

# 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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