

2024 Negotiations Weekly Update

*** The synopsis below is NOT a guarantee as to what will be put out as a Tentative Agreement, this is just sharing information to let Members know what we are currently discussing***

Week 5: December 11th

The Company has finally offered a GWI, Shift Differential, Premium Pay, and something for around Storm pay in the Carolinas:

- GWI:
 - 3.5%, same as progress
- Shift differential:
 - Current: .86 and .96 per hour
 - Proposed: 1.00 and 1.30 per hour
- Premium Pay:
 - Extend the 2.00/hour for the duration of the contract (2 years)
- Storm Pay:
 - The proposal is a bit complex:
 - If in the Carolinas, on the Duke system, but sleeping out of town, the pay will be Overtime for all hours worked **Provided:**
 - **ONLY for HURRICANES-** Must be a named Hurricane
 - Does NOT include: Snow, Ice, Wind events, or Tornadoes
 - The number of outside Contractors exceed the number of Duke AND regular/everyday Duke Contractors
 - Sole discretion by the Company to offer OT in each area/Ops Center

The Company has proposed the above in exchange for a modification to the 3-hour rest rule and EIC pay as described below:

3-Hour Rest Rule:

- **Scheduled Callout Teams: 3-Hour Rule still applies, no changes**
- Volunteers and NOT On Scheduled Callout:
 - The Company has proposed a modification
 - Simple explanation is hour-for-hour after midnight
 - Example 1: If called out and your work Midnight-0300
 - Delay your start time by 3 hours
 - Example 2: Called out at 0300 and still working at normal start time of 0700
 - Option to go home and rest for 4 hours **OR**
 - Continue to work and leave early 4 hours.

EIC Pay:

- The Company wants 962 to settle the EIC Pay Grievance at Negotiations. They have offered a modification for EIC pay to be for JLs and LA4s in the absence of a Sr. Lineman and minimum of 3 employees on the jobsite.

962 had asked for Storm pay anytime overnight accommodations are provided in the Carolinas. The Company came back with the above Hurricane Pay Provision. After discussing potential movement by the Company, 962 Countered with Hurricane Pay of OT anytime overnight accommodations are provided, NOT at the sole discretion of the Company and regardless of the number of outside resources.

962 countered with the potential to settle the EIC grievance if the Company would build the 2.00 per hour Pay Premium into the base pay no later than the end of the next contract. Our concern is the Company intends on pulling this at the next contract since they have not offered to build any more into the base pay move the next 2 years. Don't forget, it was a 3.00 per hour and we have already built a dollar into the base.

Due to the Holidays, a Teams meeting may be scheduled, but meeting in person will not occur until January. At this point, Retro pay has been offered, there is not a December 31st deadline for retro pay, contrary to rumors.

Week 4: November 20th (we did not meet on the 21st)

After the Storms and the scheduling conflicts, the Negotiating Teams were finally able to get together.

962 had reached out to the Company's Team at the request of several Members after Storm work to make it clear the Company needed to put more consideration into "Storm Pay" (overtime for all hours worked) in the Carolinas if overnight accommodations are provided. The Company's Team agreed to take this to Senior Leadership for additional discussion.

On the 20th Negotiations resumed. All proposals were reviewed to ensure after the lengthy delay there were no miscommunication. Both sides were still on the same page with all items/proposals status.

The Company started with proposing a modification to the 3-hour rule.

- Scheduled Callout Teams: 3-Hour Rule still applies, no changes
- Volunteers and NOT On Scheduled Callout:
 - The Company has proposed a modification
 - Simple explanation is hour-for-hour after midnight
 - Example 1: If called out and your work Midnight-0300
 - Delay your start time by 3 hours
 - Example 2: Called out at 0300 and still working at normal start time of 0700
 - Option to go home and rest for 4 hours **OR**

- Continue to work and leave early 4 hours.

The Company wants 962 to settle the EIC Pay Grievance at Negotiations. They have offered a modification for EIC pay to be for JLs and LA4s in the absence of a Sr. Lineman and minimum of 3 employees on the jobsite.

The Company had no offer around the “Storm Pay” mentioned above.

962 made it clear to the Company, a modification to the 3-hour Rule and EIC Grievance would NOT be possible without the GWI, Premium Pay, and Storm Pay being on the table. We explained at great length the concerns vocalized by our Members around Storm Pay (explained above), Rest, the EIC Grievance, and the other items.

At the end of the Day the Company’s Team took our concerns to Sr Leadership. 962 received a call late on the 20th stating they did not have a modified offer to discuss on the 21st.

Negotiations were cancelled for the 21st and 962 requested Sr Leadership be notified the Company MUST come back to the table with something to offer if they expect 962 to consider making any movement toward a Tentative Agreement/Contract.

Week 3: September 11th (we did not meet on the 10th or 12th)

To put it bluntly, the Company is not able to negotiate/speak about GWI and/or the Pay Premium. The discussion again centered around 3-Hour Rest Rule and In-Charge Pay, but 962 will not make any more potential agreements (all will be put out for a vote by the Membership) until the Company is willing to discuss the GWI, Pay Premium, and other economic items. The Company’s inability to speak more in depth appears to be coming from Senior Leadership, most likely Scott Batson. We have a tentative date of September 26th to resume negotiations. Duke and 962 have verbally agreed to a contract extension should one be needed.

Week 2: September 4th and 5th (we did not meet on the 3rd)

This was a shorter week, but still a lot of discussion. The discussion was primarily focused on the 3-Hour Rest Rule and In-Charge Pay

Items Discussed:

- The only Economic item discussed by the Company thus far has been related to Generation Members
 - The Company is still holding on Economic discussions
- **3-Hour Rest Rule:**
 - The Company proposed going back to the 16-hour rule and then Members asking the Supervisor for rest if not in 16
 - 962 Rejected this due to issues when that was the rule previously
 - The Company modified their offer a few times since then

- “**Passes**” are when one Team runs through their proposals and lets the other Team know where they are on each item. During the Pass, both Teams discuss possible resolutions to “Negotiate” an agreement on that proposal.
- “**Hold**”- means a Team is not modifying a proposal and not withdrawing it.
- “**Withdrawal**”- this is when a proposal is completely withdrawn by a Team.
- On the first day, the Teams typically flag each item as “Economic” or “Non-Economic”.
 - Some items are mostly non-economic, but do have potential economic impact
- The Company prefers to negotiate the Non-Economic Items prior to discussing Economic items.
- A Glimpse of the Process in the room:
 - A Team will make a pass or just focus on one proposal item. The Team will make a hard offer to the other to accept a proposal item. Often, the proposal will be a modified version of the original and sometimes request another proposal(s) to be accepted or withdrawn in conjunction. The Teams will separate in different rooms and discuss in depth if they want to accept, reject, or make a counter-offer. Both Teams meet again and the process continues.

Items Discussed: All Items have been explained in detail

- Sunday work was discussed in depth.
- A lot of time has been spent on the Rest period/3-hour rule. The Company has made a couple of different modified proposals with another to come next week. At this point, they have not offered anything advantageous for 962.
- Boots every year.
- CSTs getting a clothing allowance.
- Field Meter Techs and Meter Lab Techs having separate classification .
- On-call being used before 2nd shift being extended.
- New classification for Trainers .
- Sr. JL responsibilities/duties.
- Adding MLK Jr and Juneteenth as additional paid holiday .
 - The Company countered with giving up 2 (two) personal holidays.
- Lone Workers.
- Eligibility to transfer Ops Centers in 18 months.
- In-Charge Pay/EIC pay
 - 962 has informed the Company to further discuss the In-Charge Pay, other Economic items will need to be discussed.

Items not discussed:

- GWI (General Wage Increase/raises).
- 2.00/hour Pay Premium.
- Meal Stipends.
- If overnight accommodations are provided on system OT pay.

- Shift Differential.