



Negotiations Day 10 Update (May 1, 2025)

Time is Running Out

With only one day remaining, our negotiating committee began Thursday at 9:00 AM, engaging in intensive discussions with the company to finalize most non-economic proposals. The day was productive, with significant progress made on several key issues.

We started with the company's response to our counterproposals on holidays and military service language related to promotion eligibility while our members are deployed. This was followed by discussions on Alternative Workweek (AWW) arrangements. After lunch, the union and company reviewed language for bereavement and personal leave, reaching tentative agreements on both. We also discussed vacation time. Head Negotiator Chris Smith stated, "from the company's perspective, with holidays, vacation, and purchased vacation, members already receive approximately 50 days off annually—about 20% of the year" Smith believes that this is how the company supports a balanced work-life dynamic. 🤔

The committee presented a counterproposal to the company's "same as salary" retirement scheme. Their plan does not provide retirement security for all and will only serve to undermine our members' future after Pratt. The company took a break to review our counterproposal. The company later returned with responses on AWW, wage rate progression, Voluntary Separation Option (VSO) language—which they rejected immediately—and group insurance, including healthcare. They highlighted that West Palm and several District 26 bargaining units, including Collins, have adopted the "same as salary" Healthcare plan, claiming it keeps healthcare "relatively affordable." Relatively? Yet, they refused to share the future costs related to the Healthcare plan. 🤔

By 9:00 PM, we reconvened and secured tentative agreements on the remaining a number of non-economic proposals. The company requested ten minutes to deliver one final proposal for our committee to review overnight. They decided to drop off their economic proposals: A pathetic and insulting pension multiplier (with a pledge to freeze the pension on December 31st, 2025). They plopped down a very weak 401k matched contribution. Of course, this extremely rich company completely ignored the union's retirement plan proposal.

That is not a wise approach if they are hoping to avoid a work stoppage. The final slap in the face yesterday was the company's first attempt to respond to our yearly General Wage Increase demands. What do they think that you are worth? Not a whole lot. Their first pass was the usual insulting BS. It is so insulting that it's not even worth expounding upon!! Smith said that he knows that we are still far apart in economics. Finally, he speaks the truth!! We are prepared for a very long day and night of intense negotiations on this, our final day of negotiations. On Sunday, the members will decide if the company has done enough to address your most pressing concerns. Don't forget to check each of your local websites for the latest Picket Line Assignments. **THEY FOUGHT. WE FIGHT!**

