**GUILD MEETING 08.10.2021**

Our agendas for both meetings were to discuss the results of our bargaining survey and to hear any other topics members wanted to discuss.

**10 A.M. ZOOM**

Peter McGuire said there were some good comments on the survey. Wages are the No. 1 issue. Referencing page 3 of the survey results, he said the working conditions seem to be good, and nobody seems to hate their job or their supervisors, although there were some “poors” in retirement benefits and wages.

Aimsel Ponti asked if we knew when the first round of contract negotiations would take place.

Peter said no. The company did send a letter to start the process. The contract expires mid to late September, so we’ll probably go beyond that, but the current agreement stands until we reach a new one.

We think we’ll have some informal conversations with them beforehand. We get the impression that they don’t want to go through the tension like two years ago.

The next steps… we’re having these meetings, and we’re going to get in touch with all the folks on the bargaining committee to organize a meeting of that group soon. We’ll develop our proposal. Pete said his hope is we’ll start before the contract expires so we’re not too far behind.

Aimsel Ponti says she likes the shorter workweek idea, and she hadn’t thought about that so much before the pandemic.

She also talked about helping out in distribution and being frustrated that the people who work there don’t make more money.

Peter said at least some of those people are represented by the union. The company has had a hard time hiring for lead field service reps and recently asked to bump their pay from $16.30 an hour to $20 an hour. Basic field service reps also had an increase.

The company had a contractor come in and say you have to bring people in at a much higher pay rate, that’s how you’re going to get people.

Greg Kesich asked about whether we are expecting the company to endorse raises this time.

Peter said he isn’t sure. They’ve hiked up wages in an effort to hire for some positions, but he didn’t know if that meant they’re going to recognize that for everybody.

Megan Gray asked about other compensation or changes that would help members, especially if we see a minimal or no raise from the company this year. Obviously we will fight for a wage increase, but what else would be meaningful?

Scott Martin said he works every weekend and he would like to see a weekend differential. Multiple people, including Erica Nischke and Aimsel Ponti and Gillian Graham, said they thought that would be fair and good. Other suggestions were an increase in the 401K match.

Peter asked about returning to the office. Members had mixed feelings – some want a hybrid, some like working from home – and we talked about the difficulties with equipment. But there was interest from the members in protecting the location flexibility for the future. Lorrie Millar said advertising has changed its physical layout in a way that seems geared toward hybrid setups. Erica suggested some kind of schedule or office hours that would help people know when the managers they need to talk to will be in the office. Scott also mentioned that we never got a compensation boost for the costs of working from home, like increasing your internet service.

Greg asked if it is hard to think of the union as a unit when we are not in person.

Peter said it does feel a little disconnected, and we might be interested in an outdoor meeting to reconnect soon, but we will have to get creative during bargaining so we can demonstrate if things get touch.

Aimsel suggested that we could roll over some vacation days as a nice benefit in the contract. Erica also mentioned that rolling over a few sick days would be helpful.

Peter wrapped up the meeting by reminding everyone that we will be working up our proposal soon. Always feel free to reach out with ideas or questions, and encourage your coworkers to attend these meetings if you can.

**5 P.M. MEETING**

Peter recapped the survey and hit the same highlights as the morning meeting.

Bob Keyes also said he would be interested in a shorter workweek and more flexibility in our schedule and work arrangements.

Mike Lowe said he would be supportive of an increase in maternity leave, a weekend differential and a better 401K match. He said we have to make sure our people are taken care of beyond right now. He also said he would be supportive of stronger language in the contract for flexibility in working from home.

Sandy Lunner mentioned that assignments are shifting and said we should look at job titles in advertising. She feels the department isn’t being transparent in how accounts are being distributed. Sandy is hopefully going to represent the ads folks on the negotiating team.

Peter also outlined the next steps as he did in the morning meeting.