

## **NCDC Negotiations 8-13-2021 – Update**

As you know from yesterday, in response to the NCDC's proposal that it would drop the MFN clause in exchange for you otherwise accepting the NCDC's July 31<sup>st</sup> proposal as written, we invited the NCDC to meet today and try and make progress on two of the other major hurdles to an agreement—base pay reduction and H&W contribution rates. Prior to meeting, we met with your bargaining committee in an effort to identify any aspect of our July 30<sup>th</sup> proposal that could be modified in order to move the process forward and get you back to work. We also utilized a federal mediator to assist the parties.

When we started, we presented a comprehensive counterproposal (click [HERE](#)) with two primary differences from our July 30<sup>th</sup> proposal. First, any movement we could make to bring the terms in line with the other ratified agreements was made (e.g., floating days, probationary pension and welfare contributions, etc.). Second, we made a modified proposal on the base pay reduction language and fixed the Journeyman Technician wage table—specifically, we added back in the 36.1 to 39.9 tier. The base pay reduction language made movement from our July 30<sup>th</sup> proposal, but, maintains what the bargaining committee views as the necessary safeguard to ensure only a technician with a base pay issue is affected. We explained to the NCDC's team that we believe this comprehensive offer is one that has a chance at ratification. We further explained that many of you are demanding the “Defector” deal, and that any difference between the NCDC proposal and the “Defector” deal potentially puts ratification at risk.

During negotiations, the NCDC made a few things clear. First, their offer to drop the MFN was conditioned on you accepting all other terms of the July 31<sup>st</sup> NCDC offer. Our position that we need to make further progress on the other issues was viewed as a rejection of the NCDC's offer. We made clear that the July 31<sup>st</sup> offer was rejected by 97% and it would take more than simply removing the MFN to get a deal that you would ratify. Second, as a result of not accepting their deal, the MFN is now “still on the table.” Third, the NCDC is standing on its position on the H&W contributions, which are neither acceptable to the Fund Office nor approved by the Board of Trustees.

After the NCDC caucused, the Union was asked a few follow up questions including: (1) whether the Union's position changes if the MFN is permanently dropped (our answer was - no), and (2) whether our proposal is our best shot at a deal that the Union could do today. We explained that, given the circumstances, our proposal is something that you, the membership, might accept. The NCDC indicated that it would take our proposal back to the larger NCDC group and would be in touch (we asked about the timing - but they did not specify).

We are not going to miss an opportunity to get to the table and try to make some progress towards something you will accept. We did that today. But of course, we're not going to abandon the mandate you gave us on August 1<sup>st</sup> and we're going to stand strong on the positions you've told us to stand on. We will wait to hear back from the NCDC and will keep you posted.