



The Edison Planning United Newsletter

10-28-19

Pro-Edison, Pro-Union



By a Pro-Edison, Pro-Union Employee

This upcoming pay period, quite a few of us will get some extra cash in our paychecks. More money always sounds like a great thing. The reason for it this time? Not so spectacular. We'll get into that in a moment.

First, let's look at the most recent FAQ document Edison sent out and specifically one particular quote I would like to bring to your attention:

"The company would like to maintain the ability to work directly with employees without third party involvement. We are pro-company, pro-employee and we don't feel ESC Local 20 can

offer anything we cannot accomplish together."

Fortunately, I'm fluent in company-speak and can translate that for you:

"...work directly with employees..." = "We want to make unlimited, unilateral decisions without employee input, like we've always done."

"...third party involvement" = "We know it's confusing, but the employees we just said we wanted to work with are now a third party. We know that employees from Edison reached out to the ESC to organize and that they form the membership and will become the union but we really liked unilateral decisions."

"We are Pro-company..." = "Investors are our main priority and we will cut critical departments and programs such as IT and training to make some quick cash."

"...pro-employee..." = "Our favorite is the quiet-yes-nodding-type."

"...we don't feel ESC Local 20 can offer anything we cannot accomplish together" = "We don't know what you want. More pizza parties? We already gave you a mandatory appreciation week. What more do you want?"

Let's come up with a better quote:

"Edison Planners and Designers would like to maintain the ability to work for a better planning department through collective bargaining. We are pro-employee, pro-company, pro-benefits, pro-union, and remaining unrepresented leaves us without a say in our future."

Currently, represented employees have a great relationship with Edison and are well compensated for their roles. The Planning Department needs to be recognized, respected, and treated fairly. Becoming represented employees lines up with the company's goals. Pro-union planners and designers are pro-company planners and designers. It is on Edison to prove that a represented planning department would not benefit the employees and the company overall, because the data shows quite the opposite. Which brings us back to the fatter paychecks this pay period.

Stop me if you've heard this one before: *"Edison employees were not compensated properly for doing their job and are now going to receive back pay to make it right."* Sounds familiar?

This week, we had two separate instances of this happening... again. Tech Planners who were working on high fire priority work (EOI remediation by another name) were not getting paid the overtime they deserved. Additionally, it's come out that non-exempt employees weren't getting paid double-time for working on company holidays, like they should have. The company does not give out money from the kindness of their hearts. In both of these instances we, the

emboldened employees, (who are more informed due to this union campaign) had to raise our voice and speak up about an injustice that needed correction.

Look at us, already acting like a union.

You know how we can keep these pay issues from happening? Let's get a contract that clearly outlines our pay so there's never any confusion. I'm sure the company would love fewer lawsuits, and employees would love to know exactly what they'll be paid. Wouldn't you rather just be paid fairly and consistently what you're due? Wouldn't you prefer the rules be clear, for both parties? I know I would. And I'm not alone.

United we bargain, divided we beg.

If you have already signed the ESC online-authorization card, great. Please ask your coworkers to sign. If you haven't yet signed and you're waiting for the right reason or the right person to ask you, I'm asking again. Please sign the card. More designers and planners are signing every day and we're close to filing for an election. The time is now.

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

Already signed? Ask your coworkers to sign today!

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

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

Orange: Jonathan Wright jwright@ifpte20.org

Metro East: Liz Sparks esparks@ifpte.org

Metro West, North Coast, and San Joaquin: Oraiu Amoni oamoni@ifpte20.org

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