

GRIEVANCE RECORD

GJA-KRS-WWM JAN - 9 2015

TRANSMISSION

SUBSTATION

NUCLEAR

POWER GENERATION

DISTRIBUTION

GENERAL

Location: PSL

IBEW LU. No.: 627

General Office No.: 14-0126 A-0

DEFINE: Paragraphs 1, 14, 26 and 27 of the MOA and all other applicable paragraphs.

First step - Statement of Request

Employee Number: 33229

The Union requests the company cease & desist the practice of contracting out Air Conditioning work. We further request payment of 8 hours at 1.5 times the straight time rate to the first eligible GML and the top two eligible AC specialists per the overtime list in effect 10/13/2014. This request is due to managements decision to use contractors to work the NTC chiller tower on 10/13/2014. As per the M.O.A. & previously settled grievances, "Air conditioning work will be performed by those regular full-time Florida Power & Light Electricians". This is a deliberate violation of the MOA & has become a routine practice by site management; increasing the use of supplemental contract personnel while implementing a reduction in bargaining unit workforce. We wish for all affected Members to be made whole.

Fernando Salcedo

Employee's Name (Please Print)

Employee Signature

10/22/2014

(Date)

Statement by Local Committee

We concur.

Kevin G. Mueller

Chairman's Name (Please Print)

Signature of Chairman

10/22/2014

(Date)

Statement by Supervisor

NO VIOLATION OF MOA

GERY GUY

Supervisor's Name (Please Print)

Signature of Supervisor

12/4/14

(Date)

Disposition

NO AGREEMENT REACHED

Signature of Chairman

12-4-14

(Date)

Signature of Supervisor

12/4/14

(Date)

Second Step - Disposition

14-0126A-O

Settled to the following extent;

The individuals listed on the attachment will be offered make-up overtime in the amounts listed per the MOA. In the event the overtime cannot be completed within thirty (30) days (excluding vacation/sick time) the listed individuals will be paid for the amount of overtime they were unable to work.

Mark W. Rees 2/9/15
Business Manager (Date)

Michael O'Neil 2/9/15
Vice President (Date)

Third Step - Disposition

International President, IBEW (Date)

President, FPL (Date)

1-0126A-O
Settlement

GJA-KRS-WWM FEB 10 2015

Go 14-0126A-O

<i>Name</i>	<i>ID#</i>	<i>Total Hours</i>
Buck	34683	4
Salcedo	33229	6
Lobo	25679	8
Maxwell	31707	14
Bullock	19341	20
Rodriguez	41602	24
Joiner	14636	34
Wescott	14122	34
Vergara	41603	36
Roush	34889	36
Conn	19581	36
K. Davis	42678	72
	<i>Total</i>	<i>324</i>

DISPOSITION OF GRIEVANCE SECOND STEP 14-01126 A-O

LU 627

NUCLEAR AIR CONDITION WORK AGREEMENT

MISC

STATEMENT OF REQUEST:

The Union requests the company cease & desist the practice of contracting out Air Conditioning work. We further request payment of 8 hours at 1.5 times the straight time rate to the first eligible GML and the top two eligible AC specialists per the overtime list in effect 10/31/2014. This request is due to management's decision to use contractors to work the NTC chiller tower on 10/13/2014. As per the M.O.A. & previously settled grievances, "Air conditioning work will be performed by those regular full-time Florida Power & Light Electricians." This is a deliberate violation of the MOA & has become a routine practice by site management; increasing the use of supplemental personnel while implementing a reduction in bargaining unit workers. We wish for all affected Members to be made whole.

F. Salcedo

10-22-14

STATEMENT BY LOCAL COMMITTEE:

We concur.

K. G. Mueller

10-22-14

STATEMENT BY SUPE RVISOR:

No violation of MOA.

G. Guy

12-4-14

SECOND STEP DISPOSITION:

Settled to the following extent: The individuals listed on the attachment will be offered make-up overtime in the amounts listed per the MOA. In the event the overtime cannot be completed within thirty (30) days (excluding vacation/sick time) the listed individuals will be paid the amount of overtime they were unable to work.

M. G. W. Pierce
System Council Committeeman

M. C. Green 2-9-15
For V-Pres., FP&L Co.