

March 31, 2022

The USW and O-I broke off negotiations today without an agreement. There are many open issues remaining that need to be addressed in future negotiations.

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, as well as rewriting the Hot End bonus. The Union continues to push for wage increases that recognize workers as essential workers, keep up with inflation, retain skilled workers, and to protect the Hot End bonus.

Health Insurance – The company continues to propose major changes in our health insurance, with significant changes in premiums, deductibles, out-of-pocket maximums, and co-pays, as well as the requirement for new hires to be in the HSA plan for at least 5 years.

Retiree Insurance – The company continues to propose significant cuts to the funding of the GMP – Employers Retiree Trust.

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 are proposing to reduce the benefit by collecting the full amount of employee benefit premiums while you are out on leave upon your return to work.

Pension / 401(k) – We remain far apart on pension improvements for Pre-4/1/2011 employees and auto 401(k) contributions for Post-4/1/2011 employees, as well as match improvements on the 401(k) for all.

Holidays – The Company is proposing to change all 32 hour holidays to 24 hours, move several other holidays, and to eliminate/replace other holidays with vacation pay only.

Vacation for FMLA – The company is proposing to require up to one week of your vacation to cover all FMLA leaves.

The Union and O-I have agreed to extend the current P&M and AMD contracts on a rolling 48 hour basis. We will send another update once we have more information on future bargaining dates.