



# LOCAL 1-2 UPDATE

## ENTERGY NEGOTIATIONS

We have been meeting with Entergy's negotiators on a consistent basis. The last meeting was held on Wednesday, December 12, 2007. Entergy has put a laundry list of horrific unacceptable proposals on the table, which they must know we would never agree to. Here are just some of them:

- Eliminate the 50% premium when the employee works more than 7 consecutive "regular workdays".
- Allow management to circumvent the Union and deal directly with employees to arrange for "split days" off.
- Remove the provision which requires OT to be paid in at least 15 minute increments (and only pay OT for "time worked").
- Change premium pay arrangement by (a) paying premium only for hours worked during the premium period and not for entire shift which includes hours during the premium period; and (b) make premium pay a flat rate (cents per hour) instead of a percentage of wages.
- Mandate that emergency responders respond to a call-out.

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- **Eliminate “no layoff” language and allow Entergy to lay off employees whenever it claims a business need to do so.**
- **Eliminate the current health benefits program and replace it with Entergy's "HealthStrides" ..... An absolute disaster.**
- **Eliminate retiree health benefits.**
- **Make the transfer of Nuclear Reactor Operators and NRO A's to and from off-watch positions solely at the discretion of management and eliminate any reference to the contractual promotion procedures for these job titles.**

There are many, many more such demands that are equally untenable. This negotiating style is known as three steps forward two steps back and is taught at management seminars all over the country. They throw out 20 to 25 reprehensible demands and at the 11<sup>th</sup> hour they pull back a bunch leaving a few in place in their final offer. This Union will not play that game. Entergy had better get real and remove these ridiculous demands now and get down to real bargaining or they are in for a very rough ride. We will keep you updated.

**UTILITY WORKERS UNION OF AMERICA  
LOCAL 1-2, AFL-CIO**