System Council U-4 Negotiation News

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Brothers and Sisters, on June 2, 2017 the System Committee and the Company completed the discussions with the Nuclear and Distribution Business Unit's and entered into Tentative Agreements concerning those most important proposals to the future of the Company's operation and the benefits of the Union Membership.

The effort to achieve a high percentage of successful candidates receiving an NRC License at the completion of each class going forward resulted in the clarification of POSS test scoring. Clarification of the ALOO scores and test averages to be achieved to be considered as having met all the requirements to advance were agreed.

The movement from the Non-Licensed Operator through advanced continued training, the Advanced License Operator Objectives and then on through the NRC License Classes will included an incentive to be successful in obtaining a NRC License. The System Committee and the Company will meet monthly as the new changes and enhancements are implemented to review and monitor the success of the program as an on-going evaluation process.

The Union enhancements to vacation scheduling for operators were accepted as written and a Tentative Agreement was signed. The System Committee also TA'd the increase to the Certified Welder Premium, the Company's desire is to incent more craft workers to pursue the qualification and certification.

The requests for additional pay for working holidays while working on the 12 hour shift schedule proved to be too costly for the Company to consider at this time and the proposal was pulled from discussions. The request to establish an individual Flame Resistant Clothing allowance was also pulled from the table.

The Distribution Business Unit continued discussions to increase the percentage of the off-shift ratio of all those employees working Saturday, Sunday or between the hours of 6PM to 6AM up to 32% as defined in Paragraph 35a (4) 11. After much debate the parties came to an amiable agreement. The agreement as outlined will require the Company to meet the Distribution Staffing numbers before the incremental increase to the off-shift will become effective. A tentative agreement to increase the weekend shift differential was reached and the Union proposal to establish a percentage based differential was pulled.

The proposal the Union had put forward to establish a customer based staffing design was pulled from discussions. The Company remains committed to the Mutual assistance in the

System Council U-4, IBEW
3944 Florida Blvd.
Palm Beach Gardens, Florida. 33410
Phone: 561-624-2700
Facsimile: 561-624-5072
Web: www.scu4ibew.org

Southeast Exchange but are not willing to subject that commitment to the additional expenses of an increase to overtime pay while traveling on storm assignments in state or out-of-state. The Company rather forcefully expressed that they had no desire to make any additional language changes to Paragraph 21, regarding the removal of contractors during a re-alignment. The proposals were pulled from discussions.

The Company entered into a tentative agreement to increase the single clerk premium as proposed and expressly noted that there was no interest in the reinstatement of the Clerical Coordinator classification and position at this time. The single premium will increase by Fifty (0.50) Cents as proposed and the Clerical Coordinator proposal was pulled from the table.

The Company has pulled from the table the restrictions they had proposed to new hire applicants during the probationary period and have also pulled from the table any further discussions to re-align the manner in which meters are now being tested. Continued monitoring and improvement ideas will be reviewed monthly during the Customer Service and Union Joint meetings.

The Parties continue to evaluate outdated MOU's and related documents for clarification purposes and most recently have tentatively agreed to the Exhibit "A" Hourly Wage Schedules as they relate to the Helpers at PTN and the Distribution Dispatcher along with the removal of the Assistant Distribution Dispatcher *** from the schedule.

This past week has concluded the discussions with the Distribution Business Unit and the Nuclear Division. Scheduled on June 5, 2017 the Power Generation Department will arrive to begin discussions with the Union System Committee and enter into negotiations of their shared proposals.

"Committed to the IBEW Utility Code of Excellence"

"Yes I Am My Brothers Keeper"

"United we Bargain, Divided we Beg"

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