

System Council U-4 Negotiation News



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The System Committee and the Company broke from negotiations on Friday, December 19th and will resume on Tuesday January 6th 2009. The most recent talks yielded movement in several areas; however the Vacation Carryover MOU still remains to be a “stick-in-the-eye”.

During our most recent negotiating sessions, the Company presented their responses to several of the Union proposals as follows:

- The Company feels their bereavement considerations are adequate and show a sincere concern for the family, they have no interest in increasing the death in family time off benefit; however consideration is founded to extend the family description to include the Daughter-in-law and Son-in-law.
- The Company expressed no interest to change language concerning occupational injury and LTD Cola adjustments.
- The enhancement to Holidays, to include the addition of Presidents Day was returned with no interest.
- The changes to language in Paragraph 38a (e) in the PGD/Nuclear Departments to work FPL before contractors was returned with no interest.
- Changes in language not to include travel time inclusive of rest time and pay out instead of make-up work for grievance handling settlements were tabled; the Company has no interest.
- The Company expressed no desire to make increases to the 401(K) contributions, Overtime payment structure, Overtime payment to be pensionable or a South Area premium for retention.
- A Tentative agreement was accepted to increase the expense amount of allowed reimbursement for prescription eye protection.

The Company and the System Committee are actively working to frame a 3 year Agreement. There are many proposals still being passed back and forth in an earnest effort to reach a satisfactory conclusion.

The System Committee responded to several of the Company proposals reducing the total number still left to discuss as we continue to define the scope of this Agreement modification.

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- The System Committee expressed their lack of interest to make changes to the language concerning paragraph 14.
- The Company was presented the Union counter to the proposed changes to the Clerk A, Clerk "A" Steno, Dispatcher Clerk, addressing job criteria and required testing which removes the steno requirement.
- The Union expressed no desire to make changes concerning our safety language and the proposal was countered with only minor corrections to reflect recent departmental changes.
- The Union is willing to actively work with the Transmission Department in the creation and design of an aggressive training outline for the skills of a Transmission Lineman.
- The System Committee expressed no interest in proposed changes to the PGD ratios, qualification and requalification requirements as laid out, and no changes on Itinerants working their first or second rest days as determined by the Company.
- The System Committee has responded to the Company's desire for an MOU concerning the Riviera Plant Long Term Reserve Shutdown and is waiting on the Company to accept or counter the proposal.
- A Tentative Agreement was entered to establish a Fatigue Rule Committee to address the imminent changes that will affect the Nuclear Industry in the future.
- Tentative agreements were accepted concerning the Career Path for Meter Electronic Technician, and Laboratory Meter Electrician.
- The System Committee expressed the firm position that there is no interest in the removal of the Nuclear Watch Engineer position.

The MOU was delivered to the Company concerning the Division Load Dispatchers to include the meeting of the North American Electric Reliability Corporation (NERC) certification. The Union is waiting on their response. The Committee did enter a tentative agreement concerning NERC Security (Critical Infrastructure Protection Standards).

After reviewing the economic package delivered by Florida Power and Light the System Committee researched the active current contracts and presented a counter wage proposal package with the main focus to reach the average Lineman rate of pay throughout the nation. We will continue to keep our goal on the National Line Rate average.

The Holiday Season is a joyous time of year, so keep good safe habits at home while preparing your home decorations, celebrating, and spending meaningful time off with the family and friends.

