

# *System Council U-4 Negotiation News*



*March 16, 2009*

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The System Committee and the Company met Thursday, March 12, 2009, to discuss the Company's responses to the Union proposal to increase the meals and travel expenses contained in paragraph 41, Meals-Lodging and Transportation. The Company also came prepared to deliver their counter proposal to the wages as proposed by the System Committee on December 19, 2008. The Company presented a new additional proposal as part of the C-8 proposal on The Health and Welfare Benefits.

The proposal to increase the meal allowance to \$14.00 and incremental increases on a bi-annual basis was rejected by the Company. The Company contends that they spend a large amount on an annual basis to fund meals and in the present economic times, do not feel it is in FPL's best interest to incur additional incidental expense by increasing the meal benefit for employees. The proposal to use the GSA rates for lodging calculations was dismissed by the Company as being too substantial of an increase for the Company to burden the cost at this time.

The Company's new proposal to the Health and Welfare benefits package, which was not previously discussed as part of C-8 until March 12, 2009, places a cost risk burden to be shouldered by the Union Membership for years to come. The Company is attempting to place a cap on their future premium exposure and shift all future premium expenses onto the Employee premium responsibilities. It would leave one to wonder how the Company can refer to us as their most precious asset. The changes to Company proposal C-8 are anything but bargaining discussions in good faith. The System Committee is prepared to continue discussion on this proposal and has responded our intentions to engage today, Monday March 16, 2009 at 2 pm. We are presently waiting the Company response.

After waiting nearly three months the Company presented their counter wage proposal effective starting on March 1, 2009, "if ratified by 11:59 pm April 30, 2009," November 1, 2009, and November 1, 2010 with a cumulative total percentage less than the original offer the Company presented on November 20, 2008. This wage increase offer is set to expire on May 31, 2009 and does not include any retroactive payment. Each month the Company delays, the more substantial their savings increases by refusing retroactive payment.

Discussions on Fire Resistant Clothing are delayed waiting on the Company to respond concerning Union referred vendors getting added to the list of approved vendors to be

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afforded fair access to the bidding process. The System Committee is still requesting the reasoning why a Union Logo will not be permitted to be part of the FR Clothing.

The System Committee countered the Company's Nuclear Advance Objectives Proposal to establish advanced objectives criteria that would allow Licensed Operator candidates who meet the objectives, to be selected first into L.O. class by seniority. The NLO's not meeting the advanced objectives would be offered next by seniority and then post and fill if the vacancy for class still exists.

As of now the Company and Union "Fatigue Rule Committee" has not held their kick off meeting. The requirement dates are approaching quickly and valuable time is being lost.

The Power Systems realignment "staffing levels defined" are scheduled to be announced on April 11, 2009. The Power Systems' roll process will be overseen for the Union by Don Arrowood. The Power Generation realignment "staffing levels defined" are scheduled to be announced on April 13, 2009. The Power Generation roll will be overseen for the Union by Domenico Mollo. Roll Central can be reached by phone at 561-691-7078. Monitor the updates and special bulletins on the roll process using the Union web page [www.scu4ibew.org](http://www.scu4ibew.org).

We do agree with the Company that nothing is more important to your family than your safety. Remind your co-workers to stay focused and now more than ever, remain diligent to the work rules that preserve your good health and safe return home each day during these times of unsettling events.

"Yes, I Am My Brothers Keeper"

"United we Bargain and Divided we Beg."

