

System Council U-4 Negotiation News



July 8, 2009

Volume #2 Number # 1

The Company and the System Committee engaged in formal discussions on June 30, 2009. The Purpose of the meeting was for the Union to indicate the key reasons why the Membership refused to accept the Company proposal. It was noted by the Company that the vote to reject the Contract was a very definitive vote.

The Company is attempting to understand the differences and the magnitude of those differences in order to reach an agreement that the Membership can accept. The System Committee is ready and willing to actively participate in discussions to reach an acceptable compromise.

The Company's captive audience meetings used to explain the proposal was not well received by the Membership and the information presented left the audience insulted. The items that the Company considered critical in their presentations are the same key issues identified by the Membership.

Although the Union and Company philosophy on wages may not follow the same comparison path; the Membership feels that as the Company's most valuable resource they deserve a competitive wage against a national average.

The vote spoke **"Loud and Clear"** the Membership wants their earned **RETRO**.

Medical Plans and the funding mechanism are passionate issues that the Membership is ready and willing to sustain a fight to protect. The protection of our families and their well being is priceless. The System Committee has been consistently and aggressively engaged in the Medical Plan discussions and we have been the driving force bringing the Company back to the table to discuss rising cost concerns. The Company has been non-responsive with this issue and only wishes to address the cost increase and not the reasons.

The Power Generation Division had withdrawn its ratio proposal from the table after negotiations discussions stalled on this topic. The Company without discussion, added the ratio proposal back into the May Contract Proposal, this was what we would describe as the PGD "in your face" attitude. Once again, we believe the PGD management could have achieved its staffing desire without the resulting disruption of the workforce. This is

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now clearly seen and understood by the Membership. Though it would require the Company to manage.

The Nuclear Watch Engineer being removed is a detriment to the way of life of the Nuclear Operators. This is a career path and is seen as such. The retention is strong from using this classification as a promotional progression. Nuclear, like PGD forced their proposals into the package after they had never been agreed to, let alone discussed. Training and qualifications is an ongoing program and must be managed well to work efficiently. Overtime is distributed by classification not by task qualifications.

The Bargaining Unit Membership desires a strong competitive Apprenticeship Program to maintain and promote a growing workforce. The demand to keep up with the retirement attrition rate is real and needs to be a focus of every department going forward. Training programs do not need to be a hidden agenda on a college campus when we have appropriate language existing in the current MOA.

The System Committee thanks you for your continued support.

“Yes I Am My Brothers Keeper”

“United we Bargain, Divided we Beg”

