

System Council U-4 Negotiation News



May 19, 2017

Volume #1 Number #2

Brothers and Sisters, on May 8, 2017 your System Committee and the Company Distribution Business Unit began the process of exchanging proposals and entering into discussions to understand the intent and interest of the content being shared. After two weeks of work at the negotiating table the Distribution proposals have all been thoroughly shared with both of the parties.

The Distribution Business Unit and Customer Service have used these last two weeks to present their proposals to the System Committee. The Company began discussions with the introduction of a new investigator classification to be paid \$12 dollars per hour with the intent to have them investigate the abundant No-Loss-of Service (NLS) trouble tickets that add to the trouble screens daily.

Presented next by the Company was a proposal to adjust the callout fill-rate incentive payout with the intent to reward only those who were not on the property at the time of the callout and had to report to work from off the property to earn the response credit. Continuing through their proposals the Company proposed a restriction to the new hire probationary period language by denying the employee the ability to apply for jobs through J-Post and remain at your entry location for a one year evaluation.

In an attempt to reduce the need for callout of crews, the Company has once again addressed the Geographic Service Center Boundaries by expressing a desire to remove the long standing historical restrictions of crossing boundaries while working at the overtime rate. In an attempt to gain further relief of the overtime expenditures, the Company also proposed the removal of the requirements contained within the "Overtime Boundaries Matrix" prior to the use of contractors for restoration work.

The most important proposal to reduce the overtime cost is the proposal to effect the elimination of the off-shift ratio. The Company continues to communicate how this is needed for the department to successfully reduce the amount of overtime the membership continues to be forced to work. The System Committee has continued to stress that if the current Staffing Levels were met, increased and maintained the overtime expense would be reduced.

The Meter Test Center has proposed the introduction of a new classification titled Assistant Meter Tester to take over the responsibilities associated with the washing, testing, preparing meters for shipment or return to inventory. This introduction is part of a reduction of the current staff of Meter Testers and Meter Electrician A's performing the work today. The Company said this is in an effort to become cost competitive and reduce the overall facility budget.

The System Committee presented several of the Union Membership proposals related to the Distribution Business Unit. The Committee began by presenting two proposals involving the payment of shift-differential. One to remove the early schedule restriction which denies the payment

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of a differential while working overtime on a shift which normally is inclusive of a differential. The second associated proposal was to create a differential percentage pay scale tied to the base wage of the Line Specialist classification, thus not requiring negotiating in the future off hour and weekend shift differentials.

In an effort to establish a set staffing level and maintain an adequate Bargaining Unit Work Force to maintain, operate and restore service to the Florida Power & Light Company customers, the Company was presented a proposal establishing one (1) Distribution Bargaining Unit Employee for every 2,500 residential customers served by FPL. Also presented was enhanced language to the Paragraph 21 roll time line, to have all contractors removed from the property prior to a re-alignment of the business unit being affected and stay off the property for 90 days after completion of the roll process.

The Power Quality Line Specialist upgrade and the introduction of the Smart Grid Specialist classification were presented to the Company. The proposal was to enhance the pay scale of the Power Quality Specialist to match their specialized skill sets. The Smart Grid Specialist was an introduction of a new classification to Exhibit A with the intent to create a specific classification to capture and take on the AMI smart grid technology advancements & associated maintenance and repairs.

An adjusted overtime rate for storm travel assignments was proposed in an effort to meet the relative overtime pay scales used by other utilities for Mutual Assistance during major restoration events. The System Committee also presented two (2) proposals for the Clerical Department, an increase to the single clerk premium and the re-establishment of the Clerical Coordinator. A proposed change to the six (6) month increase will come at a later date.

You may communicate using our negotiation email address negotiationscu4@aol.com. The Negotiations News updates can also be found using the System Council web address of www.scu4ibew.org.

The System Council Office has received several calls concerning the release of erroneous information by the Company regarding negotiations. Your System Committee will continue updates as negotiations progress and urges all the Membership to remain focused on your safety and avoid the distractions by news that is released to the field.

Remain committed to the Code of Excellence and own up to “8 for 8”.

“Yes I Am My Brothers Keeper”

“United we Bargain, Divided we Beg”

