

The Final Etch

April 15th, 2024, Volume I, Issue II.

IUE-CWA Local 82162, (540) 562-9620, local82162.org

MEETING TIMES
EVERY FIRST THURSDAY

7:15am 3:15pm

1:00pm 6:15pm

8224 Shadwell Dr, Roanoke, VA 24019

Frequently Asked Questions Regarding the Upcoming Negotiation Period

Questions compiled by Trey Brown, chair of the Education Committee

When does the contract expire and what would happen to bargaining unit employees if the current CBA were to expire before a new one is agreed upon?

The current contract ends July 27th. Working without a contract carries its own risks, and other unions have tried this. We intend to bargain a new contract successfully.

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 from President Walt and the Executive Board to be distributed via the established Contract Committee headed by VP Harold Young. Keep an eye out for changes to the union boards and for the newsletter. There is a calendar of events on the website that will be updated as things move forward.

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.

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 to the contract in their entirety. Then we take a vote. If we vote yes there will be no missed work. 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 membership are in negotiations.

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 the focus of negotiations. The goal of negotiations will be to better every possible article of the CBA. We will release the results of the surveys after the new contract is established. This delay is to ensure we have a strategic advantage going into negotiations.

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.



Updates/Events from the Western Virginia Labor Federation

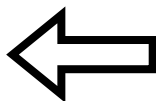
- May 18th - Bread & Roses Dinner/Awards, fundraiser for CLUW honoring regional union members.
- June 8th - Union Night at Salem Red Sox Baseball Stadium, \$15 a ticket, reimbursed night of.
- July 4th - Labor float at the Blacksburg July 4th parade in support of the UCW.



Phil walks into his boss's office one day and says, "Sir, I'll be honest with you. I know the economy isn't great, but I've got three companies after me, and I'd like to ask for a raise, respectfully." After a few minutes of haggling, the boss finally agrees to give him a 5 percent raise, and he happily gets up to leave. "By the way," the boss asks as Phil leaves his office, "which three companies are after you?" Phil replies, "The electric company, water company, and phone company."



Scan me for the full FAQ



Are Job Bids Being Selected Fairly?

Written by Brian King, Chairperson of the Newsletter Committee

You walk up to the board, looking to see if your name has been chosen for the job bid you applied for. Your name does not appear on the list of successful bidders, but you think, "Well, maybe there was a good reason." How can you know that for sure though? Job bids are a black box, we aren't able to see inside. The company play-acts that their process is fair, but how can we know for sure?

STEWARDS ON THE LOOKOUT

A few months ago, rumors were going around that the recent job bid process for bids to Calibrations and QA, and the skill assessments given for them, were not entirely fair. Shop Stewards from the union set about investigating these rumors, and tracking down the facts. According to members who took these skill assessments, some applicants were given questions that others were not. Some were told just hours prior to their test that they would be taking it, while others were given weeks to prepare.



When the test was being taken, half of the grade was to be decided by a supervisor in the room, subjectively, and the other half was decided by a written test. Some applicants were told that the subjective half of the test did not count, and others were told that it did count. When one applicant asked for the written test to be handed back to them to see how they did, the supervisor refused and said, "I have to talk to HR." That applicant never received their test back.

BIGGER IMPLICATIONS

This investigation cracked open a larger issue. Are any job bids being conducted fairly? While some people interviewed were asked for resume items they did not have, and were rejected, others who were accepted said they were never asked for those same credentials. Some people were rejected for "not having enough experience", while having the exact kind of experience necessary from another job.

"When looked at all together like this, it doesn't seem like this process is being conducted fairly," said Brian Jefferson, chair of the Trade Skills Committee. "We have to make sure that everyone gets a fair shot at these jobs, because that's what the union is for."

When presented with this evidence, President Walt told the newsletter that this has been an ongoing issue with the company. "Every time we've tried to come to the company about this, we're always told, 'we'll get back to you'. I'd call that refusal to address the issue," said Walt.

This is something that happens often when the union presents the company with an issue. The union comes up with a reasonable solution, regarding wages, healthcare, or other problems that arise at the plant, and the company either stalls or flatly refuses to discuss the issue.

In order to give our proposals more teeth, President Walt tasked the Trade Skills Committee with drafting a set of standards to present to the company. You can view the set of standards on the union website at local82162.org/Local-committees/trade-skills-committee, so you can make your own opinion on them. Scan the QR below to view.

FAIRNESS ON THE JOB

In the set of standards is a point regarding qualifications required for job bids. The Trade Skills Committee believes that if the company is going to ask for a set of credentials with one candidate, they should ask for that credential from all candidates.

"We aren't saying that just anybody should be able to get into these jobs, just that when the company conducts its skill assessments, they should be done fairly and equally across all applicants," said Trey Brown, member of the Trade Skills Committee.

"It's the union's mission to constantly improve our workplace, and sometimes the company doesn't agree with that. All that's left then is to fight for the workplace we believe we deserve, as long as it's what the people want. And the best place to do that is the contract." said President Walt.

Scan me!



Members of the Newsletter Committee:

Brian King, Trey Brown, Johnathan Dogan, Brian Jefferson, and Jennifer Webb