

System Council U-4 Negotiation News



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Brothers and Sisters, on June 7, 2017 the System Committee and the Company completed the discussions with the Power Generation Department and began preparations for Corporate and Benefits beginning on Monday June 12, 2017. The results of the discussions with PGD yielded very few gains for both parties.

The Company presented their interest in the elimination of the shift to non-shift ratio and having a craft designation to be included in the job posting of Production Specialist positions, I, E, or M going forward. After detailed explanations and examples of the proposed implementation, the Union expressed they had no interest to entertain any further discussion on the elimination of the Base as part of the plant structure. The proposed change to the ratio was pulled from the table. Although the discussion of the PS position to have a craft designation for posting could not be remedied and talks ended, the proposal remains open at this time.

The System Committee presented the proposed change to the shift turnover to include all Production employees. The Company maintained that the turnover process in use was adequate to manage the events taking place and if any unusual deviations occurred the turnover is handled appropriately. The Union concluded the need to pursue the proposal further, and it was pulled. Proposed changes to Paragraph 19(c) which included new language concerning employees displaced as a result of a re-alignment was presented to the Company. The Company expressed no interest in changes to the paragraph; but, agreed to continue reviewing the past settlements for possible improvement.

The Company presented the proposal to retain newly trained qualified Operators for an extended length of time before allowing employees to bid out of Production. The Union could not agree with the restrictions proposed and the proposal was withdrawn from the table. The ICS Digital reporting changes to include the employee's supervisor and the ability of holding clearances was placed into a tentative agreement. The additional language agreed to was crafted after reviewing the past reporting history of the ICS and recorded precedent setting grievance language.

The Company and Union had similar proposals to enhance the reimbursement amount to prescription safety glasses. After much consideration and review of the information made available to the Company from the vendors under consideration the proposal was tabled for continued work outside of negotiations. The Union proposal to increase the reimbursement remains open for discussions under the corporate proposals.

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The System Committee presented enhanced changes to Paragraph 41 “Meal-Lodging-Transportation” to use the U.S. General Services Administration (GSA) rates to calculate all future benefits concerning per diem expenses for future annual enhancements. The Company after review of the proposed changes informed the Union that this would increase their expenses by 53% and could not sustain such a large increase. The PGD department could not reach agreement, and the discussions were concluded; however, the proposal remains open in negotiations and will be discussed with the corporate group.

The Union’s proposal to address 12 hour shifts and receive the “12 hours for 12 hours” for work on a holiday was thoroughly discussed and the Company still maintains that the cost of Code 42 or 43 is still too substantial to provide any change. The proposal also included language addressing the scheduling of a short day on the holiday and it was agreed that “employees will not be forced to use their short day on a holiday.” The proposed short-day language was TA’ed.

This past week concludes discussions with the different Business Unit’s and next week starts the discussions concerning benefits and other corporate proposals covered in the Master section of the MOA.

Your System Committee will continue to supply updates as negotiations progress and continues to urge all the Membership to remain focused on your safety and avoid the distractions by news that is released to the field.

“Committed to the IBEW Utility Code of Excellence”
Provide the safest possible workplace
The most productive work methods
Unsurpassed professionalism and quality of work first time out.

“Yes I Am My Brothers Keeper”

“United we Bargain, Divided we Beg”

