

Your IBT/CWA Association Negotiating Committee met this month in Tempe, during the period of November 8 thru November 10.

On Tuesday, November 8, we met with the Company and gave them a proposal for Article 1-Purpose of Agreement. We also proposed the integration of some of the Letters of Agreement into the CBA.

On Wednesday, November 9, we met with the Company and gave them a proposal on Article 8-Seniority, Article 22-Probation and Article 30-Safety and Health. The company delivered its counter proposal for Article 22 and Article 30.

On Thursday, November 10, we met with the Company and gave them our response to their counter proposal for Article 22 and 30. We also proposed additional incorporations of the existing Letters of Agreement into the CBA. This concluded our meetings with the Company for this session. We did not reach any tentative agreements at these meetings, but the Company advised they will have counter proposals ready by the next meeting dates.

Our next scheduled bargaining session is in Tempe, Arizona on December, 14 and 15. We also set dates for [January 31](#), [February 1](#) and 2, to continue the bargaining process.