



Stacking Proposals (90-day plan)

Collective bargaining protocol is commonly used in a Union environment. Once proposals are exchanged either party does not attempt to add any further new proposals. The history of collective bargaining with the Company and the Union have traditionally followed this procedure, and was agreed to by both parties in this round of collective bargaining.

However, during the first 3 days of negotiations the Company tabled a new proposal (removal of language around recall rights in Article 26.05) that was not on their original proposal tabled on day 1. The Union protested this new proposal the Company put forth and the Union position was that this was stacking. Based on our objection the Company agreed that their proposal was stacking and the proposal was removed.

On the July 30th bargaining session, the Company again tabled an additional proposal (90-day plan). The Union immediately objected and put the Company on notice that they were stacking again. The Company's position now changed and they were not going to remove the proposal. Furthermore, the Company proposed and stated that the wages were 1%, 2% and 2% which were contingent that the Union Bargaining Committee would agree to the 90-day plan, continuous shift and required a recommendation from the committee to the membership.

The Union made it very clear that these proposals were not agreeable and would not be able to recommend this to the membership. This will have an impact on seniority and financial loss.

The Union made their position very clear to the Company that this was indeed stacking with the 90-day plan. This was a non starter and the Committee will not agree to any language that had anything to do with a 90-day plan. It was at this time that the bargaining concluded and no other dates had been set. As everyone can see that on the August 19th Company communication, this proposal has not been taken off the table by the Company.

In reference to the 90-day plan please see below.

Based on Journeyman mechanics wage in the current collective agreement

5 days a week=40 hours=\$1796 x 12 weeks = \$21,552

3 days a week=24 hours=\$1077.6 x 12 weeks= \$12,931.20

If a Journeyman was on 3-day workweek for the 90 days they would lose \$8,620.80 for the 3 months. In addition, these numbers will have an impact on pension, vacation pay and employee share program. This is 10% or greater of your annual salary.

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moveUP