

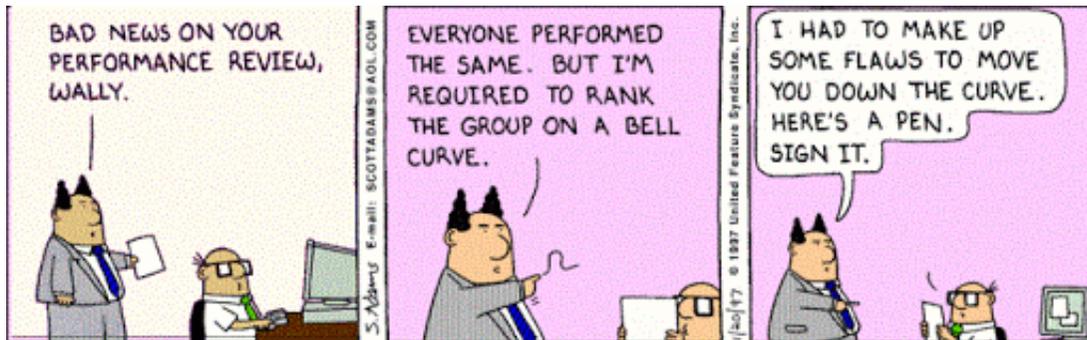


Disclaimer: Edison is, once again, blocking our emails. We believe that everyone has a right to be kept informed about forming a union of professionals so we're sending this again in hopes that everyone has the opportunity to read it. Please accept our apologies if you are receiving this two days in a row.

The Edison Planning United Newsletter

12-12-19

Planning Supervision Welcomes You to Another Year of Performance Reviews!



Missed a previous EPU newsletter? Find them all [here](#)

The following satire is based on real-life events experienced by Edison planning professionals during performance reviews:

Let's talk about your performance. You put in your PDP comments and kept an exhaustive list detailing all your hard work and accomplishments throughout the year, right? I really hope you

kept track of everything because I haven't and, as you know, corporate got rid of the productivity metric and all other factual data points so the only person who knows what you've been doing all year is you.

Those objective data points we used in the past to measure your work were difficult to keep up with. Every time we would measure something like how long it took to complete a task, your group would focus on that metric and would start getting "E's" and as a result we had to keep changing the goals. Nobody gets an "E" and it took a lot of work to ensure that. This year, I'm going to have to rely heavily on the tried-and-true "who complained the most" metric because, in my experience, that's always a great indicator of who's really busy.

Can you give me examples of how you're a great team player while also convincing me that you're the best one on the team and deserve more money than your teammates? Just a reminder, every point we give you as a raise will have to be taken away from one of your teammates.

You did an excellent job this year and outperformed everyone in the district but this is your first year in Planning so we simply cannot give you an "E". You're too new to get a good score. Don't worry though next year, for sure, we'll give you an "E".

I know this year was rough due to all the training being cut for new hires and you spent a lot of time coaching, mentoring, and training the majority of them but, to be frank, I can't use it as part of your PDP and you won't get paid or get credit for it. Thanks for the effort though! It's recognized, just not with money. Please enjoy this t-shirt and pizza party.

You did excellent work this year and I'm sure that is a direct result of my incredible leadership, but if I were to give you a raise then I would have to take it away from someone else and you don't want to force one of your coworkers to get a 1% raise this year, do you? Don't be heartless.

I know you want to be able to keep up with inflation which is approximately [3.5% annually in Orange County](#) which is [one of the most expensive places to live in the country](#). Look, between you and me, I can't get you more than a 3% raise even if I wanted to. See, I'd have to write a three page business case as to why you deserve a raise and how you have positively affected your department, then go to a regional meeting called a Parity Meeting and put my job on the line as I argue with other supervisors in the region and try to prove why you deserve more than their planners and designers.

It's really awkward and uncomfortable for me and since I don't have hard data points, it'll be another supervisor arguing why his son deserves a 6% raise vs me, and let's be honest, I just don't have the type of personality to fight for my direct reports. I know it seems like I could fight for you because I'm constantly fighting against you every time you try to implement "positive" changes that cost money, but I really don't like confrontation with my bosses.

Tell me again why you think I should give you a raise when I don't think you should get a raise?

Based on a ~~forced ranking system~~ your performance, I'm going to have to give you a "C". You have to walk on water to get an "E" and even if you did and can prove it, I'd have to be able to convince a room full of people that have never heard of you that you deserve it more than their nephew who just joined the company.

You remember those two guys who worked really hard to get that software implemented and when they finally did it saved the company millions and increased productivity for everyone? They got a "C" because they're idiots. If everyone's productivity goes up we just raise the standards for a "C" rating. They should have implemented the software to only benefit themselves because that would have been an easy case for a hard "C+".

But don't worry about all that stuff, I have good news for you. You're getting a 2% raise this year! Isn't that great! You should feel really proud about this. I'm not sure if you know this or not, but not a lot of people get 2%. That's a pretty big deal. If you don't agree with your PDP score or the raise you received, I'd recommend bringing it up with the person who made this decision (me) and building a case as to why you think they are wrong. Leave it over there on that stack of paperwork I never look at.

Hold on, let me close the door. Listen, I see that you're doing an excellent job and going above and beyond in every aspect of your role but your raise was already approved, signed, and implemented before I even started talking with you. There's a lot that goes on behind the scenes that you don't know about and these decisions are already finalized two to three levels above me. Sometimes the DM will flat out tell me what to give you and I have no say in the matter.

I send my recommendation of what you should get to the DM. The DM adjusts your score then sends it to the Regional Manager. The Regional Manager adjusts it then send it to the Director. The Director takes a look at it, adjusts the score to make sure it is "consistent with the rest of the team's performance" then sends it back to me to deliver the news to you. It was already decided before we sat down. You need to understand that each person in this hierarchy has their own PDP incentives that are based on how much money they can save the company which, in turn, incentivizes them to NOT give you a larger raise no matter how much you earned it. If every person in this approval process doesn't know you personally, there's no way you're getting a significant raise no matter how many times you walk on water. That's just how it is. Unless there's a fundamental shift to the way our forced ranking system works, there is absolutely nothing I can do for you. My hands are tied. Just be thankful we all have a job.

I hear that ESC represented employees at PG&E have a contract that [specifically bans forced rankings](#) even for the STIP bonus and that all raises are fixed amounts not dependent on your supervisor's opinion or your department budget. That sounds really great! Hey, it would

definitely make my job easier. Too bad you aren't represented by them.

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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:

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