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



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# UNION AMI UPDATE

## The Gas Company Uses Fear To Make You Think It's Love

Eight months ago, when your Union sat down with the Company to work on some of the logistics involved in the installation of AMI, no one suspected that the Company's real motive was to re-write the Contract. Six months into the process, the Company finally presented a proposal that showed what it was really up to – writing protections out of the Contract for almost 25% of the membership.

How has the Company gone about it? By trying to scare meter readers into thinking they don't have Contract protections and calling it love.

**Don't believe it?** Just look at the points the Company claims in its last bulletin were erroneous information from the Union:

- The Company says it's offered to change its "practice" of not allowing qualified employees to apply for jobs that are posted externally. That "practice" – requiring already-qualified employees to quit and reapply as new employees – violates the Contract in the first place and is the subject of a federal court lawsuit brought by the Union.
- The Company says it's "not offering to pay full-time CBA wages and benefits for AMI special project positions because the cost would be greater than the funding allowed by the CPUC" and says that contractors are standing by to do the work on the cheap. When it granted the Company's request for AMI, the PUC did not authorize the Company to violate its labor Contract. The Company expects to make **\$200 Million profit on AMI**. It can more than afford to pay full-time Contract wages.
- The Company says that AMI will have "minimal impact on employees" if the Union accepts the Company's offer because of annual turnover rates of 25% to 80%. Well of course! If you're one of the 25%-80% who quit or are fired, you won't be an employee earning those low AMI wages. If you're one of the few who remains to do the work, you would get to do it for a more "minimal" amount.

- Notice how the Company isn't talking about how it's proposing wages that are as good as the Contract any more.

**Don't be fooled** into thinking all this attention from the Company is true love. The efforts that the Union has made to protect your rights are progressing:

- The Union is pursuing the lawsuit and grievances to protect part-time employees.
- The Union will pursue the grievance over the many ways the Company's AMI proposal violates the Contract if the Company makes any effort to contract out.
- The Union will follow through on training opportunities to upgrade the skills of Gas Company employees.

**A deal's a deal.** The Gas Company is using AMI to back out of the Contract. The Company has been looking for ways out ever since the collective voice of the employees voting to strike achieved your Contract. The Union will not stop fighting to protect your Contract.

**Expect to see Union representatives at your workplace discussing AMI issues.**

The Contract gives Union representatives the right to visit bases and workplaces where members work to contact them and to discuss grievances and problems arising under the Contract, on non-work time such as lunch periods. The Contract says that supervisors will provide meeting places where it's practicable.

The Company doesn't want you to hear from the Union. Company supervisors have been instructed to deny visits by Union representatives.

**What's the Company afraid of? Information? Discussion? Participation? That you might see the Company's affection for what it is – love of profit and cheap contract labor over its own employees?**

**UWUA - ICWUC**