

# Information About Contract Negotiations

**Q:** What is a contract?

**A:** A contract is a legally binding document that has been agreed to by the company and the union. Sometimes it is called a collective bargaining agreement (CBA) because it covers a group of workers.

**Q:** What is in a contract?

**A:** A contract covers wages, benefits and working conditions, such as seniority, vacations, health and safety, schedules, etc.

**Q:** What determines what goes in the contract?

**A:** Negotiations between the company and the union, represented by experienced, professional bargainers and your co-workers who were elected from among all KAG West workers. The union is putting forth proposals based upon a) the surveys that KAG West workers filled out, b) opinions given at union meetings, and c) the experiences and observations of the rank-and-file committee members.

**Q:** When does the contract go into effect?

**A:** The union, when satisfied with the company's offer, will sign a tentative agreement with the company. The agreement is tentative, because before the contract takes effect, a majority of workers in Southern California must vote to ratify the agreement. Only then will workers begin to pay union dues.



For more information, contact **Charlie Stephenson** at **(202) 528-5788**.

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