

ARCA/MCA Negotiations Update

August 4, 2015

Your negotiation committee has been meeting with the representatives of UA District Council 16 and the various local unions throughout Southern California in an effort to reach agreement on a new Service Master Labor Agreement. The ARCA/MCA Board of Directors met on numerous occasions in advance of the negotiations to develop and approve the position of the Association with respect to its proposals and economic package.

Your negotiating committee has spent considerable time reviewing and discussing with the Union the current status of the Southern California service industry, including graphic illustrations of recent history as it relates to the economic history, hours worked and the number of actives and retirees.

After several meetings the Association offered on Wednesday, July 29, 2015, a "Last and Final Offer" for the purpose of achieving a joint settlement document that both the union and the Association representatives could recommend to their respective memberships. Unfortunately, the Union has informed the Association that the terms of the "Last and Final Offer" are "unacceptable."

A copy of the Association's "Last and Final Offer" and the Southern California service industry graphic illustrations discussed at the bargaining table may be found on the Association website homepage (www.arcamca.org) by clicking on the 2015 Negotiations Update icon.

It is important that each company takes time to update their employees on the status of negotiations. In doing so, you may provide employees with a copy of the last offer of ARCA/MCA. The employees should also be encouraged to attend the Union meetings and vote their conscience. Company representatives should not advise or instruct employees as to how they should vote. However, you can express your opinion that the offer is a fair one, and a good one for the employees and your company.

The Association will keep all member companies advised of future developments. Any questions should be directed to the Association office at 909.477.4515.