

System Council U-4 Negotiation News



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The System Committee worked with the HR Labor Department to review, discuss and accept new proposed language for the Nuclear Policy 400, Fitness for Duty, Revision 14, to make the adjustments needed to meet new Nuclear Regulatory Commission (NRC) regulations. The NP 400 FFD MOU was completed on Thursday, March 26, 2009, with a consensus agreement by the System Committee.

The MOU FPL Division Load Dispatcher – Dispatcher Bulk Electric Systems (BES) Qualifications Incumbent Requirements was signed and placed into effect immediately upon its acceptance on March 4, 2009 and supersedes the previous “MOU – Incumbent FPL Load Dispatcher North American Electrical Reliability Corporation Certification Requirement” agreement signed on June 6, 2007, making that MOU a matter of record. This agreement is a fine example of understanding the importance of each of the Negotiating Parties different interests and the ability to reach an acceptable product. The BES-MOU places FPL in compliance with the FERC requirements.

The Company and Union have set Thursday, April 2, 2009, for the “Fatigue Rule Committee” to hold their kick off meeting at the Business Mangers Office in Palm Beach Gardens.

The Distribution Business Unit has only two items open to resolve to conclude our tentative agreements. One is pertaining to the “Overtime Matrix Boundaries” and how they relate to the newly established Construction Service Centers. The other is to resolve the remaining questions about the use of the FR Clothing account and how it can be utilized.

The Power Generation and Power Systems Realignment continue to move forward although there is some question as to whether it can be accomplished by June 20th. We would also like to remind everyone that the Union’s representatives to oversee the roll process are Don Arrowood for Power Systems and Domenico Mollo for Power Generation. Roll Central can be contacted by phone at 561 - 691-7078.

Your Business Manager called a Special Called Executive Board Meeting which was held on March 25, 2009. The meeting was to serve two purposes, first and foremost, the safety of our Membership. The main thrust of the meeting was the safety of our Membership and the need for everyone to assist their Local Union Officers in

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heightening the awareness of all the Membership to remain focused on safety during their daily work activities. With on going negotiations and two major Business Unit Realignments, everyone needs to remain your “Brothers Keeper” secondly, the System Committee updated all the Local Union Presidents on two major negotiation topics; the Company’s proposals on medical benefits and wages.

The direct impact of the Company’s new C-8 Medical Benefit proposal is the cost shift with the burden being placed upon the Bargaining Unit Employees. The rising medical cost trend affecting the Bargaining Unit Employees is presently at an approximate 12% annual increase. The Company has stated that this is an attempt to manage the year over year cost increases. What they do not openly vocalize is they are attempting to manage it through increases to the employee’s premium contributions proposing to no longer share in the 80/20 cost responsibility. This would in effect remove the 80/20 agreement from the benefit stipulation. To Quote the Chief Negotiator for FPL “everything is driven by the economic situation” and, “I think the financial economy has prompted us to go back and look at everything.”

The Local Union Presidents were also informed on the newest wage proposal as presented by the Company and the unreasonable deadlines mandated to accept and ratify the terms even if they were agreeable, (which by the way are not). To avoid waiting 3 months for another counter proposal and regress further than we presently are; the System Committee made a request to the Company at our last meeting to present us with a serious package to take to the Membership for them to vote on.

The Executive Board of System Council U-4, IBEW, voted to suspend any further involvement with the Employee Engagement Survey. The Executive Board feels that it is in the best interest of the Membership to withdraw our support. The Company has shown minimal willingness to take action addressing the issues identified by the Membership.

There are many rumors circulating and they are full of speculation concerning the active involvement of what proposals the System Committee and the Company are engaged in currently. The Committee will do its best to dispel the rumors and to continue to report as often as it seems necessary to keep the Membership well informed. Your comments to the new e-mail site have been overwhelming, keep all of them coming. For those who may have missed the last update, the site for e-mailing the Council Office is negotiationscu4@aol.com.

We urge our Local Union Officer’s to deliver our safety message to all the Membership, **“keep safety to the forefront in your daily work activities each and every day.”** Remain diligent and focused.

“Yes I Am My Brothers Keeper”
“United we Bargain, Divided we Beg”

