



# The Edison Planning United Newsletter

10-11-19

## Expecting Failure

How the Planning Department is expected to maintain unrealistic levels of stress



*by an Edison Planning Employee*

*“There’s no such thing as being caught up in planning. You’re always behind no matter how much OT you work, you’ll always feel stressed if you’re constantly trying to catch up. Instead, I*

*just have to admit defeat everyday and be okay with it, because there is no conquering the workload” -Edison Planner*

If you speak with designers and planners, you'll eventually hear them share a common thread of defeat that is woven into their daily expectations. It's simply a part of planning. I heard a manager present to a planning group the other day that a software tool we were using only worked as expected 70% of the time. The strangest part was no one batted an eye. We're used to it. Failure is a part of our normal routine and why should we expect the tools we use to be any different?

What would happen if a lineman were to report that their tool had a 70% chance of working as expected?

Edison preaches the importance of maintaining a work/life balance but what kind of work environment can be expected from stacking piles of work orders on top of employees heads and expecting them to maintain that level of stress their entire careers? This is simply another normal day for a Planner. We've seen Planners leave the company due to stress and some even develop health issues such as ulcers due to the unnecessary stress of the job. Is this acceptable?

Next year, Edison is projecting 30% more work on top of the unrealistic workload we struggle to balance today. This additional work does not factor in the amount of time existing employees will be expected to devote to training inexperienced new hires who need, on average, 2 years before they can become viable employees. If we were to make a list of changes that affect us and our increased responsibilities in 2020 it would look like this:

- Train Field Techs
- Train Program Analysts
- Train SPDP students
- Learn the new AUD
- Learn SCEGeoView
- Learn CSRP
- Learn Windows 10

### **In addition to maintaining all other job duties**

This is what our current Unrepresented workforce looks like.

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*Next week we'll share the experience of an ESC member at PG&E and how workload and*

*training are addressed in their contract.*

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**[Sign the ESC Local 20 Authorization Card!](#)**

**Already signed? Ask your coworkers to sign today!**

**<https://www.joinlocal20.org/edison/edison-authorization-card/>**

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We want each and every Planner and Designer to be informed. If you need help talking with your coworkers or want to join the organizing effort, please contact your ESC organizer:

Desert and Rurals: Jerome Christensen [jchristensen@ifpte20.org](mailto:jchristensen@ifpte20.org)

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