



BARGAINING BASICS

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

UNITED STEELWORKERS
USW

WHAT IS COLLECTIVE BARGAINING?

Collective bargaining is the legal process where a labor union and an employer negotiate a contract that covers the terms and conditions of employment. These includes wages, hours of work, paid time off, benefits, employment security and protections against unfair treatment or discharge.

WHY IS HAVING A CONTRACT IMPORTANT?

A contract means that management cannot simply decide on its own to make changes such as cutting wages and benefits, firing employees, playing favorites or changing schedules and holidays.

Contracts clearly state the terms and conditions of employment for both bargaining unit members and management and guarantee that there's a grievance and arbitration procedure that protects members if the company violates the agreement.

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) expire on March 31, 2019.

The contract that covers USW Glass Conference Mold Makers expires on August 31, 2019.

WHICH LOCAL UNIONS AND WORKSITES ARE COVERED BY THESE NEGOTIATIONS?

Negotiations with O-I cover approximately 3,500 members all across the country:

Locals 28M, 110M	Brockway, PA	Locals 78, 89M	Ringgold, VA
Local 71	Crenshaw, PA	Locals 3M, 85, 140M	Streator, IL
Locals 137, 138, 207M	Lapel, IN	Locals 33M, 64	Toano, VA
Locals 6, 45T, 168M	Lexington, NC	Locals 18, 177M	Tracy, CA
Local 675	Los Angeles, CA	Local 137M	Vernon, CA
Locals 120, 195M	Muskogee, OK	Locals 37T, 220M, 259M	Waco, TX
Locals 112M, 330	Portland, OR	Locals 105M, 121T, 159M, 172M, 178M	Zanesville, OH

HOW DO WE WIN A GOOD CONTRACT AT O-I?

Like most employers, O-I 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 to achieve our bargaining goals.

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 procedures.

Issues specific to a plant will be discussed and resolved by local union representatives and their management counterparts. 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 both sides come together to discuss proposals that address specific issues.

Both sides caucus (meet by themselves), make counter proposals, explore possibilities and pursue ways to resolve differences. Neither side gets all that it proposes, but when unified, the union bargaining team is much more likely to reach a fair contract.

WHO NEGOTIATES OUR CONTRACTS?

The USW GMP Council leadership, our local unions and USW staff will all play a role in these negotiations which are led by Bruce Smith, GMP Council Chairman.

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.



**TEXT OI TO
47486**

Message or data rates may apply.
Opt out by texting "stop" to 47486.

