

Subject: Why OPEIU Local 2 came to New Orleans

Dear [name of state federation or central labor council leader],

Here's why we're not giving up, and why we came to New Orleans this weekend:

OPEIU Local 2 has filed an Unfair Labor Practice with the NLRB because the AFL-CIO illegally imposed its Last, Best and Final Offer on our members. In the LBFO, management's language on furloughs is as follows:

Management reserves the right to establish workforce numbers, hours and days of operations with proportional pay to assure the federation's operations are stable and financially viable.

Our bargaining unit has always been willing to take voluntary layoffs and voluntary retirements. Our members exercised the latter as recently as 2017, hoping that it would save some jobs. It didn't. Our members have rejected furloughs beyond volunteerism. There is no trust that furloughs have saved the jobs of our members.

Our members have repeatedly voted down management's proposals that include furloughs under Management's Rights. We are a democratic union. Our contracts are always ratified by our members. This contract is no different.

We have provided reasonable counterproposal language on several occasions. Most recently, it was as follows:

Should financial conditions warrant a furlough during contract years 2021 and/or 2022 of this CBA, Management will discuss the basis of the furloughs and process with the Union. The parties agree that Management has the right, after discussion with the Union, to impose proportionate furloughs of up to 12 days in each contract year of 2021 and 2022.

Twelve days may not seem a lot, but that's a 4-5% wage cut per member per year. And that's on top of a wage freeze and working more hours per week without commensurate pay.

We have still not heard a valid business case for why management needs furloughs under Management's Rights. Our members' collective weekly salary is \$64k. We're not sure what \$64k will allow AFL-CIO leadership to do, but we do know that those salaries mean **a lot** to our members. And with our members' salaries being the lowest in the building, why are they the only ones being targeted with this language?

The AFL-CIO must be better.