



LOCAL 13500

CWA Duquesne Club Bargaining Report #4

September 28, 2022

We are pleased to announce that late this afternoon we reached a Tentative Agreement with the Duquesne Club.

The agreement is for 3 years and provides across the board wage increases for all employees.

Among the changes are;

Increased shoe allowance, provided to All employees annually.

Improvements to the 401K

Implementation of a new, Club funded, Short Term Disability Plan.

Partial carry over of vacation time.

No changes in the Health Plan and the Club to absorb the full 6% increase that was scheduled to be taken in 2023.

Contract explanation meeting and ratification vote info will follow shortly.

In Solidarity, The CWA Bargaining Team

Cindy Neumeyer, 13500 EVP

Robin Bingle Chief Steward

John Petrini CWA Staff Representative



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CWA Duquesne Club Bargaining Report #3

September 23, 2022

We Are Worth It

Bargaining has entered the final and most difficult stage towards settlement. Wages remain the toughest sticking point in coming to an agreement.

Our message has been loud and clear;

We Are Worth It

In a demonstration of solidarity of every Duquesne Club Union Member, in support of one another, we will be wearing our **WE Are Worth It** buttons at work and at the Bargaining Table until a fair agreement is reached.

Bargaining continues today and into next week and for as long as it takes to achieve a fair deal. Your support is critically important, helpful and appreciated.

We remain in solidarity;

Your Bargaining Team

Cindy Neumeyer, 13500 EVP

Robin Bingle Chief Steward

John Petrini CWA Staff Representative



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CWA Duquesne Club Bargaining Report #2

September 21, 2022

Bargaining resumed with the Club Tuesday September 20th. The Club passed proposals on Wages, premium pay and 401K. We rejected all these proposals as inadequate and stressed that we expect a compensation package that recognizes and rewards our union members work at the Club.

The Club also responded to our Medical premium proposals. We also rejected that offer and presented a responsible counter.

On a more positive note, we entered discussions on providing, for the first time, a 26-week Short Term Disability Benefit, paid by the Club. We continue to explore this and how this benefit would work if agreed to.

Bargaining will continue throughout the week. Both parties are working hard to come to a settlement. Of course, things can change quickly, and we will provide updates as we move along.

In the meantime, let your management know that you are following the bargaining process and that you need and expect significant improvements to maintain and improve your personal financial position and work life.

Thank you for all the support you have shown towards the Bargaining Committee.

Your Bargaining Team

Cindy Neumeyer, 13500 EVP

Robin Bingle Chief Steward

John Petrini CWA Staff Representative



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CWA Duquesne Club Bargaining Report #1

September 15, 2022

On Wednesday, September 14, 2022 we opened negotiations on a contract renewal.

In our opening remarks, we shared with management that our members at the Club make the experience of the Club members an extraordinary one. The building is the bones of the Club, but our members are the flesh that makes it all work. This contract needs to address the needs of our members so that they can continue to provide that excellent experience.

We presented a number of proposals to address those needs, including wage improvements, Health Care Premium protection, improving the 401K match for retirement security, premium pay and longevity recognition in wages, among other proposals.

We are committed to deliver a contract that recognizes your daily contribution to Club that you will be proud of.

Bargaining will continue through the end of this week and resume again on Tuesday September 20th.

We will update everyone as bargaining progresses.

Thank you for all the support you have shown towards the Bargaining Committee.

Your Bargaining Team

Cindy Neumeyer, 13500 EVP

Robin Bingle Chief Steward

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