

## **BARG SESS SUMMARY NOTES FOR BARGAINING NEWSLETTER**

\*\*\* Note within which caucus we created summary notes so this event is timestamped

### Summary of 11.18.25 Events for Mobilizing Committee

- Today was our first bargaining session with RB. On the Union side, we had Nicolette, Donald, Laura (from GA), Tammy, Kisha, and Lisa (from CWA). Present on the Employer side was Anji Cornette VP & GM GA, Justin Keith External Council, Ed Longo COO RB, and Shana Jackson HR RB.
- Our union lead, Lisa Fazzini, opened the session with a statement providing Union expectations from bargaining. She then opened the floor to bargaining committee member Laura C. Harris, who explained the employee perspective behind wanting to unionize. Laura's considerate remarks concluded with excitement for this opportunity to speak with face-to face communication with RB.
- We presented 10 proposals today, all of which were boiler plate language typically found in labor contracts. They were as follows:
  - 1.0 – RECOGNITION
    - The recognition proposal establishes CWA as exclusive representation for employees in defined unit and defines positions included in unit.
  - 2.0 – UNION SECURITY; UNION DUES AND POLITICAL ACTION FUND (PAF)
    - This 2.0 proposal presents union security by way of dues, and employer responsibility in delivering voluntary PAF contributions and/or required dues deduction to the Union.
  - 3.0 – UNION ACTIVITIES AND REPRESENTATION
    - Details the employees represented by the union, the forms of union communication that will exist in the workplace, time spent in union activities, and union representation in meetings.
  - 4.0 – NON-DISCRIMINATION
    - There is to be a respectful work environment, meaning that bargaining unit employees will not be discriminated against according to their identifiers. Additionally, working in a union environment means no intimidation from either side, be that Employer or Union, towards the employee.
  - 5.0 – GRIEVANCE PROCEDURE

- How to handle conflict in the workplace, and where to proceed with the, now grievance, if the conflict is not resolved at the managerial or lowest level.
- 6.0 - ARBITRATION
  - Arbitration establishes that the highest level to handle labor-management conflict is with a third party, or arbitrator, and who will fill that role on a rotating basis.
- 9.0 – PERSONNEL RECORDS
  - Requires a personnel file be kept by the Employer for employees to access upon their request, including personal and performance evaluation information.
- 10.0 – NO STRIKE NO LOCKOUT
  - Mutually agrees that employees will not strike and Employer will not have lockouts.
- 11.0 – LABOR-MANAGEMENT COMMITTEE (LMC)
  - Details how the purpose and creation of the LMC is to equally represent the Union and Employer in meetings to address ongoing bargaining unit member matters regarding the workplace, exclusive of individual disciplinary actions and grievances. Majority-approved matters are raised to management.
- 12.0 – SUCCESSIONSHIP
  - Expresses that any subsequent owner of Graphic Audio will be held liable to meet the expectations of this Agreement.
- Lisa read through each of the listed proposals and provided thought processes behind the proposal language. She encouraged questions, comments, and concerns to be presented by the RB representatives. The company had limited responses outside of clarifying questions.
- We ended the day prepared to continue presenting proposals in tomorrow's 11.19 session.