

# Tentative Agreement with GE

*NO CONCESSIONS. NO GIVEBACKS. HISTORIC WAGE PACKAGE.*

National IUE-CWA GE Bargaining Committee Reaches TA with GE for 2-year Extension

## **Membership Vote April 18th**

IUE-CWA GE Workers have spent the last year preparing to fight for and win a fair contract. With the announcement of the GE Split, the dissolution of GE into GE Aerospace and GE Vernova, the National Contract which took almost 90 years to build was at risk, making successorship a key national demand. According to IUE-CWA legal counsel, without successorship, our contract was unprotected upon the dissolution of GE 6 months following the Contract expiration date, June 18<sup>th</sup> 2023. The IUE-CWA's strategy has been to build a mobilization structure and campaign that could fight to protect what generations have fought to build – and deliver on key demands of the membership. Today that strategy prevailed.

The IUE-CWA GE Bargaining Committee met with GE this week with the leverage and power of a strong shop floor campaign and a membership united to fight. As contract T-shirts and successorship flyers circulated the shop this week and actions and pickets were being organized on the shop floor, the Union's aggressive escalation plan was made known. The power of the shop floor was at the table, and that is why we were able to reach an agreement the bargaining committee can unanimously support.

We knew the Company had an interest of avoiding a national strike before the split, and we had an interest in securing successorship before the split - The Union offered the Company a 2-year extension of the current contract – with some key terms. We wanted historic General Wage Increases to reduce the impact of inflation and the Cost-of-Living crisis. No ACPS. No increases to the cost of healthcare, and no reduction of coverage. All sunset provisions of the National Agreement to be extended (including the supplements and everything else). We wanted to fight off the pension freeze and loss of HRA funds forced on management last year, and we did. We would agree to no concessions, no take aways. And we demanded successorship language to protect our membership, these gains, and our historic contract through the 2024 split and beyond. Today we reached a Tentative Agreement that covers those terms.

We still need COLA language and adjustments to the Healthcare annual pay table so GWI's don't trigger increased costs in healthcare as previously negotiated. Since it was an extension and those terms could not be opened, we made those arguments to bring far more value onto the wage package that the Company was reluctant to move on – resulting in the Union adding value even after GE had told us that there was no more room. We also secured these raises 6 months earlier than traditionally scheduled (July 1st as opposed to January 1st), compounding the impact of this historic wage increase.

While our demands extend well beyond the terms of the extension, without successorship, none of those demands, even if agreed to, could be counted on following the split. If this extension is ratified, we will go to the table in 2025 to finish what we have started on stronger footing – United, Protected, and with unprecedented General Wage Increases during a Cost-of-Living Crisis. It is imperative that we spend the next two years continuing to build our mobilization structure and power on the shop floor. That power is what has secured this historic extension and it's what will enable us to continue to fight for and win the contract our membership deserves in 2025.

4-6-2023

The TA contains 12% in GWI's over two years, to understand the significance compare it to GE contracts past:

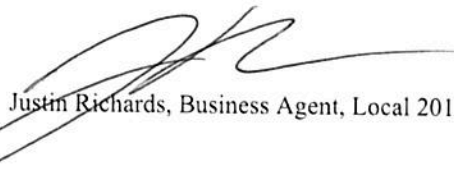
TOTAL	1997-2000	2000-2003	2003-2007	2007-2001	2011-2015	2015-2019	2019-2023	2023-2025
Length	3-year	3-year	4-year	4-year	4-year	4-year	4-year	2-year
GWI	8.75%	9.50%	8.00%	7.50%	7.75%	\$1.40	\$2.80	12%
ACP	None	None	None	None	\$5,000	\$8,000	\$2,000	None


The terms of the Tentative Agreement for a 2-year extension are as follows:

1. Extension: The IUE-CWA National Contract's new expiration date will be June 22, 2025
2. Healthcare, Retirement, and Other Benefits: The terms and conditions as contained in the 2019-2023 National Agreement, as in effect in 2023, will remain in effect for the term of the 2023 extension agreement. (An individual's weekly contributions may increase if their Annual Pay (based on 40 hours) moves to a new Annual pay level. Annual Pay will be as defined currently.)
3. Wages: The Company will provide General Wage and (Union) Salary increases as follows:  
6% GWI July 3, 2023  
6% GWI July 1, 2024.  
*(Local 301's 12% GWI pool to be bargained locally.)*
4. Successorship: The 2019-2023 National Agreement and the 2023-2025 Extension shall be binding upon the parties, and their successors, transferees, and assigns. In the situation where there is substantial continuity of operations of that asset which is sold, make assumption of 2019-2023 National Agreement and 2023-2025 Extension a term of the sale. The Company will provide written verification to the Union that assumption of the contract is a condition of such a sale.

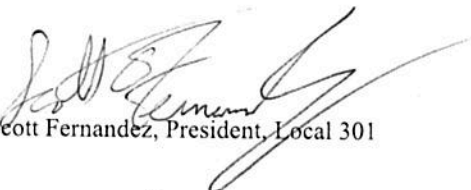
Your IUE-CWA National Bargaining Committee unanimously recommends this extension agreement. Make your voice heard and VOTE April 18<sup>th</sup>.

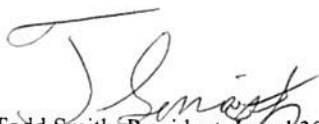
  
Jerry Carney, IUE-CWA GE Conference Board Chair

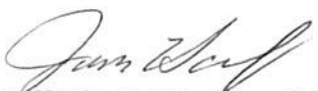
  
Justin Richards, Business Agent, Local 201

  
Adam Kaszynski, President, Local 201

  
Chris DePoalo, Business Agent, Local 301

  
Scott Fernandez, President, Local 301

  
Todd Smith, President, Local 303

  
James Hamby, President, Local 701

  
Gerald R. Moberly, President Local 1004