

## NON-BARGAINING REPORT

CWA met with the leadership of 521 to explore the possibility of bargaining over “motion G” which was passed by the Executive Board of 521. The disclaimer of “possibility” is due to the fact that we are currently under contract, and as such we are not compelled to bargain changes with them. We hold that they cannot compel us to open the contract, but we are willing to explore this option, with a few pre-qualifiers on our end. We will not open our contract to any form of regressive bargaining. This means we are not going to willingly open a door that may result in any lay-offs, reduction of pay, reduction of benefits, or addition of duties (without compensation attached). You get it, nothing regressive. 521 has been and still is very unclear about what “Motion G” means to us, which is to say what impact it could have. Today they provided some crumbs of information which we are reviewing. This starts to give us an idea of what they want i.e. a call center or MRC. They do not have a name for this center yet. Our position is that prior to CWA even entertaining bargaining, we need to assess exactly what the scope of this will be. It’s hard to filter through all this when the employer has not even crafted a proposal. So today’s meeting was more of an assessment of what they are moving towards. We have not set a meeting date to return to the table. We are aware that the leadership of 521 has started “leaking” information out; information that they have not provided to CWA. We are concerned about the global impact to ALL of our members. Self-interest is a tool employers use to turn membership against themselves. We cannot allow this mindset to be a tool that management is allowed to use against us. Your CWA team has the best interest of ALL OF OUR MEMBERS at heart. CWA is moving forward toward the negotiation of senior job titles, this process as you all know takes time. I know I am explaining simple concepts that you folks already know, but I would be remiss if I did not remind you. Once we have more to report we will update you all on this situation. On behalf of your bargaining team THANK YOU FOR YOUR SUPPORT .Robert Hogue Vice President, CWA 9423