



# LOCAL 1-2 UPDATE

## TENTATIVE AGREEMENT REACHED

- Duration: 4 Years
- Wages:                    **2008**                    **2009**                    **2010**                    **2011**  
2% (June 29, 2008)    3 ½ %                    3 ½ %                    3 ½ %  
2% (Jan. 4, 2009)  
**over 4% with compounding**
- Pension:                When reaching pension eligibility, i.e. at least 55 years of age with at least 30 years of service: 1% for every subsequent year of service between July 1, 2008, and June 30, 2012.  
  
Example: 59 years of age with 34 years of service as of June 30, 2012: 52% of final 4 year average (instead of 50% under current plan).
- Progression:            Anyone in Senior Title who has not reached max in 8 years will automatically be bumped to max for his title.
- Pension:                All new hires will be included in our defined benefits plan. There will be no two tier system. You may think this does not affect you as an active employee, but it has a profound effect on your defined benefits pension. We will explain in detail in further communications.
- C.F. R.:                 A \$1.25 per hour increase for all C.F.R.s who perform T&T in addition to your general wage increase.
- Troubleshooters:      All incumbent Troubleshooters immediately go to maximum pay for the title; any new Troubleshooters will be placed on a fast-track progression to reach max. Troubleshooter Dispatchers maximum pay rate will be brought into parity with Troubleshooter max.

## WHAT THE COMPANY WANTED

First and foremost, the Company wanted a **strike!** Although they will deny it, it is evident they wanted us to strike. This is what they had on the table:

- Any Workers Compensation award would be deducted from your pension.

OVER ———>

- An worker with permanent medical restrictions who has less than 10 years of service would not be eligible for the C-6 program, i.e. would be out the door.
- Cash Balance Pension for all new hires. We will inform you shortly of what effect this would have had on you and your pension. It is enormous.
- Although we were not happy with the wage increases, Con Ed did not move on wages till the eleventh hour. Their proposal for wage increases until the last day was printed on the N.Y. Post on Tuesday, July 1, 2008.



**Here is the latest in Con Ed contract talks:**

- A new strike deadline has been set for 11:59 tonight.
- In a plan the union rejected over the weekend, Con Ed offered to immediately increase all workers' wages by 0.5 percent, and some could receive another 0.5 percentage Increase for merit.
- Con Ed also offered to put new hires in a 401(k)-style retirement system, rather than a traditional pension plan.
- The proposal had included a 0.5 percent raise in January 2009, followed by 1 percent raises in June 2009, June 2010 and June 2011.

Again, it is clear they wanted a strike to get that cash balance pension. The only reason that we got a contract without it was the Union's strategy to turn public opinion against Con Edison and public sympathy toward us. It worked!

You will be receiving a detailed summary of the contract in the near future along with a ballot to accept or reject.

UTILITY WORKERS UNION OF AMERICA  
LOCAL 1-2