

System Council U-4 Negotiation News



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The System Committee continued in-depth discussions on the Medical Proposal with the Company Negotiating Team over the past 2 weeks. The Union presented a proposal to address funding mechanisms of the FPL Bargaining Unit Medical Plan. The System Committee has proposed to the Company, plan design changes which allow for a cost sharing of allowable expenses. The Company has devoted much time and energy as discussions continue in an attempt to reach a full understanding of the proposal presented by the Union. The Company made a counter proposal for discussion purposes in an effort to drill down into the scope and meaning of the Union Proposal.

Costs for services have continued to rise at an accelerated rate while the Member's co-pays have remained the same and resulted in the plan absorbing a higher cost share. The projected cost share for allowable expenses for year ending 2009 is 91.4% for the Plan, and 8.6% for the Member. This cost sharing adjustment will in no way effect the current 80 - 20 share of the premium equivalent. The Committee's position has been and will continue to be, to maintain current benefit levels. Keep in mind, the System Committee made this proposal to the Company prior to the 7, 5 and 3 cost containment proposal from the Company in the package you voted down.

Medical talks will continue as we work towards a tentative agreement. This is an emotional proposal for both parties and still requires a diligent approach throughout the negotiation discussions.

Power Generation returned to the table to discuss the Adjacent Geographic Locations proposal and to clarify the intent of the language contained within the document. The PGD Business Unit returned and again expressed a strong desire to change the shift to non-shift ratio. The ratio had been pulled from the table on January 6, 2009. It was reissued on January 19th and pulled again on January 28th, until it re-appeared in the May proposal package. A change to the ratio would

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allow the Company to further reduce the Base compliment. The Union has no interest in a change to the ratio.

Surprisingly, the Business Unit representative introduced a new proposal to re-establish the Special Itinerant classification. Realize the parties reached a tentative agreement November 12, 2008, to convert all Special Itinerants to Itinerant at their current work location. Then during the PGD realignment, all Special Itinerants were discontinued. One would have to question why, after executing their realignment plan, a decision was made to introduce a new proposal to reinstate that classification.

The Nuclear Division presented their position in regards to overtime assignments being worked by qualifications. The Union Committee made a counter offer to the Company and is awaiting discussion with the Nuclear Business Unit Representative. The Operators License Career Path proposal is still riddled with unacceptable language that leaves a feeling as though it would just be another piece of negotiated language never utilized. The Company maintains the position to remove the license requirement of the Nuclear Watch Engineer and keep the classification with an imposed \$5.00 per hour decrease in pay. The certainty of safety that the Licensed Nuclear Watch Engineer brings to the plant site is a necessity that the Committee does not take for granted and refuses to relinquish.

The Union presented the Company with a wage proposal on July 14, 2009. The Company finally responded with a counter wage proposal after 42 days of consideration and responded that the Company has no interest in tying wages to the national average. The System Committee is continuing to review the Company offer.

Results of the Contract Termination vote will be announced on Tuesday, September 1, 2009, after all the appropriate required notices have been made. We are currently scheduled to meet in negotiations next Tuesday and Wednesday.

“Yes I Am My Brothers Keeper”

“United we Bargain, Divided we Beg”

