



**International Brotherhood of Electrical Workers**  
**Local 962**

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November 30, 2022

Dear Brothers and Sisters,

The negotiation team has just finished the second round of negotiations with the company. To view the changes, read *The Best and Final Offer* posted on our webpage. The company was open to the union's counter offer of policing after hour O.T. and rest periods, and making corrections at operation centers that are abusing it. In other words, don't make changes that affect everyone because of a few. And then if the abuse is widespread, the company can bring it back to the table at midterm of the contract. After a lot of debate and discussion, the company withdrew their proposal to make changes to the rest period. Therefore, all of the old rest period guidelines will stay in place.

There were no changes in pay between the first round and the second round of negotiations. The reason for that is when you poll the wages of other utilities in the Southeast that have a union contract, Duke's wages are in the top percentile. Also, the IBEW Local that represents the Duke employees in the Midwest (Ohio/Kentucky) just ratified their new contract with a \$2.25 pay premium. The IBEW Locals in Florida just ratified their new contract with a \$1.25 pay premium. So with IBEW 962 getting a \$3.00 pay premium, the Carolinas' pay scales are in line with the Midwest and Florida. Considering the fact that the pay scales for 962 are in the top percentile of utilities in the Southeast and are in line with the Midwest and Florida, the company was not willing to make any additional change to pay.

Some other things to keep in mind are the items that the company agreed to put in writing that have just been a practice in the past:

1. You can now take meal breaks at home.
2. Overtime meals are 1 hour.
3. Boot replacement from normal wear-and-tear.

By putting these items in writing, they become part of our contract agreement and no longer a practice open for interpretation every time management changes.

The company has agreed to pay retro pay back to September 19, which they don't have to do. They could have made the new pay scales effective on the day the contract is ratified.

We were able to get job descriptions for Hydro Civil Techs, Hydro Mech Techs, and Hydro I&C Techs at the plants. This will help them to make sure their work assignments are within their job scope.

One of the biggest items the company had was combining call out and 2nd shift together. Currently, the company can schedule you to be on call and 2nd shift at the same time, but you have the option to keep it, trade it, or work one and not the other. Their proposal would have tied the two together. Therefore, if you were on call, you would be on 2nd shift. In other words, you would work 2nd, then run calls all night, and sleep on your time, cutting paid rest time to almost nothing. So by withdrawing some of our proposals, the company was willing to withdraw this proposal.

We were able to finalize the senior lineman position and the downtown underground position.

The union and the company agreed to sign a contract extension agreement which keeps our old contract in full force until December 30, unless we get a new contract settled earlier. Without this, you have no contract and the company doesn't have to honor any of the language in the contract. In other words, there would be no rules.

So as you read through *The Best and Final Offer* from the company and the highlights that I have pointed out in this letter, the company withdrew every proposal on their list that was a takeaway for employees. And, we made a lot of gains. Therefore, the negotiating team approves and recommends this contract.

This makes the 25th year that I have served on the negotiating team. When you look at the pros and cons of the contract, it is one of the best. As the business manager and leader of this local union, I feel voting for this contract would be in the best interest of all of our members. Therefore, I am personally asking everyone to vote, "YES."

Terry Williams  
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