



Bargaining Session #3

October 3, 2022

The Union started the session by going over some of the ground rules that the parties discussed at the first session in August. The Union's attorney then spent much of the time at the bargaining table making very extensive information requests, which the Union then put in writing several days after the session. Again, unions typically make extensive information requests before bargaining starts.

During this bargaining session, the Union's attorney was argumentative and demeaning. When the Company's attorney raised concerns about the behavior of the Union's attorney, the Union's attorney retorted that asking for civility was "smug" and demanded the Company's bargaining team to leave. The Company complied. The Company is not sure how or why that was a good use of the parties' time, or contributed to a respectful atmosphere.

The Union made three proposals: maintenance of standards, reproductive health care services, and remote work. The Union also withdrew the proposal it made at the first bargaining session about an interim grievance procedure. The Company also made three proposals: a counterproposal on hours of work, a proposal on a no-strike/no-lockout clause, and a proposal on complete agreement language.

The parties did not reach any tentative agreements at this bargaining session.