



AMALGAMATED MAY 1, 1994

LOCAL 15 UNITY NEWSLETTER

UNION NEWS AND INFORMATION TO YOU

April 2020

All April Unit Meetings Cancelled - Coronavirus

All Unit Meetings in April have been cancelled by President-Business Manager Terry McGoldrick to reduce person-to-person contact and possible exposure. IBEW Sixth District Vice-President David Ruhmkorff has authorized the cancellation, per the IBEW Constitution. A decision on the May Unit Meetings will be made in the future.

IBEW Local 15 Business Representatives have been discussing the rapidly changing situation with all of our employers; Vistra, NRG, Exelon Generation, Exelon Business Services, Commonwealth Edison.

Terry McGoldrick, Bill Phillips, Dave Grooms, Tom Hinspeter and Ben Busser have been taking part in conference calls with International Office Representatives and seven-

teen other IBEW local unions that represent workers at other generation utilities in the IBEW Sixth District, which encompasses about 113,000 Electrical Workers in one hundred and ten Local Unions in Illinois, Indiana, Michigan, Minnesota and Wisconsin.

Every Local 15 member remains gainfully employed during this unparalleled upheaval.

Our Stewards have been busy addressing the numerous issues as they come up in the workplace.

During this crisis, the public is relying on IBEW Local 15 members to generate and deliver the electricity that powers our world including hospitals, fire houses, police departments, their homes and the internet.

In the past, we've safely performed our work through floods, fires, tornadoes, hurricanes, bitter deep freezes and scorching heat waves.

As Electrical Workers, our job is to recognize the risks and reduce the hazards of our work. Keep six feet from others or wear a mask, wash your hands, avoid touching your face. Cough and sneeze into your elbow or a tissue. Postpone non-essential work.

Don't come to work if you are sick; don't risk spreading the virus to your coworkers and their families. Call your doctor and contact your supervisor. Rather than going into a medical office, most employees have been told to stay home to recover, watch for COVID-19 symptoms, and keep in contact with their doctor.

Every day, members are off work either recuperating or quarantined for fourteen days after direct contact with a confirmed COVID-19 sufferer.

Each and every member of IBEW Local 15 deserves a sincere thanks for their dedicated service.

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General Wage Increase Raise April 1st

Over 4800 Local 15 members working for Exelon, Business Services Corporation (BSC) and ComEd will see a 2.5% general wage increase (GWI) beginning the first day of April under the terms negotiated in their Collective Bargaining Agreements. The 'A' rate based shift premium

increases by seven cents to \$2.71 hourly.

About 210 Local 15 members working for the fossil generation company NRG Energy, Inc. will receive a 2.5% raise on April 1 based on the terms negotiated in their Collective Bargaining Agreement.



Monthly Newsletter of
IBEW Local 15

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VICE-PRESIDENT
SENIOR ASSISTANT BUSINESS MANAGER
EXECUTIVE BOARD MEMBER
Amy Willis-Allison
RECORDING SECRETARY
EXECUTIVE BOARD MEMBER

George Longoria
TREASURER

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CLERICAL DIVISION
Brian Daniels
GENERATING PHYSICAL NUCLEAR DIVISION
Ian Hacker
GENERATING PHYSICAL FOSSIL DIVISION
Mike Keating
COMMERCIAL PHYSICAL DIVISION
Vinnie Rochotte
COMMERCIAL PHYSICAL DIVISION
Russ "Rudy" Ruettiger
AT LARGE
Tom Tibbles
CLERICAL DIVISION

DO THE FIVE
Slow the Spread



1. HANDS - WASH OFTEN
2. ELBOW - COUGH INTO IT
3. FACE - DON'T TOUCH IT
4. SPACE - KEEP DISTANCE
5. HOME - STAY THERE

April - Calendar

1	First Wednesday	POWERTON UNIT MEETING 4:00 PM POWERTON LODGE - 300 McLean Street - Pekin
		JOLIET UNIT MEETING 5:30 PM Stone City Lodge # 7 - 24 Stone City Drive - Joliet
2	First Thursday	DIXON UNIT MEETING 6:00 PM American Legion - 112 W. First St. - Dixon
		ELMHURST UNIT MEETING 6:30 PM American Legion - 310 W. Butterfield Rd - Elmhurst
4	Saturday	1968—Martin Luther King assassinated
7	First Tuesday	NORTHERN UNIT MEETING 5:30 PM American Legion - 749 Milwaukee Ave - Lynne
8	Second Wednesday	KINCAID UNIT MEETING 3:45 PM South Fork Building - 114 Central Avenue - Kincaid
		CHICAGO UNIT MEETING 6:00 PM FOP Lodge - 1412 W. Washington - Chicago
		Passover Begins
9	Second Thursday	ROCKFORD UNIT MEETING 6:30 PM Holiday Inn - 65 E. State Street - Rockford
12	Sunday	Easter
14	Tuesday	1865—Abraham Lincoln assassinated
15	Wednesday	Tax Day - Extended to July 15, 2020 Federal and State Illinois, Indiana and Wisconsin
19	Sunday	Orthodox Easter
20	Monday	EXECUTIVE BOARD MEETING
28	Tuesday	Workers Memorial Day
1	Friday	International Workers Day

Clerical Members at ComEd, BSC, and Exelon Working Remotely

Due to the COVID-19 crisis, Exelon and its subsidiaries have been scrambling to react to the latest and continuously changing information put out by the Federal Government and the State of Illinois. The pandemic has had a major impact on the nine hundred strong clerical workforce, as most members work within close proximity of their coworkers, resulting in a change to how everyday business is conducted. This has caused both the Company and the Union to think outside the box in order to try to reduce employee exposure to the virus while maintaining contact with customers and coworkers.

With employee safety in mind, and wherever possible, departments have been looking to identify work that employees could perform remotely and the equipment needed to perform that work. As a result, an increasing number of clerical members who work in offices have been assigned to work from home.

Many clerical members who work in the field, some of whom already had the capability to work remotely, have also been assigned to work from home. Several departments which had existing laptops available have assigned those to employees and sent them home for remote work as well.

Other departments have ordered laptops and are releasing employees as the hardware arrives. Meanwhile, the Call Center has had to install hardware in employees' homes to be

able to route calls to those employees who are working remotely. The logistics of having to physically go to each employee's home to set up all of the equipment necessary to be able to take calls remotely and access all of the databases needed to handle customer calls has caused delays in getting some of our members home as quickly as any of us would like. Employees who could use their own computers have been given details on how to get secure access to perform work.

In other departments, social distancing is being practiced, with some employees being reassigned to other areas of the department or building in order to reduce exposure risk.

On March 19, IBEW Local 15 and the Company signed an agreement which provides guidelines for clerical employees working remotely and ensures that contractual language is followed during these unprecedented times. With the rush to limit employees' exposure there have been some hiccups along the way, but we ask our members to remain patient as both sides are urgently working to protect the safety and wellbeing of all.

CDL Testing

ComEd informed IBEW Local 15 that expiring Commercial Driver License Medical Certifications will be extended until June 30, 2020 due to the COVID-19 outbreak's effects on medical facilities.

Also, despite a deadly lag in COVID-19 test kits, the Office of Drug and Alcohol Policy & Compliance issued Department of Transportation (DOT) Guidance on Compliance with Drug and Alcohol Testing Regulations on March 23. The guidance clarifies conducting DOT drug and alcohol testing, given concerns about COVID-19. While recognizing the COVID-19 concerns, DOT has clearly stated all DOT testing requirements are in full effect and compliance is required.

Exelon must comply with DOT training and testing requirements; DOT regulated drug and alcohol testing shall continue to be performed.

Exelon must make a reasonable effort to locate the necessary resources to conduct any required DOT drug and alcohol tests.

Exelon has committed to maintaining employee safety as it relates to COVID-19. As a result, and in accord with the DOT guidance, the company will attempt to minimize potential COVID-19 exposure with the following measures:

- Scheduling drug and alcohol testing at onsite locations and/or offsite at drug and alcohol specific testing centers.
- Avoiding use of outside medical facilities except in exigent circumstances where no other option exists.

Fitness for Duty personnel will monitor guidance from DOT on performing drug and alcohol testing during COVID-19 and inform affected employees if any further guidance effects their drug and alcohol testing program.

Temporary Meal Stipend for Members Working in the Field

In the midst of an extraordinary public health crisis, IBEW Local 15 and ComEd have reached an emergency agreement to temporarily provide a Meal Stipend in lieu of furnished meals eaten on company time when an employee works overtime as provided in Article IV, Section 23 of their Collective Bargaining Agreement. This Temporary Meal Stipend Agreement covers employees who work in the field; examples of the covered groups are Transmission and Substations (T&S), Construction and Maintenance (C&M, Underground, Overhead), Fleet, Supply, System Services Group (SSG), Field & Meter Services (Smart Meters), and General Service Representatives.

Basically, employees who are eligible for a furnished meal eaten on company time may choose the stipend. Any applicable meal allowances will continue to be paid. Meal Stipends are limited to one per extended work day.

The amount of the Temporary Meal Stipend is equal to one and one-half hours of the applicable overtime rate, including applicable premiums and additives. It is not considered as time worked nor counted in the cumulative overtime lists; it is considered ordinary income for tax purposes. The Payroll Department created a new code for the stipend.

The Coronavirus pandemic has closed dine-in restaurants across Illinois and take-out facilities are closing by the day. If resources to furnish a meal are severely limited, the Tem-

porary Meal Stipend may be the only option.

This temporary agreement became effective March 21, 2020 and ends when the COVID-19 crisis ends, as determined by the Company. Either party may unilaterally terminate this temporary agreement by written notification; and mutually acceptable changes can be made by signed consent. Anything not specifically covered in this temporary agreement will be addressed by terms and provisions of the Collective Bargaining Agreement. The Agreement was introduced to our Stewards on Friday and to employees over the March 21-22 weekend. Inevitably, questions and misinformation came up.

By Monday, it seemed that most issues and questions had been settled through ongoing discussions between IBEW 15 Representatives Dave Wiggins, Chris Riser, Terry Sheridan and ComEd Vice-President Vito Martino and Debra Staples and Nick Adami, from Labor Relations, during regular conference calls. The conference calls will continue through the crisis.

Gloves & Sleeves

In February, ComEd started its introduction of new safety rules regarding dielectric rubber gloves and sleeves to employees. After a number of electrical contacts nearly killed workers at various Exelon Utilities, including our union Brothers at ComEd, a corporate wide all-encompassing rule was thought to be

a simple answer. An overarching ‘cradle-to-cradle’ rule was tentatively set to become effective January 2020.

IBEW representatives and ComEd leadership examined, discussed and argued the topic thoroughly and exhaustively; with their goal being a reasonable rule that protects workers from injury and fatality.

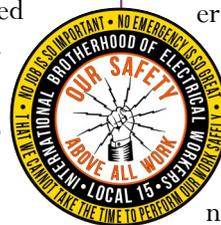
The discussions moved to higher levels including all of Exelon’s utilities and the unions representing the workers there. Brothers Paul Hussey, Shawn Wachter, Spencer Rogers and Business Representative Chris Riser brought their wide-ranging experience to the table. The result is a rule across Exelon’s utilities that increases the distances where gloves and sleeves must be worn.

The new rule, simply put, is that an Overhead employee wears rubber gloves and sleeves while working above the system neutral; employees don this life-saving personal protective equipment before entering the area.

Additionally, the often overlooked Observer role, is strongly emphasized. It is an electrical work best practice to utilize an Observer when a worker is on or near equipment energized at 600 volts or more. OSHA states: “A member of the crew shall be identified to act as an observ-

er to ensure clearances are maintained, PPE, and effective cover-up is installed.

The observer shall be capable of the identifying nominal voltages, energized components, minimum approach distances, and proper safe work practices while crewmembers are working on energized lines.”



Nuclear Generation Workers Keeping Electricity Available

Local 15 members working at Exelon's nuclear generating stations are answering the task of continuing to show up to work and provide the essential service of maintaining and operating our five Nuclear power plants in Northern Illinois. The COVID-19 virus pandemic has come when our workers are the busiest during the outage season.

LaSalle Station wrapped up another successful outage in February. Byron Station is finishing up their outage which was scheduled to be done on March 26. Our members then dove into Quad Cities Station's outage from March 30 until April 16. The last refueling outage of the Spring 2020 season will be Braidwood from April 20 through May 8.

LaSalle Station completed their outage work successfully. Several sanitizer stations have been set up throughout the plant. Employees are maintaining six-foot social distancing; for example, they have a one-person rule on their elevators. Some clerical and managerial personnel are working from home. All the physical employees continue to show up to work and perform a very important function by generating electricity at a time when it's needed most.

Byron Station is on the tail end of their outage. They have tried to keep distancing and cleaning a first priority while also still trying to get through their outage without any hiccups. They have removed chairs from the cafeteria in an effort to encourage

people to keep their six foot distancing. The custodial personnel are putting forth an effort to wipe down and sanitize the station on a more frequent basis. There are new sanitizing solution dispensers mounted on the walls in several locations around the plant that weren't there previously.

On March 26, Byron workers began the transition out of their outage. On Friday March 27, some clerical and managers began to work remotely.

Quad Cities Station members are beginning to ramp up for their quickly approaching outage. The outage started on March 30th and is currently scheduled for fifteen days. The station has already moved several tasks out of the outage that can be pushed off until a later date without affecting reliability. They are scheduled to start a personnel temperature monitoring checkpoint prior to entering the Main Access Facility. Two trailers will be set-up with medical professionals performing non-intrusive temperature checks. The number of people allowed in the Guard Houses will be limited; tents covering the walk path from the parking lots to the pre-access trailers will keep employees out of the elements as they wait in line to enter the site. More custodial employees are cleaning and sanitizing doorknobs, biometrics and blue totes used for the x-ray machine at Quad Cities. Many more trailers have been brought in than earlier outages in an effort to have less people in tight

quarters with each other. They are also considering some type of cleaning agent spray and cardboard dividers.

For travelers going to Quad Cities Outage from other sites, we have been told that some hotels have closed during this time. Please verify your reservations to make sure you still have a place to stay during the outage.

—Continued on page 6

NRC to Allow Nuclear Plants to Defer Repairs, Schedule Longer Shifts

Bloomberg and the American Nuclear Society reported that the Nuclear Regulatory Commission expects to issue guidelines on March 27 for operators to request permission for employees to work longer hours than allowed under current regulations. The agency expects to add additional sections covering maintenance as soon as possible. The changes under consideration reflect the potential that the virus could infect power-plant workers and impact maintenance plans. Regulators are anticipating that plant operators may need to invoke hardship clauses to justify diverting from existing regulations. "The hardship would specifically seem to apply to those inspections that require personnel and-or equipment to be brought on site that could inadvertently spread the COVID-19 virus to plant personnel," Rob Taylor, a deputy director at NRC's office of nuclear reactor regulation, said during a conference call March 20.

Kincaid Station Starts Screening Workers for COVID-19 Risks

Local 15 members working at Vistra’s Kincaid fossil Generating Station are being screened by medical professionals before entering their workplace. The screening includes a forehead scan for elevated temperature which is a symptom of COVID-19. Employees are asked if they have travelled to Europe, Asia, or a cruise in the previous fourteen days; or been in close proximity to someone who has tested positive for or pending confirmation of test results for the coronavirus/COVID-19. They are also asked if they have had flu-like symptoms, a deep dry cough and/or a fever at or above 100 °F.



Nuke Work

—Continued from page 5

Braidwood Station is preparing for their currently scheduled nine-day outage starting on April 20th. They have two plans currently; Plan A is to perform the refueling outage as planned and Plan B is to perform only necessary work for reliability and refueling of the reactor. Braidwood is deploying hand sanitizer stations throughout the plant; limiting the number of meeting attendees; closing cafeteria seating; implementing remote enabled employees; and setting

up pre-entry temperature screenings over the next week.

Dresden Station is performing more cleaning and sanitizing than usual. Employees who are able to do so are working remotely. Dresden has a Fall outage, so many employees are travelling to other stations to support the Spring outage season.

Business Representatives and Stewards have been constantly communicating with management as things change rapidly in the pandemic.

IBEW Local 15 leadership wants to thank all our members in the coal and nuclear plants who create the product that is often taken for granted but is vitally necessary to power our modern world. Their dedication to generating electricity that everyone needs doesn’t go without notice, especially in such a dire time.

New Members

Brothers Michael Conkle, Terry Hartigan, Zachary Lake, Nicholas Sergenti, and Corey Smith are sworn in at the Joliet Unit Meeting by Chairperson Brian Daniels in March.



Employees answering yes are sent home to confer with their doctor or quarantine as appropriate.

Bill Phillips and Dave Grooms have had continuous discussions with Vistra, which employs 80 Local 15 members, and NRG, which employs 208 Local 15 members at four plants, about the rapidly expanding pandemic and their plans to protect workers while staffing their facilities.





Sharon Artis Retires

Sister Sharon Artis retired after forty years and nine months on February 28. Her last position was Commercial Clerk I in the Smart Meter Operations Department.

IBEW Local 15 expresses our appreciation for her service to our members and her lengthy membership. Sharon was appointed a Steward on June 1, 2012 then Chief Steward on June 1, 2014 and was a member of the Local 15 Audit Committee. She will be sorely missed and we wish her well in her well earned retirement.

Travel Pay Raise

Along with the annual 2.5% General Wage Increase starting April 1st, per the language in the February 25, 2014 Memorandum of Agreement(s), the per diem and commuting allowances will also increase for members employed by ComEd, BSC and Exelon.

Increases in Per Diem are based on the CONUS Rate for the applicable year while the increase in Commuting Allowance is based on the Consumer Price index, CPI-U table. Both rates increased for 2020.

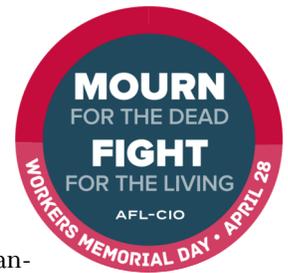
The Per Diem rate for round trip miles in excess of 130 miles has increased the allowance from \$149.00 to \$151.00.

The Commuting Allowance basis has increased 2.3% from December 2018 to December 2019 resulting in the new Commuting Allowance table:

Job Posts Will Continue

ComEd has informed IBEW Local 15 that postings for clerical and physical promotions and lateral transfers

DIFFERENTIAL ROUND TRIP MILES	INCREASE	COMMUTING ALLOWANCE
1-14	24¢	\$10.66
15-49	34¢	\$15.22
50-69	48¢	\$21.31
70-89	62¢	\$27.41
90-109	75¢	\$33.48
110-129	88¢	\$39.57
130 and up	\$2.00	\$151.00



will continue while the COVID-19 pandemic plays out. Members are reminded to call the Job Line at 877-7EXELON to check for open positions.

A failure to bid on posted position means that a member cannot select a position. Employees concerned that they may not be able to participate on the selection call can submit forms before the call to make their choice; or another employee can stand-in as

IMPORTANT PHONE

FOR EXELON-COMED-BSC
 myHR JOB POSTINGS
 ACTEC (ABSENCE REPORT)
 877-7EXELON
 (877-739-3566)
 OHS: 800-558-0039
 FAX: 815-458-7699

METLIFE (FOR NRG)
 888-343-6898

proxy and relay their choice.

Because of the process is a complex sequence that affects many employees; the bright line rule that failures to bid or failures to make a selection cannot be reversed have been consistently enforced. The important process affects promotions, wage increases, reporting locations and work week schedules.

It is each member's responsibility to bid on positions that they are interested in. Members are strongly urged to call the Job Line and to make pre-call selections, especially during this time of irregular schedules and reduced contact with coworkers.

RETIREMENTS

Congratulations and Thank You for Your Service - from Your IBEW Local 15 Sisters and Brothers

Name	Job Classification	Location	Service Date
NICHOLAS CITTA	OH Lead Crew Leader Line	Glenbard	November 25, 1969
ROSE PISTOLARIDES	Commercial Clerk I	Lincoln Center	July 11, 1977
ROBERT FARWELL	Rad'n Protection Technician	Byron	March 1, 1978
SHARON ARTIS	Commercial Clerk I	Commercial Center	September 1, 1979
WILLIAM HENRY	Mechanical Maintenance	Powerton	December 1, 1979
THEODORE ROAT	Documents Control Clerk	Services & Training Center	April 1, 1980
ROBERT GILLIGAN	Senior Mechanic	LaSalle	May 1, 1980
JOSEPH PRIESTLEY	Material Handler	Technical Center	February 1, 1982
MICHAEL FERGUSON	Maintenance Inspector	Crestwood	March 1, 1983
ANTHONY JURKACEK	Energy Technician	Crestwood	March 1, 1984
RICHARD ROLINSKAS	Maintenance Inspector	Streator	March 1, 1984
SALVADOR SANCHEZ JR.	OH Crew Leader	Chicago South	August 1, 1984
GERALD EVANS	Maintenance Inspector	Libertyville	October 1, 1984
WAYNE NOFFKE	Lead Mechanic Fleet	Crestwood	May 1, 1985
VANESSA D'ANTONE	Senior Material Handler	Rockford	December 1, 1985
RUSSELL TETRICK	Senior Fuel Handler	Quad Cities	January 1, 1986
ANTONIO SISK	Senior Fuel Handler	Quad Cities	June 1, 1988
MARTIN FRAIN	Lead Mechanic Fleet	Streator	March 1, 1989
ANOTNIO SALAZAR	Senior Mechanic Nuclear	Dresden	December 1, 1989
ARCIDES MENDOZA	Maintenance Inspector	Aurora	February 1, 1990
MARY NORMAN	Billing Clerk	Commercial Center	October 1, 1990
JOHN ERICKSON	OH Crew Leader	Dixon	November 1, 1990
PHILIP MATHIEU	OH Crew Leader	Rockford	December 1, 1991

New Member

Dixon Unit Chairman Jeff Eissens swears in Brother Matt Morris, a Dixon Construction worker, at the Dixon Unit Meeting in March.



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3. FACE - DON'T TOUCH IT
4. SPACE - KEEP DISTANCE
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