

1199 Makes Final Contract Offer After Guild Walks Out of Negotiations

The 1199 Bargaining Committee sent the Guild a final contract offer after the Guild walked out of negotiations on Monday, refusing to hear any 1199 proposals including **new proposals on longevity, severance, and life insurance**. The two sides had agreed to meet in person with smaller committees to try to move negotiations forward. But there was again little progress made at the table. After a caucus, the Guild held on all open items and walked out. 1199 was then forced to email the Guild a final contract offer.

After nearly a year and a half of bargaining, the final contract reflects a lot of hard bargaining. The Agreement improves working conditions. It addresses equity issues that the Guild has raised and guarantees industry leading wages and benefits. *It is an excellent first contract.*

Final Offer Highlights:

- **Job Protections- including limits on automation**
- **Seniority rights**
- **More remote workdays**
- **More work schedule flexibility**
- **Non-Discrimination language**
- **Improved probation process**
- **Improved job posting and award procedures**
- **Better process for assigning overtime**
- **More flexible use of personal days**
- **Improved vacation scheduling**
- **Additional week of vacation for hourly staff after 3 years**
- **Training and education improvements**
- **Limits on temporary employees**
- **Progressive discipline and grievance, mediation and arbitration procedure**

In addition, 1199 has agreed to guarantee generous wages and benefits for the life of the Agreement:

- **National Benefit Fund**
- **Child Care Benefits**
- **Training and Education Fund**
- **1199 Pension Fund**
- **Wage increases tied League CBA**
- **Severance improvements**
- **Longevity increases**

In Solidarity,

The 1199 Bargaining Committee

"The final contract offer that we made to Guild is in line with the wages and benefits of our League members, that is how it should be."

- Prince Pennington, rank and file 1199 Bargaining Committee Member

"We think it is a fair contract that shows respect for the work 1199's in-house staff does, it is an agreement that I can recommend to the Executive Council to approve."

- Michelle O., rank and file 1199 Bargaining Committee Member

1199 is hopeful that the Guild membership will vote to approve the contract. These are challenging times, it is critical that all of us can move forward together to be the best Union we can be. The 1199 contract final proposal is offered as a step in that direction.