

# BARGAINING UPDATE

## ON DAIMLER NEGOTIATIONS

APR. 8, 2024 | UAW LOCAL 3520

### **Good Morning 3520 Sisters and Brothers.**

Your Negotiating Team started off Friday by passing our counterproposals on LOU TOS, Article 11, & Article 3 holding to your demands.

CTS had another meeting on the new Job Security language that has been proposed. A tentative agreement was not made, but we feel progress was made.

The company passed yet another counterproposal on Article 8 that fails to meet your demands. We will develop our response accordingly.

Later in the day, your Negotiating Team passed our counterproposal on LOU Job Security. This proposal held strong to member demands and certainly did not include any of the loopholes or concessions from the company proposal. Our proposal continued to push for an increase in the guaranteed build rate and penalties if the company is found in violation of this LOU.

The company and the Union met for hours having general discussion on all unresolved issues, as many of them affect the other. The company related that one of their concerns is that if we go to a paid lunch, due to the reduction in work time that comes with that, they would have a hard time meeting the existing BLA in one shift. Another issue being the variation in model mix.

**(continued)**

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The more complex Western Stars we build limits the total number capable of being built in one shift. We reminded them the model mix is set by the company, not the Union. They would need proper planning on their end to ensure our BLA number is met. If they need to adjust model mix, add manpower, or even add additional shift(s), then so be it. The scheduling is up to them, but our Members demand an increase combined with strengthening the Job Security language. The Company ended the evening by thanking us for the open and frank conversation. We thanked them as well.

Cleveland still has quite a way to go to accomplish tentative agreements on all our local language. This is due to the company refusing to bargain with us during all the available time that we had and waiting 41 days to counter our Job Security proposal that ties to so many other articles. Their counter only happened under threat of halting all other negotiations if they didn't provide one by Thursday.

While we do feel some progress was made in discussions, the details of what the company is willing to do remains to be seen. We will resume local negotiations this evening after Common negotiations have finished for the day. Three weeks to go...Tick Tock

**DON'T FORGET TO ATTEND OUR PRACTICE PICKET TOMORROW, TUESDAY, APRIL 9TH, STARTING AT 2:30 PM AT THE UNION HALL.**

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