



# The Edison Planning United Newsletter

3-2-20

**We filed for an election.**

**What's next?**



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

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Congratulations Planning Department of Southern California Edison! [We filed for an election with the NLRB](#) . What does that mean?

You have been presented with the opportunity to vote on being represented by the [Engineers and Scientists of California \(ESC\)](#).

You are currently an "[at-will](#)" employee which means your employer, Edison, makes unilateral decisions about working conditions. Right now you can either comply with these decisions or quit. Those are the only two options. Except for option three:

### **Unionize.**

As a represented employee, you will have a contract which outlines your role, responsibilities, compensation, benefits, and working conditions. This contract is your opportunity to have an actual voice in the workplace--an option other than 'put up or shut up.' However, rather than negotiating on your own against a giant corporation, as a union we band together as stakeholders in the future of our company to negotiate for fair terms of employment.

With help from the professionals at ESC, we will write the contract, negotiate the contract, and vote on the contract.

Now that we have filed for an election, here's what you can expect from our employer:

1. **Scare Tactics.** You're likely to see more one-on-ones with supervision trying to scare, manipulate, or possibly even threaten you. Your boss is going to be pressured to pressure you. We can anticipate more mandatory captive-audience and closed-door meetings prior to the vote. (We all have time for that, right?)
2. **Buying your vote.** You will probably be getting a bonus/raise that you have deserved for years. Interesting how in the past two years since we have begun the process to organize, the company is finally paying more attention to us, forming committees to speak to our concerns, and giving us better raises--and that's only due to the *potential* of us forming a union. Imagine what we could do if we actually became organized!
3. **Misinformation.** Get ready for emails, flyers, and livestreams. You're going to hear a lot of the same phrases repeated over and over. For example, the standard email we've been getting the past few months:
  - a. *"Wages could increase, decrease, or stay the same"*
    - i. [Disproven repeatedly](#) , and a common [union-busting](#) tactic , [word for word](#).
  - b. *"We respect your right to choose or not choose union representation. However, our preference is for you to vote no."*
    - i. It's a confusing message to be told that our right to choose is respected while simultaneously being told not to choose "yes." If our choice is respected, we should be allowed to make it freely without the heavy-handed suggestion from our employer.
  - c. *"We want to work directly with you..."*
    - i. Edison has been [working directly with you](#) your entire career. It's you vs a corporation every time you negotiate. How's that been going for you? Here's a quick exercise you can try: write two columns on a piece of paper. On the left, write down every decision the company has made that you have had a voice in the process. On the right, write down every unilateral

have had a voice in the process. On the right, write down every unilateral decision the company has already made that directly affects you. Is that what "working directly with us" looks like to them?

4. **Pizza parties!** Another common tactic; free lunches, warm and fuzzy thank-yous from supervision, possibly higher management wandering through the service centers to thank you in person or pull you in to a friendly chat. Planning Appreciation Week falls into this category; the common thread is that these tactics cost the company very little, tug on your heartstrings, and do not remotely come close in value to the structural guarantees and protections a union contract would bring you.
5. **An Anti-Campaign.** This would involve a "vote no" campaign, possibly led by our coworkers, or by management with a hired [third-party consultant](#) pulling the strings from behind the scenes. We on the employee organizing committee have made no effort to suppress or disguise any anti-campaign at this point, nor will we ever. Those who disagree with our efforts are still our coworkers, their concerns matter, and they will be part of us when we vote to form a union. We gladly welcome their voices and concerns at the bargaining table.

Be prepared. Ask questions. Stay informed. We will do our best to keep you updated as the the election draws near. We want to see this company succeed but not at the cost of us employees. The best way to secure our future is to train, develop, and reward the employees who make it great.

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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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