

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

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

### Summary of 11.19.25 Events for Mobilizing Committee

- Today was the second Bargaining Meeting session with RB. On the Union side, we had Aeri, 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.
- We moved immediately into more proposals, presenting 6 proposals today, all of which were boiler plate language typically found in labor contracts, same as yesterday. They were as follows:
  - **13.0 EMPLOYEE CLASSIFICATION**
    - This proposal determines the classification of what defines a full time and part time employee and gives the employer the right to create new positions.
  - **14.0 PAY PERIODS**
    - This proposal determines the pay period and method of payment from the employer to the employee.
  - **15.0 SENIORITY**
    - Determines seniority of employees and factors how seniority will be determined if employees have the same start date.
  - **17.0 SEVERABILITY**
    - States that if any part of the agreement is determined as unlawful from federal, state, or local law, the rest of the agreement shall still stay in tact.
  - **22.0 SAFETY AND HEALTH**
    - States that it is the employers responsibility to maintain a safe and danger free workspace, and employees are to immediately contact management if they find or experience an unsafe working condition.
  - **23.0 MANAGEMENT RIGHTS**
    - This determines that management maintains their management rights that are not limited by this agreement and requires management to give notice if policy or responsibility changes.
- 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 made a few clarifying questions before we headed into caucus.

- We broke for lunch and a caucus discussing more proposals before returning to hear RB's counter offers.
  - RB's representatives immediately noted the Mobilization committee's efforts and suggested they use an alternate forum in which to discuss Union activities.
  - RB then offered 4 counter proposals listed here.
    - **15.0 – SENIORITY**
    - **4.0 - NON-DISCRIMINATION**
    - **10.0 - NO STRIKE NO LOCKOUT**
    - **12.0 - SUCCESSORSHIP**
- The meeting adjourned and the bargaining committee spent the rest of our time discussing these counter proposals and how to respond. We will continue to do so in their next prep meeting.