

System Council U-4 Negotiation News



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The System Committee and the Company recessed from negotiations on Thursday, December 18th for the Holidays. Discussions resumed on January 6th 2009. The day was spent recalibrating the proposals and identifying what was still open on the table requiring continued responses and what had been removed or tentatively agreed upon.

The Company proposal to remove the steno requirement and place A-Clerks into one Exhibit "A" rate was tentatively agreed to allowing the incumbent A-Steno Clerks to maintain their steno qualification. Future A-Clerk positions will not require steno testing.

The Company's proposal to change the Transmission Crew's work schedules was returned to the Company with a full explanation and understanding that the System Committee has no interest in creating a negative atmosphere in a department that has proven it self to be successful since its inception.

The System Committee presented the Company with a counter to the Load Dispatcher (BES) MOU which included a wage increase that neared the national average for Transmission Operators who are required to maintain a NERC certification. The Company countered with a proposal that fell considerably short of that average and were unwilling to provide their supporting data.

The Customer Service MOU to create a pool of future retiree Apprentice Instructors for the Meterman-A classification was pulled from the table after it was learned that the Company had no plans for future Apprentice classes due to their budget restraints. The Electronic Technician Classification minimum job requirements at the Test Center and field positions were entered into a tentative agreement.

The Company supplied the System Committee with the Distribution Callout Overtime Boundaries incorporating the new Construction Headquarters in the matrix. The matrix is currently being reviewed by the Committee for possible corrections.

The Company did not embrace the System Committee's counter to the Riviera Modernization and Long Term Reserve Shutdown Proposals. The Committee proposal has offered the Company flexibility in scheduling; however, this proposal did not meet the Company's desires. The Company would like to place the affected Power Generation workforce into Central Maintenance. The System Committee has no desire to allow the change of work rules which would circumvent the employee's seniority rights, The System Committee presented the Company with same site work rules for Production and Maintenance to align all the Power Plants and establish the same work practices throughout the system. This flexibility along with the "Modernization" and "Long

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Term Reserve Shutdown” flexibility combined should have given the Company the flexibility needed to continue efficient work assignments. The Company said they needed more, and although the shift to non-shift ratio was pulled from the table, it was reintroduced as a needed demand.

Discussion continued on the Union proposal for 12 hour pay when required to work or required to be off on the holiday when working the 12 hour shifts.

The Company responded to the System Committee counter concerning the Welder’s Premium and the Certified Welder requirement by returning the same Company proposal that was rejected previously by the System Committee in November.

The Company expressed no desire to entertain a premium to be paid to the qualifying Nuclear “Fire Brigade” workforce.

The System Committee will review and respond to the License Operator Career Path proposal presented by the Company.

The Company and Union will be moving forward to address the upcoming “Fatigue Rule” changes through the established named Committee. The Company presented the Nuclear Watch Engineer as a non-SRCO requirement with a substantial cut in pay. The Committee has little to no interest to do away with the NWE classification’s SRCO requirement which allows for future advancement and also allows them to retain License Operators that reach burnout.

The System Committee presented the Company with an updated wage proposal just before the Holiday break and we are still waiting on the Company’s counter wage proposal. The Company still has not responded to the proposed changes to the meal allowance afforded while working extended hours.

The Company and Union are both waiting on the Medical Benefit Actuaries to meet and discuss the proposed changes to the existing benefit plans. The pricing formulas and proposed enhancements (Incentive Plans, Wellness Care) need to be characterized in such a way as to identify the desired positive outcome. The fundamental performance of the Plans and the financial solvency must meet the best interests of the Membership.

We want to remind everyone to always keep safety in the forefront as you prepare for your work day. The best safety record ever recorded is a result of your continued conscientious efforts in safety. Every Member needs to be congratulated and needs to congratulate his fellow workers for a job well done. Remember always, “Yes I am My Brother’s Keeper.”

