

Negotiations Timeline: Understanding What's Been Going On

- In **April 2016**, the BCTMG broke off contract negotiations with our Company. The Union then began ignoring our offers – made over the 2 years which followed – to return to the bargaining table.
- In **March 2018**, almost 2 years after the last face-to-face meeting, we asked the Union to get together because we had a new proposal to try to bring resolution to our negotiations.
- The Union claimed they were not available for months so we made a proposal without a direct meeting. That proposal offered you a \$15,000 ratification bonus if we ratified contracts by **May 21, 2018**. We heard NOTHING directly from the Union for weeks. Not an acceptance. Not a rejection. Nothing.
- Just hours before our ratification proposal expired, on Sunday afternoon, **May 20th**, the Union claimed for the first time, in over 2 years, to have a new proposal. The Union did not give us any specifics of that proposal, and we had no reason to believe the Union's position on the failing pension plan had changed.
- After we lawfully implemented parts of our Company's proposal, given the clear impasse in negotiations, we still heard nothing from the Union. Nearly 3 months later – on **August 27, 2018** – the Union asked us to return to the bargaining table. The Union offered October 2nd and October 3rd. Within 2 days, we accepted those dates.
- At negotiations held on **October 2nd**, the Union initially presented a proposal which, while making some minor modifications to its economic and work rule proposals, made absolutely no changes to its pension proposal.
- Only in the afternoon on **October 3rd**, after the Union said it had been working on the proposal all day, did the Union first make a NEW and DIFFERENT proposal relating to the B&C Pension Fund. At this time, we cannot comment on that proposal, since we are still reviewing it and have not yet responded to the Union.
- We will be meeting again with the Union on **November 13th and 14th**. We look forward to continue this process in good faith, so that we can reach final contracts for you, our valued employees.

Visit www.negotiations2016.com
to learn the facts about these negotiations.