



IAM LOCAL 439 – Aurora

Your Union Committee met with the Company during the week of September 16-18, 2025

- The Company has countered the Union's proposal on Job Classifications from our June session. The Union is still waiting for the Company to provide more information on how they are planning to assess employee skills within their Job Classification. The Union is unsure how the Company's current proposal will affect employees' current titles and pay.

The Union is still waiting for the Company's responses on:

- Grievance and Arbitration Procedures

The Union is preparing counters to the Company's proposals on

- Management Rights
- Union Security
- Continuity of Service – Service Credits
- Probationary Period
- No Strikes or Lockouts
- Successorship

The Union and Company have reached tentative agreements on:

- Discipline
- Modification and Termination of the Contract (once a Contract is reached)
- Shop Visitation for Union Representative
- Job and Income Security for Plant Closing and Preferred Application Process