

LOCAL 2150, I.B.E.W.
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
N56 W13777 SILVER SPRING DRIVE MENOMONEE FALLS, WI 53051
262-252-2552 * 800-551-1151 * FAX 262-703-3520
MICHAEL J. FOLLETT, BUSINESS MANAGER
www.ibewlocal2150.org

Line Mechanic Retention Vote – Update

The following is a version of the letter that is being sent this week via US Mail to Max Line Mechanics, Lead Line Mechanics, Line Crew Leaders and Troubleshooters:

As previously communicated, there will be a vote of all Max Rated Line Mechanics, Lead Line Mechanics, Line Crew Leaders and Troubleshooters.

If accepted, each LM at the maximum rate of pay, LLM, LCL and TS as of Aug. 15, 2017 who maintains an individual callout percentage of 35% or greater would be eligible for the retention payment. Each individual must have a callout response rate of 35% or greater at the end of July, 2017 (for the period January through July, 2017). Exceptions would not be made for individuals with personal or medical reasons for not maintaining response rates at or above 35%. Response rates would continue to be calculated with the same rules that have been in place. Work groups that elect to use "Debits and Credits" would continue to be allowed to use a system of "Debits and Credits" for holdovers. **There is not a 50% group response rate requirement.** See the draft of the attached letter that would be signed if the majority of returned votes are YES.

The bonus would be \$2500 (plus an additional amount required in recognition of overtime worked during pay periods 1-15, 2017) for those LMs, LLMs, LCLs, or TSs actively employed as of AUGUST 15, 2017. This is the same method used to determine the retention bonus amount in place for 2015 and 2016, but prorated for 7.5 months.


Although the company worked closely with us, accepting our input regarding the aspects of the plan, they made it clear from the start that they would not offer the bonus to any other occupation or "open the contract" for negotiations regarding wages or other compensation. This offer is a take-it-or-leave-it offer and not subject to further negotiation. Meetings to explore a long-term solution will be scheduled soon after the vote is concluded.

Enclosed please find a ballot for voting along with the envelopes for returning your ballot. **It is important that you let your voice be heard and vote.**

1. **Mark your ballot, "YES" or "NO" place it inside the envelope marked "OFFICIAL BALLOT" and seal it.**
2. **Place that envelope inside the larger pre-addressed envelope to the Union Office.**
3. **You are required to print your name and address in the upper left hand corner on the outside of the postage paid return envelope or your vote will not count.**

In order for your ballot to be counted it must be received in the Union office no later than 1:00 PM on Wednesday, February 1, 2017.

In solidarity,



Mike Follett
Business Manager

DATE

Mike Follett, Business Manager
International Brotherhood of Electrical
Workers, Local No. 2150
N56 W13777 Silver Spring Drive
Menomonee Falls, WI 53051

Dear Mr. Follett:

In 2015, the Company and the Union agreed to provide retention payments to Line Mechanics at the maximum rate of the wage schedule, Leading Line Mechanics, Line Crew Leaders and Troubleshooters, to be paid at the end of 2015 and 2016 respectively. The parties have now agreed to continue a retention payment through the term of the current labor agreement, under the following conditions:

1. Employees who remain actively employed at We Energies in the Line Mechanic occupation and who are at the maximum wage rate of the occupation as of August 15, 2017 will be eligible for a retention payment of \$2,500 (plus an additional amount required in recognition of overtime worked during pay periods 1-15, 2017) provided the criteria listed in item 2 below is met. The retention payment will also apply to all Troubleshooters, Leading Line Mechanics, and Line Crew Leaders, regardless of wage step, who remain actively employed at We Energies as of August 15, 2017, provided the criteria listed below is met.
2. In order to receive the retention payment, an eligible employee must have an individual callout response rate of 35% or greater at the end of July, 2017 (for the period January through July, 2017).
3. Callout response rate will be calculated using currently used methodology. Applicable employees who transfer between any of the aforementioned occupations during the respective period will have their individual callout response rate based on an aggregate of all such occupations they held during such period.
4. The retention payment is subject to applicable state and federal taxes, and will be paid on an established pay date as soon as practicable following August 15, 2017.
5. The retention payment will not be considered compensation for purposes of the Company's welfare or pension plans, including the Retirement Account Plan. The amount will be considered compensation for purposes of the Employee Retirement Savings Plan (the 401k plan).

6. The provisions of this agreement shall not be used or cited as precedent with respect to any other matter.

This agreement should not be construed as altering or amending any provisions of the current labor agreement except as specifically herein provided. Two originals are provided. Please indicate your agreement by signing below and return one original to me.

For the Company:

Brian Dobberke
Vice President – WI Field Operations

Date: _____

For the Union:

Mike Follett, Local No. 2150, I.B.E.W.

Date: _____

Cc: Russ Erenz, Nancy Wagner