



Local 743

# Contract Negotiations 2024

# UNION STRONG

*“UNITED WE BARGAIN, DIVIDED WE BEG”*

## Day 3... déjà vu!

Contract talks continued on Tuesday morning April 23rd at the Springfield Sheraton. The chief negotiator for the company Alpa Patel started out the day by responding to our health care questions then turned the floor over to Benefits Coordinator Donielle Jarvela. On Day 3, it was déjà vu all over again with the company dropping a turd in the punch bowl. The company proceeded to throw a new pension proposal at the committee the same as they did in 2016!

The company wants to get rid of the defined benefit pension plan and put everyone in the defined contribution plan. The pension for those that have the defined benefit would be frozen at the end of 2024. Years of service and the multiplier would be frozen. The multiplier could go up as negotiations continue.

They also spoke about contribution percentages based on age categories in the new defined contribution retirement plan. Some of the younger categories would see a lower percentage than what they now have.

The percentage would go up as you hit higher age categories. This is a definite take away.

Your union committee brought up many valid points as to why a defined benefit pension is important to the members. With a defined benefit pension you have a reason to stay with the company. The defined contribution is portable and no real reason to make this a career instead of just a job!

In the afternoon sessions Chief Union Negotiator Jeff Santini expressed the displeasure in this type of pension.

The company spent some time answering the many questions the union committee asked. Unfortunately the majority of our concerns



are yet to be addressed. We meet again tomorrow morning.