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BULLETIN #11

FOX LV HUB
Las Vegas, Nevada
Thursday, August 18, 2016
5:00 P.M. (PDT)

Bargaining Update – August 18, 2016

Your bargaining committee and the Company met for two days. We were able to reach tentative agreements with the Company on two proposals covering definitions and on severance in the event of layoff.

The parties still remain apart on important issues such as seniority for layoff and just cause for discipline. The Company continues to maintain that seniority makes the hub operation inflexible but they have not provided any details (other than tired rhetoric) on exactly how it is inflexible. Further, the Company maintains the position that workers at the hub have federal and state protected rights to file charges if they are terminated for race, religion, or similar situations and those protections should be enough for you. Your committee believes you should have the absolute right to challenge disciplinary action if it is unjust and/or unwarranted, not just when it's illegal.

Many of you have recently received your annual performance evaluation and you may have noticed the Company's cover letter indicates their desire to, "bargain with the Union over wages and economics". Despite their "desire to bargain", the Company has not made a wage or economic proposal to the Union since negotiations began in March 2014. There is nothing preventing the Company from making economic proposals. Moreover, the Union has clearly and emphatically told the Company that they should continue the merit wage increases associated with your annual performance evaluations. The Union even filed a charge with the National Labor Relations Board to force the Company to continue the merit increases. There is nothing stopping the Company from giving you the merit increases you deserve, except greed. Please tell your manager that you want your merit increase – there nothing stopping them from giving it to you.

Be sure to Like and follow your Union at [facebook.com/NABET53FOXHUB](https://www.facebook.com/NABET53FOXHUB) for the latest updates.

Your Negotiating Committee wants to remind you these bulletins are the official source of information during these negotiations. Information from any other sources should be considered rumor or hearsay.

NABET-CWA/FOX LV HUB Negotiating Committee

FOR MORE INFORMATION, VISIT NABET-CWA LOCAL 53'S WEBSITE AT:
<http://www.nabet53.org>

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