

Bargaining Solidarity Update #9

April 4, 2012

Today the Union presented **U-11**, benefit improvements for those members in the Retirement Savings Plan (RSP). We worked through two programs developed by our pension consultant, Rick Bondow, demonstrating the need to make the RSP's benefits relatively equivalent to the Defined Benefit pension plan benefits of the rest of the Union members who were hired before 2007. We also presented **U-27**, an effort at developing a joint committee with Company to work on asbestos-related issues for our members.

After a caucus the Company responded to the Union's position that we presented on Monday regarding **C-12**, promotion/demotion/transfer issues and **U-2**, wages for Line and Pole. Included were also some necessary contract language changes for keeping these classifications in the Union. The Company and the Union reached a **Tentative Agreement (TA)** on these issues as they were presented on Monday.

The Company also responded with newer Job Descriptions (JD's) for Meter & Connection, **U-2**. They added some more duties to the JD's and indicated that there would be no wage freeze with these new additions. The parties will likely address this issue on Monday.

Next week the Union and the Company will likely address most of the "non-big ticket" remaining issues that haven't been discussed or responded to. Please talk to your **Solidarity Committee Representative** for more details.

In Solidarity,

IBEW 2304 Bargaining Committee