



IAM LOCAL 439 – Aurora

UNION

Brother and Sisters,

As you are aware we have received the company's first non-economic proposal from the company, and we as the committee urge each of you to review the breakdown summary of their proposal below.

Summary of Company Proposal #1 – Non-Economic Provisions

1. Union Membership

- The company reaffirms a non-discrimination stance regarding union membership.
- Employees are not compelled to join the union, and all agreement benefits apply regardless of union status.
- The union also agrees not to discriminate against non-members.

2. Management Rights

- The company seeks to retain broad management rights that existed prior to union certification.
- This includes discretion over operations, staffing, discipline, job classifications, technology use, subcontracting, and more.
- Changes in policies or conditions not explicitly limited by the agreement are not subject to bargaining.
- Past practices are not binding unless explicitly agreed to in writing.

3. No Strike / No Lockout Clause

- Employees and the union are prohibited from engaging in or supporting strikes or work stoppages.
- The union must actively discourage and end any such activities if they occur.
- Violators may be discharged without grievance recourse.
- The company agrees to refrain from lockouts (excluding business shutdowns for economic reasons).
- Misconduct leads to replacement without rights under the agreement.



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4. Savings Clause

- If any provision is deemed illegal or unenforceable, it will be modified or removed while preserving intent.
- The rest of the agreement remains intact.
- The company retains management rights unless explicitly restricted.

5. Full Agreement and Waiver of Bargaining

- This document represents the entire agreement between the parties.
- The union waives its right to demand bargaining on any topic, whether or not covered, for the duration of the agreement.
- The company may act unilaterally on any issue not expressly limited by the agreement.

Purpose and Implications

This proposal is an attempt by the employer to reaffirm a broad managerial authority with the sole purpose of limiting the union's ability to challenge or negotiate changes during the agreement's term.

If you have questions about any of the information in this summary, please do not hesitate to reach out to your union representatives.