

System Council U-4 Negotiation News



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The System Committee and the Company broke from negotiations on Thursday, November 20th and will resume on Tuesday December 9th following the Holiday week and other IBEW Commitments. The System Committee will continue to work and prepare 2nd and 3rd step grievances for discussion while the negotiations are stagnant.

During the last negotiating session the Company presented their proposal for the new minimum requirements for the Division Load Dispatchers to include the meeting of the North American Electric Reliability Corporation (NERC) certification. The Company proposed a Memorandum of Understanding outlining the requirement and incentives to train and test to successfully complete the NERC certification. This proposed MOU addresses how successful incumbents will receive a monetary award and unsuccessful dispatchers shall be returned to their former position with out loss of seniority. The requirements are to obtain certification as a NERC Transmission Operator. The proposal has a new dispatcher title, which will be "Dispatcher Bulk Electric Systems ", (BES) and will include an hourly rate increase.

Power Delivery discussed the Apprentice Substation Electrician Pilot Program which is complete to level 5 and should be finalized in the near future. An afternoon shift for Substation Electrician crews was proposed for off hour substation trouble work and availability. Continued interest was expressed by the Company to create a Transmission training module for Line-specialist and Apprentice Line-specialist for certification to perform Transmission Construction work. The Company proposed to pursue the establishment of an Itinerant Transmission Crew to utilize a mobile workforce to construct large infrastructure projects. Transmission also proposed changes to work schedules to handle off hour projects.

The System Committee presented counter proposals for Nuclear to the MOU Fatigue Rule compliance and regulation changes. Also a counter to Customer Service by presenting the MOU Retired Assistant Apprentice Meter Electrician "A" Instructor.

In Power Generation a counter proposal was delivered for the Production Technician Career Path and a revision to the counter for Paragraph 41 to establish 24 hour minimum at the regular headquarters for Itinerants before their next assignment. The Committee expressed the total lack of interest to alter the shift to non-shift ratios or to entertain changes effecting the Itinerant rest days as written.

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Discussions will continue concerning the Power Generation Modernization and Long Term Reserve Shutdown MOU in a continued effort to reach an amiable conclusion. Proposals still being discussed are workforce assignments and movement to Proximate Locations, Initial Job Qualifications, and Simplify Shift Differentials.

The Nuclear Business Unit is still discussing the viability and requirements of the Nuclear Watch Engineer as it pertains to the present workforce structure. The Committee has expressed its position that there is no interest to allow the elimination of the Nuclear Watch Engineer classification.

In the Distribution Business Unit there has been a shift from a gradual implementation of the Construction Workforce through volunteers and J-post, to an immediate establishment following the appropriate contract language regardless of employee displacement and unwanted movement.

The Company presented proposed changes to the benefits package to implement enhancements and pricing changes to the Medical, Vision, and Life Insurance plans. The Company also proposed changes to include Retiree Health Access and LTD.

An economic package was delivered for a three year time frame. Florida Power and Light (the most admired Fortune 500 company 2 years running) has maintained a large focus over the last several years to attract and retain quality Line Personnel in Distribution and Power Plant Licensed Operators in Nuclear, one would have anticipated a package to reflect that ideology. That combined with the fact that Florida, the 4th largest state in the country a wage package should render a result exemplifying such a statistic. The Company is preying on the current economic environment and maintaining that all they can afford are percentages much less than those which would bring the line-specialist wage up to the national average. The wage proposal the Committee presented and the wage proposal the Company has countered with are vastly separated.

We want to remind everyone to stay focused on the task at hand and always keep safety in the forefront as you prepare for your work day. The Holiday Season is upon us, always remember to keep good safe habits at home while preparing your home decorations and enjoying time off with the family and friends.

