



BLUEBIRD BARGAINING *Update*

9/20/2023

Working Hard and Bringing Change to Blue Bird, One Step at a Time

Your Bargaining Committee and Employee Reps have been working hard to bring fairness to Blue Bird. **We have been making appeals on terminations and final warnings, and we've won some cases** (One member is being brought back to work and another member will have their final warning removed). Before we had a union, this would not have been possible.

In Bargaining, we are pushing for Grievance and Arbitration, to expand what we can file an appeal over. This is important because **it means we can hold management accountable for what they do and how they treat us.**

A contract lays out the rules at Blue Bird, so the company can't just change the rules whenever they feel like it. A contract will bring Fairness to Blue Bird instead of favoritism. This is why the non-economic issues we are currently discussing are so important.

Right now, we are in the **non-economic** phase of bargaining. So far, our proposals to Blue Bird include:

- Seniority
- Job Bidding and Opportunities for advancement
- Grievance Procedure
- Health and Safety
- Civil Rights
- Job Security

The **economic phase of bargaining** where we discuss pay and benefits will start after we complete the non-economic contract language.

We are pleased to report that **we are making progress** including our new bulletin boards where we can share info. **We meet again with the company on 9/26 and 9/28.**

Thanks to everyone who came out to the union meetings. We were glad to give you a detailed update and answer your questions.