



Local Lodge 700



2016

Negotiations Preparations

“Contract time and the negotiations for a new contract is a time filled with questions, uncertainty, high anxiety and a roller coaster of emotions guaranteed to rival that of any amusement park ride.

It’s a process repeated every three years and one that cannot be avoided. You and your families need a good contract that ensures good wages, good benefits and good working conditions. You deserve no less.

Your Negotiating Committee hopes that this flier will help to answer some of your questions, help you remain strong and help you support each other in the weeks ahead.”

(Taken from the Introduction to “Negotiations Survival Handbook)

The process starts when the membership elects a Negotiating Committee and they are elected and seated. This committee looks at what has worked and what has not worked and what has had a positive or a negative effect on the hourly workforce.

The Committee will focus on areas for negotiations, included, but are not limited to:

- Feedback from surveys, discussions with the membership at the work site and at scheduled meetings.
- A complete review of sample bargaining agreements in our industry.
- Feedback from shop stewards.
- Information requests are carefully prepared and submitted to the company. The company has a legal obligation to respond to the Union’s request for all information that is necessary and relevant for bargaining.

The following is a time line for what to expect over the next few months:

1. Nominations and elections for the Negotiating Committee were held in April and May.

2. Meetings are held with both committees from LL 700 and LL 1746.

- Committees make recommendations on contract changes.

3. Surveys were handed out and returned in August.

- Surveys help your Negotiating Committee to learn what is important to the membership in the upcoming negotiations.
- Surveys are reviewed by the joint committee.

4. Local Lodge 700 Proposal meeting to be held on September 18th at 10:00 A.M. at the Radisson Hotel, 100 Berlin Road, Cromwell.

- Both Locals hold meetings at their own locations with their membership to go over proposals from Negotiating Committees.
- Membership votes on proposals and may make recommendations at this time.

Date 8-22-16 Like us on Face Book: <https://www.facebook.com/iam700>

Flier #1 Web site: <http://iam700.org>

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5. Strike Sanction vote is to be held on Friday, November 4, 2016.

- This is to authorize your negotiating committee to reject the contract offer from the company, if necessary.
- This vote serves as notice to the International that the membership has given their authorization for a strike, **if necessary**. It then opens up the Local Lodge to receive strike benefits for the membership from the International, if needed.
- This vote does not mean we WILL go out on strike. It only authorizes the committee to recommend a strike vote.

6. Contract vote will be held at the Xfinity Center, in Hartford, CT Sunday, December 4th, 2016.

- Only members in good standing are allowed to vote.
- The last, best and final offer will be presented to the membership of both locals.
- There are two separate votes. The first is to accept or reject the contract offer.
- The second vote is a yes or no to authorize a strike.
- If the majority votes to accept the contract, negotiations end and the contract goes into effect after signing between the two parties.
- If more than 50% vote to reject the proposed vote, but less than two-thirds of the votes cast are in favor of a strike, the contract offer is accepted by default. The only way there can be a strike is to have a majority reject the proposal AND have two-thirds vote for strike action.
- Strike benefits are \$150.00 per week. Benefits payments are paid commencing with the third week and will continue to be paid through the last day of the week in which the strike terminates.
- In order to qualify for strike benefits, you must give four hours of time to a committee, i.e., picket line, kitchen duty, etc.
- At this vote you will receive a copy of the "Negotiations Survival Handbook" which will have more information for you.

Negotiations with the company will start on November 1st, 2016. These meetings may last up to the final day before the vote. In some cases, the meetings may go up to the last minute before the contract vote on December 4th.

If you are interested in learning more about the process or have questions, please contact the Union Hall so we may review it with you. If there is enough interest or questions, a meeting can be set up for you to attend. Please call the Union Hall to add your name to a list.

As always, any questions you may have please see a shop steward or
Call the Union Hall at 860-345-2098.

FROM YOUR LOCAL LODGE 700
NEGOTIATION COMMITTEE

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