

Negotiation Update
November 21, 2011

Dear Sisters and Brothers;

The Union and the Company began their contract negotiation talks on Tuesday, October 11, 2011. Over the past six weeks, your Union Committee has been consistently working to obtain a contract for our members. Your Union Committee voiced our intent to negotiate a fair and equitable contract that can be recommended to the members and ratified before the expiration of our current contract. Both parties committed to conclude our negotiations in a timely manner. On Saturday, November 19, 2011 the two committees concluded our negotiations in order to accomplish this goal. Your Union's Negotiation Committee does recommend ratification of this contract.

In the past few weeks, the Union and Company discussed a number of very difficult issues including wages, the length of the contract, vacation benefits, training processes and maintenance for Production, Line Department issues including Streetlight maintenance, single man Line unit working in Big Buckets, as well as a host of other proposals from both sides.

The entire contract package, including what the Company had in their last, best and final offer, will be posted on our web site no later than Tuesday, November 22, 2011. All of the original Union and Company proposals are also posted on the System Council website for your review.

Please be sure to attend your local Union's Contract Explanation meetings, where you will receive the first hand, accurate and truthful information from the officers that represented you at the bargaining table. You will hear the straightforward talk from your representatives and you will be given all the information needed to make an educated decision on your vote regarding the proposed contract. Please try to stay clear of the rumors that you may hear in the workplace. The Union Hall is where the correct information will be shared with the members.

The Union will send the contract out for a vote on Friday, December 2, 2011. All five Local Unions will vote on the same day. The final results will be announced shortly after all the Local Unions have reported the count to the System Council office.

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As the Contract information and vote process continues, I am asking all of you to please watch out for your fellow members. Please remain focused on your jobs and continue to work SAFELY. Please remember that you represent all of our Brothers and Sisters of the I.B.E.W. We are skilled, safe, efficient, professional and productive craft-persons in every aspect of our jobs. These facts assure our continued value to the Company and our continued success as a labor organization. The Union's presence is strong because we provide a valuable service to the Company and we are a critical part of the equation for the Company to be successful. Please strive to be excellent in everything you do.

Have a Happy Thanksgiving holiday. May God bless you and your families, and keep all of you safe.

Fraternally Yours,
Ed Mobsby, Business Manager
I.B.E.W. System Council U8