

## TLD Ratification Vote Results

April 19<sup>th</sup> 2020

LL743 members at TLD have overwhelmingly rejected the company's final offer.

They did not get the 66 $\frac{2}{3}$ % required votes to take strike action against the company.

We will post the company's last best and final offer that includes historical takeaways because the company took advantage of the 54% union membership going into these negotiations and also the current pandemic situation and the impact that it's having on the industry.

The significant hit is seniority and overtime takeaways. The company now has the ability to layoff 10% of the workforce with no regard to seniority. If the company claims the less senior employee is needed because of specialized skill set. They also took away overtime after 8 hours. If anybody takes time off during the week they will be working on the weekend for straight time. If people do not have 55 hours in total for the week they will not be paid double time on Sunday's

Permanent takeaways for a temporary problem. The company gambled on all those non members not backing you and they won!