



The Edison Planning United Newsletter

10-4-19



by an Edison Planning Employee

A common argument we hear when discussing [card-signing](#) with our co-workers at Edison is that things are good the way they are, and although they could be better, it's best not to rock the boat. We're all grateful for our jobs, skilled professional jobs that lead into long careers, but our goodwill may be blinding us to reality. The reality is that there has been a consistent trend of stagnation in our compensation, and at worst we have suffered outright loss of benefits and pay. Never forget, Planner 2's on Op-min felt like they had a great thing going too - where is that now?

The fact is, planners and designers expecting total compensation to stay the same or improve without a contract is not realistic. The company has *already been* rocking the boat for a while now. And history, we all know, repeats itself.

Just look at the changes we've had in the last few years:

- Bankable sick time can no longer exceed 90 days.
- Non-union employees max out at 200 vacation hours while union employees can still max out at 240.
- Employees earn 3 weeks vacation after 1 year of service but do not gain another vacation day until 15 years.
- Planner 2 pay was cut drastically. Planner 2's today still don't make as much as a Planner 2 made 7 years ago.
- Pensions were taken away for new hires, and promises of increased 401k matches to compensate have not materialized.
- Retirement health benefits age keeps increasing - most recently from 55 to 65.

Nothing is set in stone right now. The company can change anything at any time, and you will have to live with it or leave. They've already done it. The things that are good right now for you, and for me, could go away at any time.

What's more, every year more planners and designers retire, and our invaluable experience goes out the door with them. New planners and designers want to leave planning as soon as they see all the benefits and wage increases they can get by going to another department. The recruitment talent pool is shrinking and the experienced employees are leaving.

We are setting ourselves up for disaster.

In a few short years, we will become an inexperienced, undervalued, under-compensated planning department. The less experience and skill we have as a whole, the more justifiable it will be to devalue us as professionals. We're already on our way. It has started with the 30 new Field Tech positions currently in a 6-week crash course and the 22 new Field Techs that are currently on the board. It's no fault of these new employees, and they are part of us now, but we can't ignore the implications of these positions.**

We need change. Either we negotiate what we want in writing, or everything can be subject to change without any warning, exactly as has historically happened. That's the difference between being Represented and having a contract, or being an at-will employee: a say in your future.

Don't be afraid to rock the boat, because if we don't change things now, we will sink.

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

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

***Fielders receive 6 weeks of training, compared to 6 months for SPDP and are Grade 9. Is this new position really only meant to help out understaffed planning departments? Or is this the first step towards eliminating SPDP by shifting the burden of training to planning departments? It's impossible to say yet, but the line between P1's and the new fielders is already fuzzy, and it isn't much of a stretch to suspect fewer P1's will be hired now.*

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

Get updates and lots of great information by following us on [Facebook](#) and [Instagram](#)!

Engineers and Scientists of California, Local 20 IFPTE
ifpte20.org | joinlocal20.org