

March 10, 2022

The USW and Ardagh Glass broke off negotiations today without an agreement. There are many open issues remaining that need to be addressed in future negotiations. The Union has offered to extend the current P&M and AMD contracts on a rolling 48 hour basis, but have not yet received a response from the company. We will send another update once we have more information on an extension and will work to schedule future bargaining dates as soon as possible.

Open issues in negotiations include:

Wages – Proposals continue to be far apart. The company's proposal does not account for the increases in inflation and the challenges of retaining skill trades workers. The Union continues to push for wage increases that recognize workers as essential workers, keep up with inflation, retain skilled workers, and an increase in the shift differentials.

Health Insurance – The company continues to propose major changes in our health insurance, with significant changes in premiums, co-insurance, deductibles, out-of-pocket maximums, and co-pays, as well as the requirement for new hires to be in a lower value plan for at least 4 years.

Sick & Accident Pay – With so many people out due to COVID over the past 2 years, we've proposed significant increases in the S&A benefit. Although the company has proposed some increases, they do not go far enough.

Pension / 401(k) – We have been pushing hard to get a defined benefit pension for all post 4/1/2008 employees, as well as match improvements on the 401(k), but the company remains dug in with making no change to current language.

Mandatory Holidays – The Company is proposing to turn certain Holidays into "Floating Holidays" where you will be required to work unless you are approved for the day off, just like getting approval for a vacation day. If you are not approved for the Holiday off, you would have the "Floating Holiday" off on another day if approved by management.

12 Hour Shifts – Proposals on giving the P&M and/or the AMD in each plant the voluntary option of voting on 12 hour shifts have been stalled as the company has told us they will not be able to respond until they gather more information.