

April 6, 2005

F.Y.I.

CONTRACT PROCEDURE FOR UNION SIDE

1. Choose Committee Members (usually have an odd number).
 - Committee usually consists of V.P.'s and/or Shop Stewards.
 - Number of committee members depends on size of plant(s), at the President's discretion.
 - Committee members vote **not** the President (unless needed to break a tie).
2. Stewards, VP's, and Business Rep's hand out contract "Survey's" to membership.
3. The Committee has meeting(s) to go over the Survey's to determine what the Union proposals will be.
4. Company and Union meet jointly at first session to exchange proposals.
 - The President and/or the Local's attorney are spokespersons for the Local. For the WEA and Gallo the International is the spokesperson.
 - When both sides come to an agreement, each committee member on the Union side signs the tentative agreement (TA), then
 - The Company usually saves the economic proposals for the very last.
 - The Union presents their proposals (wishes)
 - The Company can ask for a committee recommendation to accept.
5. After a final package is given the Union takes the package to the membership for a meeting and voting. This usually happens as soon as possible.
6. The first vote is a yes or no to accept or reject. If rejected all bets can be off the table. The Union committee will meet with the Company and start over again for a package and there is NO GUARANTEE that you will get any better than the first package.
7. The second vote will have on the ballot to accept or reject and gives the committee the right for economic action and/or strike.

NOW

Getting the final contract signed and into booklet form takes a while. The "Draft" of the finished contract, normally done by the Company, has to be proofed by the Union and the committee members. If there are any differences on interpretation language it has to be ironed out prior to signing and sometimes this takes quite a while. All the parties to the contract have to agree and sign. Then it takes at least 2 to 3 weeks for the books to be done up.

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