



# The Edison Planning United Newsletter

1-24-20

## The Long Haul



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

In May of 2019, after the planning department contacted ESC Local 20, we began collecting cards and have been collecting them ever since. We are well over the legal minimum requirement of signed cards needed to file for a vote for representation. While that may be fantastic news, an arbitrary number goal is not the point of what we are trying to do here. Local 47 filed with the legal minimum of signed cards and the majority of us hardly knew what was happening. We're not here to point fingers and throw blame, but it's clear their strategy didn't work.

All of us are involved in this, whether we are for or against it. These are *our* jobs, *our* livelihoods, and all of us need to have the opportunity to ask questions so we can make informed decisions. Every single one of our voices matters. That is why it is so important, at this moment in the process, to make sure that every single one of us gets the chance to talk to someone. If you're for this, we in the organizing committee need to know. If you're against it, please let us know. We're not trying to twist arms, proselytize, or harass you, but we can only assume that those individuals who have not responded to our numerous communication efforts are not receiving this vital information.

We are not planning to leave people behind or in the dark. We are planning to win.

If you are receiving this newsletter and have not talked with someone in the organizing committee, please reach out to someone and let them know where you stand. (Contact information for your work location is at the bottom of the newsletter)

"The success of any company relies upon the collective contribution of its workforce." –

2018 General Rate Case SCE-06: HR Volume 2- Benefits and Other Compensation. Section I. C. Short Term Incentive Compensation. Line 15

We are valuable stakeholders in the company. We are integral to the work being done. We are skilled professionals. We appreciate and love our jobs. We take pride in our work. We are not doing this because we want to whine and complain about unfairness; we are doing this because we want to be treated like the valuable, skilled professionals we are, with compensation and assessment metrics that are objective and fair for both us and the company. A union contract is how we can make this happen. We want to see this company succeed, and

A union contract is how we can make this happen. We want to see this company succeed, and the best way to secure our future is to train, develop, and value the employees who make it great.

At this point most of us have had our 2019 PDP conversations with our supervisors; if not, we will soon. [Our compensation is in the hands of the mysterious Edison system now.](#) We're all ready for our raises and bonus checks in March, but in this time of goodwill and plenty, I wanted to take a moment to send out a brief reminder of what we're doing, what we've gone through in the last year, and why this still matters.

Don't forget:

- The metrics that keep track of our success change every single year. Our criteria are rarely consistent or objectively measured, and as of yet management has not announced what new metrics we will be expected to meet in 2020. Think back over the last few years and consider how many times new metrics have been introduced mid-year, or how many have been abandoned in the same way. And let's be real: would any of us be shocked if management waited until after bonuses to announce new 2020 metrics? (Friendly reminder: Design Conformance is about to start up again.)
- 2019 was a landmark year in terms of the enormous amount of work we as planners and designers completed. Every single one of us felt the pain, and everything coming from upper management seems to be pointing to this as a "new normal."
- By the company's own admission planning attrition rates are too high (an average of 40 planners leave every year), and it's clear to all of us that we are difficult and expensive to replace. We know the value of our experience and that each year we grow more valuable, whether or not our raises reflect our worth.

A union contract is a voice in the process, a say in what affects our future. It's how we can prevent the jobs we appreciate from being undermined or devalued. As unrepresented employees, we do not have a say in our future or the policies that affect us. We've lost, gained, and lost again over the years, but we are on a steady downhill trend. We've lost pensions, vacation time, sick time, training time, retirement healthcare, and more. What else do we stand to lose? Retirement contribution matching? Healthcare options? Overtime? Think about that for a minute: we had a fiasco over EOI supplemental pay vs overtime pay for the P2's just last year due to inconsistent management policy. We don't have a contract laying out overtime pay rules; something like that could happen again tomorrow. It could be happening now, for all we know. And technically, field techs are now reporting to P1's--what if this is grounds to force P1's to become salaried and lose the overtime? Could a workload like the one we overcame in 2019 have been managed without the insane hours of overtime and the corresponding

compensation? Would you have worked those insane overtime hours for free?

Without a contract, nothing we have now is guaranteed in any way. We've only mirrored some of the policies created by the successful contracts of Local 47 because no one has said 'stop' yet. That's all it would take.

This effort is to preserve the aspects of planning that we love. This effort is for the future, because we want these great careers to continue existing. We're in this for the long haul, and we'll keep fighting as long as we have to.

Please, reach out and let us know what you think, and if you're inclined to support this effort, please sign a card today. If you're not, let us know. Either way, we're all in this together because this matters. No one is going to be left in the dark.

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

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

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