



JOINT STEERING COMMITTEE
U.W.U.A. - I.C.W.U.C.



JSC Negotiations Update

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Company Proposes: Nullify the Grievance Procedure and Make all employees 'at will'

Union Cancels Bargaining Sessions to Consult with Members

In a stunningly outrageous proposal, the Company proposed that the Union can no longer arbitrate grievances or discipline if the Company refuses to give a written response to the grievance. They can prevent any arbitration on anything by simply refusing to respond. **They can fire you at will and the Union will not be able to do anything about it.**

The Company has given us a little over half of their proposals, but already the list of takeaways is long and major:

1. Make employees at will and nullify the grievance procedure
2. Raise your medical costs by more 33%
3. Undermine the pension plan with a cash balance plan for new employees
4. Create full-time employees with practically no benefits
5. Remove double time associated with work on the seventh day
6. Reduce the amount of vacation time you can carry over year to year
7. Allow individual supervisors to create their own call-in policy when you are sick
8. Do away with good attendance awards
9. Create unlimited "V" assignments
10. Penalize you when you can't attend a prequal exam
11. Make promotions in outlying areas much more difficult by undermining seniority
12. Reduce your right of return when your new job is not a good fit.
13. Make it much easier to use part-time employees instead of full-timers
14. ... and the list goes on.

They still claim to have nearly 30 proposals to give us! Several of the proposals they have already given us are union-busting proposals.

They want to become the Wal-Mart of the utility Industry.

Meanwhile, Sempra CEO Felsinger's pay in 2010 was over \$10 million. The Gas Co. alone made more than 200 million last year. Times are definitely tough!

We will be coming to a work location near you to discuss what to do now. It's our contract, our jobs. Our families deserve better!