



A Message from UWUA Local 132, Local 483 and Local 522

Brothers and Sisters,

On behalf of presidents Javier A. Salas of Local 132, Robin Downs of Local 483 and Kito Singleton of Local 522, we would like to express our appreciation for your support as we prepared for negotiations.

We want to thank everyone for attending all the meetings system wide in preparation for the 2018 negotiations. Hundreds of shop stewards and union members representing all the unions on property found time to attend a meeting including on Saturdays. We also recruited over 155 new activists and volunteers that pledged to do whatever was necessary to support negotiations. The fact that we enjoyed such overwhelming attendance at all our mass and area meetings didn't go unnoticed by the Gas Company.

Because of your solidarity and commitment to support our efforts for a good contract, and the current attack on the Natural Gas Industry at our State Capitol, we began to have discussions regarding a contract extension that would involve a significant wage increase and most important **"No take-aways"**

The Union and the Company agreed to a **9.25%** wage increase for the next 3 years (**3.25% effective January 1, 2019; 3.00% effective January 1, 2020; and 3.0% effective January 1, 2021 for all full-time and part-time bargaining unit employees**). Compounded, this wage increase translates to a **9.54% increase**.

This contract extension ***will not*** have any impact on the following issues that we will continue to pursue, arbitrate, or begin settlement discussions:

1. Our 60/40 Arbitration against the over dependence and utilization of “Distribution” Contractors
2. Our current “***Rate Case***” testimony that supports higher staffing and resource levels in Distribution, Customer Service Field, and the Call Centers work units. Higher staffing levels will in-turn increase customer service and safety and employee moral.
3. We will pursue the “Stop the Move” arbitration before our members in dispatch work units are forced to relocate.
4. Our Arbitration that demands that all “AMI” employees hired after 12/31/18 should be classified as an FSA and paid at a level 3.
5. Our Grievance that eliminates the 5-year restriction for ETR’s.
6. Continue union support for UWUA sponsored Legislation SB1371 that will require the Gas Company to fix more “Gas Leaks” again, requiring additional staffing in Distribution and increase customer Safety.
7. ***We will join the fight against “Electrification” which threatens the future and our jobs. We will accomplish this by lobbying legislators, mobilizing our members, AFL-CIO organizations and recruiting allies.***

Finally, we asked all our members who attended Mass & Area meetings to fill-out negotiation surveys so we can pursue the issues you want to see in an agreement. We believe we have addressed your major concern without take-a-ways.

- **81%** Believe that annual wage increase through negotiations is the best way to secure an economic future.
- **68 %** consider wages as the “Number One” concern in Negotiations.

The Joint Steering Committee is recommending a "YES" vote on the contract extension as agreed upon below.

July 17th 2018

The undersigned parties agree to the following:

2019, 2020, and 2021 Wages:

- Base wages will be increased by 3.25% effective January 1, 2019; 3.00% effective January 1, 2020; and 3.0% effective January 1, 2021 for all full-time and part-time bargaining unit employees.
- 2019, 2020, and 2021 wage increases above will be based on employees' straight-time salary for their regular job as of December 31, 2018, December 31, 2019, and December 31, 2020.
- All premium rates listed in Section 4.3 - Premiums of the CBA will be increased by the same base wage percentages above.

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2019, 2020, and 2021 Benefits:

Medical:

- Add Anthem Select HMO plan

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Job Evaluation Process:

- PAQ the System Protection Technician classification

Contract Extension:

Other than those changes included in this “Tentative Agreement”, the existing General Agreement and Appendices D, E, F, G and H will be extended through September 30, 2021.