



Local 9460

Red Book

March 8, 2021

Essentia's Unfair Delays in Red Book Negotiations Force Union to Act

Our Red Book contract was set to expire on July 1, 2020, but due to the pandemic we negotiated an extension to give both sides more time to prepare. Bargaining began in September, when management told us they were ready, but since then they've been dragging their feet on scheduling bargaining dates.

While extensions are common, this round of bargaining is not. Essentia has tried to place unreasonable burdens on our bargaining committee and failed to make a good faith effort to meet with us.

Out of just six scheduled meetings, Essentia cancelled three. They are yet to commit to future bargaining dates at this time.

While this is a challenging time for all of us, management does have a legal obligation to bargain in good faith.

Our union recently filed charges against Essentia with the National Labor Relations Board (NLRB) because of their unfair and unnecessary delays.

We didn't take this action lightly. We did it because you and your families are important and deserve to be treated with respect.

The few times we did meet, we made progress on some non-economic issues. However, many major issues remain, including wages and benefits.

In order to resolve these critical issues, Essentia must quit delaying and commit to a good faith bargaining schedule.

Your support and solidarity will be key to our success. Look out for info from Local Union leaders and WIN Team members about upcoming solidarity activities.

**As essential workers, we deserve a fair contract –
and fair contract negotiations!**