System Council U-4 Negotiation News



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Brothers and Sisters, the System Committee would like to thank the Officers, System Council Delegates, and Membership for their participation, selection and hard work in the Contract Proposal process which was completed during the January System Council-U4 Regular Meeting. The Union package was exchanged with the Company Thursday morning April 27, 2017.

Your System Committee in a continuing effort to provide for a higher standard of living proposed a number of changes to our existing contractual agreement. The proposals selected by the Council Delegates were contained within the package presented along with the basics established by the System Committee which outlined wages and benefits in an effort to secure adequate pay and a family oriented quality of life for our labor as IBEW Members.

The System Committee and the Company exchanged Contract Proposals, opening remarks, and a general overview to express the future interests of both parties. The Company introduced corporate proposals, which include changes to pension fund design; proposals to introduce changes to the employee health and benefit plans, Employee Illness and Disability programs in an effort to promote consistency with the non-bargaining Company sponsored plans and increase control over programs without limitations. The Company did not introduce their wage benefit proposal, but elected to hold off until later in discussions to disclose the amount being considered.

The Distribution Business Unit is focusing on flexibility and enhancement in the restoration arena by introducing new work method techniques involving investigation work assignment and more control of the off shift hour employees. The Company is advancing an interest to eliminate the need for callout as it relates to geographical boundaries. The overall theme throughout the proposed changes was to reduce overtime cost and related expenses. The Customer Service department has proposed changes in an effort to reduce operational cost and align the skillset of the work being performed at the Meter Test Center.

The Nuclear Division has expressed an interest, same as in years past to advance rule changes to enhance the Career Path for Operator training in an effort to increase the success rate of individuals selected for these programs. In an attempt to increase efficiency and production the Nuclear Department is proposing changes to the "Operators use of Tools" by including routine minor maintenance as part of their daily work assignments.

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The Power Generation Department has proposed a change to have postings include a craft designation in an attempt to balance the skillset at each site in the Production Specialist classification. The department is proposing relief to the shift to non-shift ratios to increase efficiency and also relax the reporting relationship requirements of the ICS Digital while on duty. There is also an interest to retain Operators at a site location after qualification for a specific period of time.

We have made available our negotiation email address <u>negotiationscu4@aol.com</u> so you may communicate directly with your negotiating committee. You may also review the Negotiation News for the latest updates on the System Council web page <u>ibewscu4.org</u>, under Member Resources, Negotiations.

The System Committee would like to take this time to stress the position we have taken in the past concerning wages, and will continue to take now and in future negotiations, to present during negotiation discussions; that it is, that we are to be paid (at a minimum) the equivalent to the national average of Investor Owned Utilities.

Remain committed to the Code of Excellence and promote the safest possible workplace and encourage respect for the customer's rights and property, as well as, for others on the job.

The System Committee would like to give special congratulation to the Transmission and Substation department for a great start to the 2017 year by being injury free. The Committee would also reiterate and stress to all the Membership, that during negotiations for you to remain focused on your safety and avoid being a victim of work distractions by news that is released to the field.

"Yes I Am My Brothers Keeper"

"United we Bargain, Divided we Beg"

Jacof Alachanic &

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