

System Council U-4 Special Bulletin



April 20, 2009

Volume 3-2009

Brothers and Sisters:

As you are all aware the System Council had received official notice on February 11, 2009, from the Manager of Labor Relations, of the Company's intent to realign the staffing in the Power Generation Division. This notification will serve as the sixty (60) day notice to the Business Manager in accordance with Paragraph 21 (d), of the Memorandum of Agreement. In addition to the notification the PGD Realignment Timeline dated March 11, 2009 was disseminated to the field.

On March 31st Keith Hardy accompanied by his team presented their plan for the Power Generation realignment. They verbally presented their overall perspective and did not discuss the overall numbers but as previously mentioned this was due to the economic conditions and to avoid lay offs. We informed the Company prior to adjournment that we would review and discuss the content of their plan and respond to the Manager of Labor.

The following day, April 1st we sent the Manager of Labor a letter stating to our knowledge there has never been negotiated language or language contained with the intent to place base employees into the Itinerant Traveling Crew compliment. The existing language contained in the Power Generation supplement reinforces our contention and our objection to doing so. We also wrote that the Union would rely on the following paragraph's to support our contention. Paragraph 41 Meals-Lodging-Transportation, 44 Distribution of Overtime, 48.1 Plant Itinerant and Exhibit "A" Hourly

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Wage Schedules – Notes Power Generation. These provisions are not all inclusive and may be expanded based on our further review of our joint agreements.

On April 8th the Company and Union met twice to discuss the reasons for our objection to the PGD Realignment Plan. There was a lengthy discussion from both parties but at the end of the day, the Company stated that under the managerial rights clause and because the Contract is silent on the issue, in their opinion, they have the right to realign as they have presented.

April 9th the Company presented your System Committee with the Power Generation Division Staffing Plan dated 4-9-09 Rev. 0 for General Distribution. After numerous questions that were generated from the field concerning the accuracy of the information contained in this document, the Company generated a new document for the staffing plan dated 4-10-09, Rev.1. This document was e-mailed to the System Committee on Monday, April 13, 2009.

On Friday, April 17th we filed a General Grievance requesting that the Company withdraw and resend the PGD Realignment Staffing Plan. We also requested that the Company delay the implementation date until the grievance is resolved, settled or withdrawn and to expedite the arbitration process.

We will continue to keep you informed of any and all activities involving the PGD Realignment as it unfolds.

Realizing that anxiety is running high and it becomes more difficult each workday to remain focused on your day to day activity, we would ask that you continue to talk and think safety on each of your work assignment's during the course of day.

