



LOCAL 1-2 UPDATE

CON EDISON NEGOTIATIONS

Con Edison wanted more than the Cash Balance Pension. Although the Cash Balance Pension was the Company's number one priority and they were prepared to either force us to strike or lock us out to get it, there were plenty of other onerous provisions they were demanding to be added to our new Collective Bargaining Agreement.

First, a word of caution to all our members. The Company is used to control. Total control. They had their way with us in the last two contracts prior to this one. They had that control of the process taken away from them at the 11th hour of contract negotiations. They failed to achieve their number one goal of the negotiations, the Cash Balance Pension. They will be mean and petty even more than they already are. A word to the wise - be cautious.

Along with the Cash Balance Pension, the deduction of any Workers Compensation Awards from your Pension, and 10 years of service to be eligible for the C-6 program - i.e. 9 and a little more, sick or injured out the door - they also had on the table:

- **Midnight and Night Premium (Art. III, Para. 11)** – Limit payment of midnight and night premium pay to actual hours worked during the premium time period and reduce the percentage paid for midnight and night premiums and the hours subject to the premium.
- **Overtime (Art. III, Para. 10)** – Pay overtime only after forty (40) hours of actual work.

Example#1: You work three 12-hour shifts Monday, Tuesday and Wednesday, but are out sick Thursday and Friday. You would receive 52 hours straight time under the Company's proposal, not 40 hours straight time and 12 hours overtime as you are currently paid.

Example #2: Monday is a holiday. You work 10 hours Tuesday, 10 hours Wednesday, you work your normal 8-hour shifts on

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*Thursday and Friday. You would be paid 44 hours straight time because you did not work 40 hours of actual work. Currently you are paid **and you will continue to be paid** 40 hours straight with 4 hours overtime.*

- **Merit** – Expand the merit portion of the general wage increase and link it to performance indicators.
- **Meal Allowance (Art. III, Para. 10)** – Increase the eligible time period for receiving an overtime meal allowance to twelve (12) or more hours and limit meal allowance to one meal.
- **Substation Mechanics** – Expand mechanics’ roles to perform tasks which are performed by other titles - *i.e., have maintenance mechanics do operators work, High Tension, switching and etc.*
- **Probationary Period (Art. I, Para. 3)** – Extend the probationary period for new employees to twelve (12) months - *i.e. new employees could have been fired without any recourse to arbitration until a full year of service.*

ALL OF THESE ABOVE ITEMS WERE DEFEATED IN THIS LAST ROUND OF NEGOTIATIONS.

WAGES

Let’s take a look at what you will get in wages over the next year under the proposed contract:

Employee now making \$50,000 per year, not at max

From now to June 30, 2009, including the retroactive increase:

June 2008 2% Increase	October 2008 Progression increase .52 per hour	January 2009 2% Increase	Feb 2009 Progression increase .52 per hour	June 2009 3 ½% Increase
\$ 51,000	\$52,081.60	\$53,123.23	\$ 54,204.83	\$56,102.00

An employee making \$50,000 per year in June of 2008 will receive a \$6,102 raise by the end of June 2009. This represents a 12.2% increase in one year.