

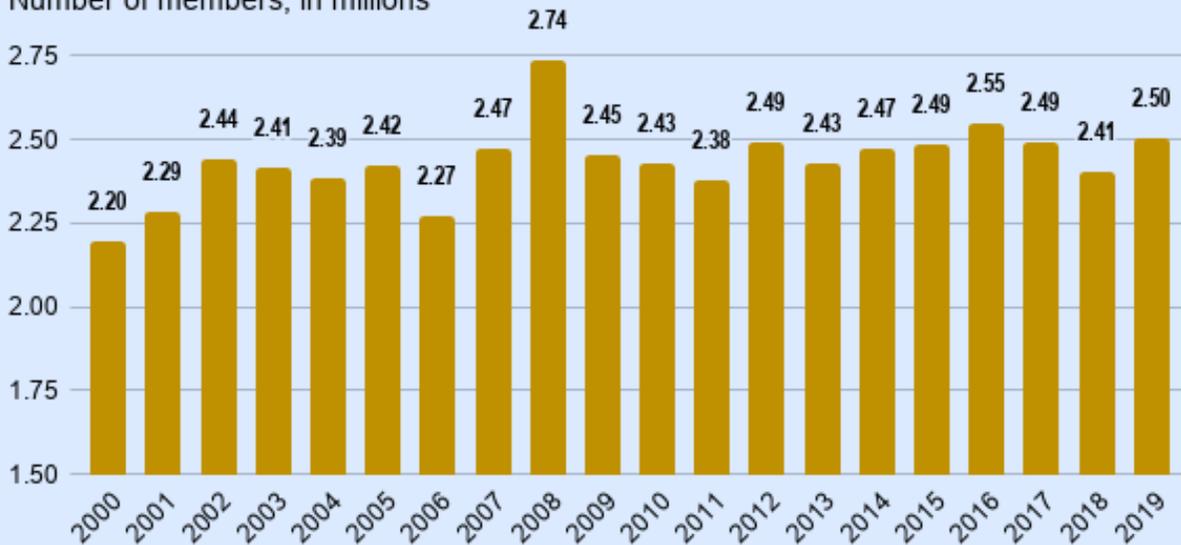


The Edison Planning United Newsletter

2-7-20

California union membership

Number of members, in millions



SOURCE: BUREAU OF LABOR STATISTICS

[HTTPS://WWW.OCREGISTER.COM/2020/01/29/CALIFORNIA-UNIONS-ADD-99000-MEMBERS-IN-2019-BIGGEST-GAIN-IN-7-YEARS/](https://www.ocregister.com/2020/01/29/california-unions-add-99000-members-in-2019-biggest-gain-in-7-years/)

Middle of the Road

By Norman Schisler, Planning, Senior Specialist

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

"Whether or not our employees decide to organize and join a union is really their decision... ultimately it's their choice and we'll support whatever they decide to do." - Kevin Payne 2/6/20 Livestream Meeting

During our campaign to give us employees at Edison a voice, we continually butt up against an obstacle that is presented in a way that makes it seem like a moral pillar but in reality is a crutch. Specifically, this obstacle is the mentality that recognizes that there are legitimate issues that need to be addressed but stops short of taking steps to make any real change. It is as if there is a group of our coworkers who are stuck in the quicksand of indecision without being aware that they are slowly sinking.

There are three reasons people avoid change:

1. **Hopelessness:** They don't believe anything is really going to change. Some of them have seen honest efforts for change result in negative repercussions or have personally tried to go to HR and change things to no avail and have become jaded by their experience.
2. **Indifference:** "Let's just keep things the way they are" is a common perception we come across. "Keep things the way they are even though I have personally experienced our shared issues but everything is okay now because I have a new supervisor and this time it's going to be different. It was really bad before but I left that district and I just want to live my life now and not worry about the future or what other people are going through in other districts."
3. **Fear:** Change can be scary. We often prefer the security of a familiar bad environment to an unknown positive change. This alone is often enough to compel people to remain in their current situation, despite knowing it's not good. Some employees move to different districts just to avoid certain supervisors but that never solves the deeper issue.

A fellow planner recently asked, *"Can you honestly say you're utilizing all of the avenues available to improve your work environment? Are you speaking up for positions you want and putting in the work to get there? Are you documenting instances of unfair practices and bringing them up through the proper channels?"*

The short answer: Yes!

The long answer: After having spoken to hundreds of estimators, designers, field techs, and planners throughout Edison, it is painfully obvious that ***our individual issues are shared issues***. We are fighting for fair treatment, for a chance at a job that we know will ultimately go to someone's son. We are constantly being shot down and cut at the knees as we attempt to *"go through the proper channels"* and affect positive change.

In fact, Edison has a video on Portal called **"Leading With the Heart"** where managers read letters written from employees who have experienced these types of hardships and comment

letters written from employees who have experienced these types of narasnips and comment on how terrible it is that these types of things happen at Edison. They are aware of the issues but cannot or will not change the environment of fear, inequality, and harassment that causes the planning department to have one of the highest attrition rates in the company.

How do you restore trust in a system that rewards leaders who have had numerous HR cases reported against them yet NOTHING changes? How is it that management accounts for 30% of all ethics violations and nobody blinks? Whether you have experienced it yourself or not, the truth is that these issues keep happening.

No one is saying forming a union will solve all of our issues overnight, but it will certainly give us a strong voice and protection to bring up these issues in avenues that have never been available to us before. As a represented group, we will have a voice, we will have protection, and we will have a future. None of us can say that about our current situation.

The recent company push to add facial recognition software and badge swipes in only unrepresented employee's company vehicles is a clear example of how remaining unrepresented leaves us without a voice. Without a union, we do not truly have a say in our future or the policies that affect us.

*"A sample set of non-represented team members or pool vehicles has been selected for the pilot stage" - **Recent management email***

Ask yourself, why are non-represented employees specifically called out on this email and what options do we have as unrepresented employees to change this? If we were represented right now, Edison would have to negotiate with us over how these changes would be implemented. Why would we not want a voice?

Some of you may be reading this, thinking that these scenarios don't really affect you and that the employees who are *"complaining about the company and talking union are employees who also put in minimal effort."*

Please don't discount your fellow brothers and sisters who care about this company and want to see it change for the better. Don't confuse complaining with compassion.

When you see your son or daughter heading towards a street as they chase a loose ball you get up and scream.

We aren't creating a list of reasons why Edison is not a good place to work, we're screaming a wake up call as we see the company we love heading straight towards disaster. What are the long term effects of increased workloads, increased nepotism and favoritism, devaluing positions, decreasing pay, decreasing training, and removing benefits? We're not going to sit

by idly to find out.

[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 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

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