



LOCAL 1-2 UPDATE

MERIT RAISE

- Effective June 28, 2009 you will be receiving a 3.5% general increase in your salary. That increase includes a **merit raise** of 0.5%. That merit raise portion, however, is discretionary and can be withheld by Con Edison management.
- If you are denied the 0.5% merit increase, **we urge you to grieve** if you feel that the denial was unjust. We have a process in place to review merit denials, **but you must file a grievance to make sure you are protected.**
- Con Edison is neither infallible nor invincible. When this issue is put before a neutral 3rd party, the playing field evens out.
- Con Edison is staffed and run by human beings and human beings do make mistakes, even Con Edison managers (although when something bad happens, Con Edison will never, ever admit culpability, almost always blaming employees for accidents, errors, etc.).
- Con Edison managers who have an unusually high amount of merit denials are almost always the least successful managers in their respective divisions. They can only manage by fear and intimidation rather than by inspiration and motivation.
- You recently received, through Con Edison e-mail, a notice about when to grieve. What they left out is **you have a fundamental right to grieve**. It is your right to grieve without retaliation, retribution, intimidation or unjust discipline, including an unjustified denial of your merit raise. Again, if you are denied your 0.5% merit portion of your general increase and feel it was unjust, unfair etc., **you should immediately file a grievance.**
- On May 22, 2009 all company employees received via company email a message from Kevin Burke outlining steps to be taken to implement a new austerity plan for Con Edison. It should be noted that only because you are represented by Local 1-2, you are **not** affected by reductions in salary or matching funds in your 401(k) or in the stock purchase. Your wages and benefits are all covered and protected by the 2008-2012 Collective Bargaining Agreement.