property.**

- **In the event we go on strike, would we have to picket at the same time as the shift that we normally work?**
- In the past we had the ability to pick and choose. This was based on seniority. This was never set in stone and there is always flexibility. As long as the hours are met, we can look to accommodate. updates to come out in the future.
- **How would security be maintained during strike times?**
- Security will be maintained by the picket line leaders (Stewards) and individuals of the exec. board. Of course we are still protected by local law enforcement. However, in the event of a strike the biggest thing to remember is to look after your own safety and to value the safety of your fellow union members.
- **What would be the basic responsibilities of the members if we were to have a strike?**
- Primarily just to perform the hours requested. Additionally, their responsibility is to support their family. In the event that we strike it's important to remember that there are options available to you and that hours needed on a weekly basis will likely not be anything unmanageable. The union recommends strongly that if we do go on strike, you are encouraged to get a part time job. As long as you meet your hours on the line, that time is still yours to be used however you need. If you need a part time job for the meantime we encourage you to find one. As well, the union will accommodate anyone who gets a part time job on the strike times so that there are no conflicts between the two.



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- **Would a strike in 2024 look the same as the strike in 2003? As well, what specific improvements does this union administration look to improve on from the last strike?**

- No, it won't be entirely the same. we anticipate in the event of a strike we would be as successful as the last if not more. However, much more communication and functionality than the last. Additionally, the key to a strong and capable union is an active membership. In order for anything the union does to be impactful and successful, membership needs to take appropriate action to be involved with the union, to communicate ideas and opinions with stewards and union officials, and most of all be active and present with the locals meetings, committees, and events. When membership embodies these principles it undeniably strengthens the locals ability to fight for its membership.

- **What resources will the local rely on?**

- Our International Rep., Tommy Thurston, has years of experience negotiating contracts, and will be present to aid us. The IUE is the industrial unit of the CWA, which is our national. We have around 500,000 union members nationally, all paying towards a fund to aid us in our upcoming struggles

- **Resources:**

- **Union website:**  
<https://local82162.org/>

- **Credits:**

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