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ANCHOR

BARGAINING BASICS

Information on how an agreement is reached and how your involvement can help win a fair contract.

UNITED STEELWORKERS



WHAT IS COLLECTIVE BARGAINING?

Collective bargaining is the legal process of negotiating an agreement between a group of workers in a labor union and their employer. We will be represented by our negotiating committee in these talks, and the company will put forward representatives as well.

Through this process, we'll determine the terms and conditions of our employment, such as wages, hours of work, paid time off, benefits, employment security and protections against unfair treatment or discharge.

Collective bargaining usually results in a written contract so that both sides are clear on what these terms and conditions entail.

WHY IS HAVING A CONTRACT IMPORTANT?

A contract means that management cannot decide on their own to cut wages and benefits, fire employees, play favorites, change schedules and holidays, or make other changes that can harm us, and it provides us with an effective way to challenge actions the employer takes.

Our contract clearly states the terms and conditions of our employment for both bargaining unit members and management and guarantees that we have a grievance and arbitration procedure that protects us if the company violates our contract, allowing us to hold our employer accountable.

WHEN DOES OUR CONTRACT EXPIRE?

The contracts that cover the GMP Council of the USW members in the Hot End (Automatic Machine Department) and the Cold End (Production and Maintenance Department) will expire on March 31, 2020.

The contract that covers USW Glass Conference Mold Makers expires on August 31, 2020.

WHICH LOCAL UNIONS AND WORKSITES ARE COVERED BY THESE NEGOTIATIONS?

Negotiations with Anchor Glass cover approximately 1,600 members at six locations across the country.

Locals 104M, 180M, 135T Elmira, NY
Locals 48M, 145 Henryetta, OK
Locals 91M, 38 Jacksonville, FL

Locals 42M, 138 Lawrenceburg, IN
Locals 129M, 133T Shakopee, MN
Locals 234M, 3T Warner Robins, GA

HOW DO WE WIN A GOOD CONTRACT WITH ANCHOR?

The company is not going to "give" us anything. It never has and it never will.

Like most employers, Anchor improves wages, benefits or working conditions only when it is forced to do so. We will need to show management our solidarity and determination in order to resist the company's attempts for unnecessary concessions and achieve our goals during bargaining.

WHAT KINDS OF PROPOSALS ARE DISCUSSED IN NEGOTIATIONS?

The parties can discuss any issue affecting the workplace. Generally, contract proposals fall into one of two categories:

1. Economic proposals such as wages, paid time off, health insurance, pensions, and sickness and accident benefits, and
2. Non-economic items such as safety standards, seniority, and grievance and arbitration procedure.

Issues specific to a plant will be discussed and resolved by local union representatives and their management counterparts who are familiar with the details. These are often referred to as "Local Agreements" and are put in writing and signed by the Local Union and the Local Plant Management.

HOW DO NEGOTIATIONS WORK?

Negotiations take place at the bargaining table where representatives from the

employer and our union come together to discuss proposals that address our issues.

Both sides caucus (meet separately), make counter proposals, test out ideas and look for ways to bridge differences.

Neither the company nor the union will get 100% of what it puts on the table, but if management knows that we are unified, we will be more likely to reach a fair contract.

WHO NEGOTIATES OUR CONTRACTS?

The USW GMP Council, Glass Council leadership, our Local Unions and USW staff will all play a role. Negotiations for the Cold End and Hot End are led by Bruce Smith, GMP Council Chairman, and negotiations for the Mold Makers are led by Rob Witherell, USW Collective Bargaining Department.

HOW CAN I FIND OUT WHAT'S HAPPENING AT THE BARGAINING TABLE?

You can receive text message updates on your cell phone if you want the latest news from bargaining.

