



Utility Workers Union of America, Local 132

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First, thank you all for your passion and engagement through the negotiations process. The company is seeing our membership involved more than ever. This level of dedication is needed to push for a contract that we all have earned and deserve. We still have a long way to go. Part of that journey is a strike authorization vote on 9/22 in Pomona. Below is some background on a strike authorization vote and answers some of the questions that people are asking.

What is a strike authorization vote? Does this mean we will be going on strike if we vote yes?

A strike authorization vote is a normal step in the negotiating process. A vote does not automatically mean that a strike will take place. For Utility Workers Union of America, our National President James Slevin makes the final decision. This is an excerpt from our Union's National Constitution: "No strike shall be called by any local union until the National Office is notified and the National President has given his/her sanction. Local union officers, before requesting strike approval from the National President, are required to have membership approval of such strike action." A yes vote means that the membership is in support of a strike, if the Local's leadership and our National President feel it is warranted.

Why can't the vote be on-line / in person / multiple locations?

Per the bylaws of UWUA Local 132, a strike authorization vote can be done in one of two ways: in person at regional, area, or mass meetings or in conjunction with a contract ratification vote. The method of voting is determined by the President in consultation with the Negotiating Committee. By having an in person vote done in one day, the Local will have an answer the day the vote takes place, rather than the delays and additional costs associated with multiple meetings. We know that this is not convenient for many people due to our large service territory. However, this is the best method to send a strong message to the company and show that the membership is engaged and passionate about getting a good contract.

What if I am working / on-call / can't make it that day?

Due to the provisions of our bylaws, each person must cast their own vote. If you do not attend in person, you will not be able to vote.

When would a strike take place?

Section 2.2(E) of the CBA states, "There shall be no picketing, strikes, concerted failure to report for work, slowdowns or stoppages of work, nor any lock-outs, during the term of the Agreement." As long as the CBA is in place, we continue to work. The current CBA is set to expire on 9/30 at midnight. The negotiating team and the company can agree to extend the current contract for a short period of time prior to that date if both sides feel it is warranted. Any work stoppage would not take place until the CBA is expired and there is no agreement to extend the current CBA. There will be ample communication from the Union office to keep the membership informed.

What is needed for a strike authorization vote to pass?

Per our bylaws, "Strike authorization requires a majority vote by the members at such meetings." If 3 people show up and 2 vote to strike, the vote passes. If 3000 show up and 1501 vote to strike, the vote passes.

Do I need to attend the full 3 hours of the meeting?

You are required to attend long enough to vote. James Slevin will be speaking, as well as leaders from the UWUA Locals, so please plan to arrive by 10:00 and stay if you are able. Voting will be open until 1:00pm. Union leadership will also be on site to answer any questions you may have about the process.

The advantage of a large turn-out is the power of the message to the company that our membership is willing to fight for a contract that makes sense for the membership. If you are at all able to be there, please come out and vote. Everyone's voice matters and your vote is your voice. This is the time to stand up for our families and our livelihood.