

April 12, 2016

Members of the Maslow Bargaining Unit,

It has been a couple of months since our last update. We have been making slow but certain progress in finding tentative agreements in areas of the contract. We have reached agreement on a grievance and arbitration procedure (so that we can enforce your rights and benefits under the contract). We have agreement on a way for people to pull themselves off the pool of employees available to work (say when you get another job) and then return when the short term other assignment ends.

Maslow (and their lawyer) has agreed to recognize the Union – this will be a union shop, with dues check-off from paychecks. While we have had some successes, there will not be a longer notice period of assignments to work, or overtime after 8 hours in a day. We realize that assignments never go more than 8 hours and that overtime after 40 hours (which is the law) will seldom be scheduled in a week.

What we know you really want is a raise – to get back toward the rate that you were paid before the contract change to Maslow. The cut of \$20 per hour has affected your families, how you live, and many people have left looking for wages that recognize your skills and what you should be making. We have heard Maslow's representatives say that they won't share any of their profit with you. Their story is that after they pay the taxes, workers comp insurance, FICA and other obligations, they only have a small profit. The most that they are offering to share is an additional 25¢ per hour. We know that is not enough. Our next bargaining date is April 13th.

We have proposed that if the House gives Maslow more money – it has to go to the workers – not increase their profit. That is one of the issues still to be resolved. If CWA puts its considerable political clout behind getting wages restored to you as employees of the House – we want to be sure that you get the money in your paycheck. We hope that we are getting close to a contract that you can vote on. So we are taking this opportunity to bring you up to speed.

While the contract will cover all members of the bargaining unit – only people who have applied to join the union get to vote on a contract. REMEMBER there is no initiation fee to join the union before there is a contract. So please consider joining the union. Shortly we will distribute applications so that you can fill out the forms.

When we have an offer – we will distribute copies of the document, and hold a membership meeting to explain the offer – and conduct the vote in person. Only members of the union vote on the contract. The outcome of the vote is either ratification or rejection of the offer. If the contract offer is rejected we will take the response back to the company to continue negotiations – with the intention of improving the things that you find objectionable.

Your Bargaining Committee:

Tyrone Riggs

Local President Rich McDermott

Keith Bolek, esq.

Carrie Biggs-Adams