

System Council U-4 Negotiation News



October 31, 2008

Volume #1 Number #16

The System Committee and the Company met this week to continue through the remaining business unit proposals in an attempt to accelerate the negotiating process of exchanging proposals.

The System Committee presented the Union Master proposals for the Company to consider. The Master proposal included the wage increase for the next 3 years. The proposals of main interest were as follows:

- Enhancements to Death in Family, and Serious Illness in Family Benefits
- Enhancements to STD and Sick Leave Benefits and Safety Eyewear reimbursements
- Improvements to Paragraph 7 in regards to Employee Injury
- Vacation scheduling improvements allowing a minimum percentage of the members off in the same time frame
- Increase Holidays, to include Recognizing Presidents Day
- Changes to Paragraph 38 (a) and (e) in PGD and Nuclear to offset contractors working
- Enhancements to Meals, Lodging, and Transportation with the introduction of using the GSA rates for calculations annually.
- Enhancements to overtime wages
- Introduction of Supplemental Insurance
- Improvements to the Employee Retirement Savings Plan, Employee Pension Plan, and Retiree Medical Benefits.
- Premiums to Exhibit "A" for Power Generation Clerks and a South Area Retention

The System Committee presented to the Company, our wage proposal for the next three (3) years (The length of the proposed negotiated MOA) which would remain in effect to October 31, 2011. The wage proposals put forth would bring the FPL Workforce in line with other Investor Owned Utilities Nation Wide. The wages proposed were met with reservation by the Company as they expressed that projected profits were down in the recent quarterly earnings.

The Company team delivered their Corporate Proposals for our consideration which included changes to the Corporate Safety Program, Enhancements to J-Post, and testing qualifications for clerical classifications, Introduction of new language to Paragraph 2, 14, and 45. Inclusion of agreed to MOU's into the MOA where appropriate. The parties will meet Monday to hear proposed changes in Health Benefit Programs. The Company and Union are scheduled to exchange Nuclear proposals next week.

The System Committee would like to remind the Membership to continue to focus on safety at work and at home as the Holiday Season approaches.

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