



## **Bargaining Session #1**

August 3, 2022

This first bargaining session took place about two months after the Union was certified as representative of the QA Testers at Raven. We were scheduled to bargain beginning at 5:00 p.m. but because the union took a two-hour break from the table the parties spent only 84 minutes at the bargaining table. Much of that time related to whether the few employees on the bargaining committee would be paid for their time in negotiations. As we have explained throughout this process, it is our belief that each side should pay their own expenses for negotiations. That is how it typically works, and the CWA's claims otherwise are incorrect and a waste of valuable bargaining time.

The parties also discussed the Union's information requests, which normally are made well in advance of bargaining so a union can prepare a full set of proposals on the first day of negotiations. Here the Union made them around the first day of negotiations. The Company promptly provided hundreds of pages of responsive documents.

Although it is common for unions to have full proposals at the first day of bargaining, that was not the case with CWA. They had a few proposals: a recognition clause, a non-discrimination clause, an ambiguous clause titled "responsible union-company relationship," a proposal about union activity and union access to the facility, language about benefits, and an interim grievance proposal (but not a proposal for a grievance and arbitration procedure in a collective bargaining agreement).

The parties did not reach any tentative agreements during the 84 minutes at the bargaining table.