



LOCAL 1-2 UPDATE
**IVEY ADMITS THAT MEMBERS ARE “PEOPLE,”
NOT JUST “NUMBERS AND RATES,”
TROTS OUT OLD “TEAMMATES” BS,
MEANWHILE MEDICAL ACTS LIKE INQUISITION,
UNION BLASTS IVEY AND CON ED FOR “HOSTILITY” IN
WORKPLACE**

Local 1-2 President Harry J. Farrell blistered Con Edison President Craig Ivey for calling Local 1-2 Members “teammates,” while at the same time creating a workplace full of “hostility” and for letting the company’s Occupational Health unit run amok in blocking Members from returning to work.

Farrell said, “Every time Craig Ivey calls us ‘teammates’ it is just another insult from a cynical Union-buster, who wants nothing more than to rid Con Ed of Local 1-2. He will be hearing a lot more from us in appropriate forums.”

In a March 18 “Teammates” email on safety, Ivey admitted “although we talk about safety in terms of numbers and rates, what we are really referring to are people.”

Farrell said, “Too bad he treats the rank-and-file as widgets. It would be refreshing if he really started treating people as human beings worthy of their labor.”

Farrell’s letter to Ivey speaks for itself:

March 20, 2013

Certified Mail

Craig Ivey, President
Consolidated Edison Co. of NY, Inc.
4 Irving Place
New York, NY 10003

Re: “Teammates”

Dear Mr. Ivey: It has come to my attention that you have, once again, written emails to the Local 1-2 bargaining unit members, addressing them as “Teammates.” As I wrote to you in December, you and your management colleagues have no right to call your Local 1-2 employees “teammates” since you treat them as if they were your enemy. You have locked them out instead of trying to negotiate in good faith. You have a unit called “occupational health” which seems to have as its sole purposes to keep employees from sick leave when they are ill or injured and to prevent them from returning to work when their doctors state, in writing, that they can, once more, perform their duties for Con Ed. Your management group constantly tries

to change terms and conditions of employment without even bothering to notify – let alone bargain – with this Union, your employees’ duly designated bargaining representative. That is not being a “teammate.” It’s not even following your legal obligations. It is an act of hostility, which is what we get every day from your management. If you want to be a “teammate,” then you have to start acting like one. You, Craig Ivey, need to start acting civilly to your employees and their Union. You, Craig Ivey, need to start providing us with information which you are required to do under our collective bargaining agreement and under the law. You, Craig Ivey, need to negotiate with us about any Con Ed plans to make changes in the working lives of your non-supervisory employees, and not just dictate and impose from on high, or tell us only when you are implementing those changes. You, Craig Ivey and every manager and supervisor in your organization, need to start behaving as a teammate and stop acting as an enemy, for that is what you do, each and every day.

I have recently heard that you held a “town hall” meeting with some employees and stated that you and they are “family.” Didn’t you get the message from Mary Adamo? We certainly did, as one of the few times your negotiators spoke the truth during our bargaining sessions in June and July last year was when she stated, “We are no longer family.”

As I wrote to you in December, you do not act as a teammate should, but you and your entire management group have been constantly hostile to your workers and their Union, as if we did something wrong when Con Ed locked us out, showing it cared not a whit about its workers or the public. You put out booklets about ethics and yet you, without any justification and contrary to all reality, have the nerve to call your employees “teammates.” To me, to all of your rank-and-file workers, that only demonstrates a total lack of ethics in Con Ed management. So, stop referring to us as “teammates” unless and until you start acting in accordance with that term.

As I also wrote to you in December, you have often given lip service to wanting to have good labor relations, but you take no action toward that end. You haven’t even had the decency to respond to my December letter, but just go blithely on, calling us “teammates.” To us, words have meaning. Apparently they do not to you. I will continue to remind you of your mis-use of that word each and every time I learn that you use it.

Very truly yours,

Harry J. Farrell

President

cc: All Members of the Con Edison Board of Directors
The Local 1-2 Membership
All Local 1-2 Officers
John Everman, FMCS Commissioner
Peter Donatello, FMCS Commissioner
Michael Langford, National President, UWUA