



LU 1412

# Local Lines

---

November 15 2008

## Negotiations

---

We have concluded another week of negotiations here in beautiful Wesley Chapel. Your System Committee continues to work hard to bring you a fair contract. Unfortunately, the bulk of the issues that remain are very difficult issues that have a huge impact to our working lives, as well as our family lives.

The remaining proposals deal with issues like wages, benefits, safety, call-outs, rest time, crossing boundaries, scheduling in the line department and production, and the SL crew work rules. There has been some colorful discussion over each of these topics but no resolution. Quite frankly, I am not sure that the company will settle for much less than their original proposals.

Management is currently maintaining a very tough front on issues that attack the Union as an institution. As one of my Brothers on the System Committee put it "it's Union busting". The management proposal to change the grievance process is one of these. The Union has worked very hard to correct any problems with the process in each of the past two negotiations. Enough is enough. The problem with the process is not the current grievance language but resides with the violations of the rest of the contract. The numbers speak for themselves when you have 400 to 500 grievances a year.

The company came into negotiations with must haves in the line department. Well, I know when I browse through the Sears catalog I want it all too but that is not realistic. Your Union committee has worked very hard to meet the company in the middle on these issues. It doesn't appear to be enough. The Company is already giving your negotiating committee the famous words "That's as far as we can go". In some cases the proposal has only been across the table once or twice.

All of the line department proposals brought by the company have major negative impacts to you and we have seen very little enthusiasm on the company's behalf to work with us on our needs. The Union put forth counters that were well thought out and provided the company with what they needed to provide exceptional service to the customer at a reasonable price. Most importantly, it would have accomplished that without a major impact to you. That was not good enough. The Company wants more, more, more and seems less than willing to listen to reason. It is almost as if they can not see the forest for the trees.

Many of the line department proposals seem to center around the current work force assessment. I sure wish they would have involved the Union early on in their quest to do more with less. We might have been able to reduce the number of people losing their jobs and we wouldn't be here trying to fit a round peg into a square hole at negotiations.

The Company has withdrawn their proposals dealing with system jobs in several of the departments. I am not sure what changed but traveling SPAC Techs, regional Fleet Techs and regional Data Collectors are not on the table anymore. The other bright note is in the Production department, specifically the nuclear plant. Management at that plant has worked with the Union to resolve the issues and we have all but reached tentative agreements on every one of the proposals dealing with Exhibit "B". I only wish that the Line Department would stop demanding concessions and be reasonable about the proposed changes they want.

If you have been waiting for things to get interesting before you get involved in the process, now is the time. Quit waiting for a package to vote on and get to a meeting. Stay informed and use your legal right under a collective bargaining agreement to have a voice. I look forward to seeing you at the December 1st Union meeting at Bear Lake. We start at 7:00 pm. I am hopeful that the Company will not have given us a "last best and final offer" by then.

In conclusion, I realize that there is a lot going on right now with layoffs, rolls and negotiations. Please keep safety in the forefront of your day. We are Union men and women and perform quality work. Your skill sets are our bargaining strength. Thank you for all you do.

In Solidarity,

David B. Price

President, IBEW LU 1412

" We Energize Central Florida "