



I.B.E.W. LOCAL UNION 503

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April 29, 2016

Dear Members,

Your Bargaining Committee has been in negotiations with NRG throughout April. The Company has given a last, best final offer to the Union as of April 29, 2016.

This proposed package doesn't include any of the membership's chief proposals regarding pension. As a matter of fact any new hire wouldn't be eligible for any pension benefits.

We would like all to think about how we have all collectively benefitted from our forefathers hard fought for benefits. It was through unity that they were able to attain these benefits.

Without the Company addressing major concerns of the membership, we must recommend a "NO" vote for this package.

The Bowline Plant is an extremely lucrative and much needed generating station in the SENY market.

This plant is making extremely large amounts of money, as a direct result of the members' hard work and dedication.

It should be apparent to members that all of this dedication doesn't matter to the corporate greed of NRG. The Union amended proposals to address the concerns of the Company. The amendments weren't even acknowledged by NRG.

Looking at the Company's rhetorical letter dated April 29, 2016 signed by Bill Metzger, we would like to elaborate on the spin of greedy Mr. Metzger and NRG.

Let's address Item Number 1:

Wage Increases: Bowline makes millions of dollars and is projected to make more with the closing of other generating stations in the New York Market.

Item Number 2:

The Platform Plan risks member liability extremely. Any catastrophic illness would wipe away members' savings. So although it may sound like a viable means of savings, it's a risk that we would want everyone to truly understand.

The "Cadillac Plan" was fought hard for by the Union, however Mr. Metzger fails to mention, any tax imposed is solely on the members.

Item Number 3:

The Pension Issue: Members' number one proposal according to the survey. We have members' who at age 64 with 40 years of service will be required to have a penalty associated with their pension. This was modified by the Union to have an unreduced pension at age 60. Numerous attempts were made and NRG refused to even look at proposals. It is our opinion when a corporation is doing as well as the Bowline Generating Station that everyone should benefit. That's not the way they see the members' although we continue to provide the best workforce. The reason Bowline does so well is because of the workers.

We heard the members' after the 2013 negotiations. Everyone clearly stressed the importance of their pension promise.

Your vote is important. This offer is grossly unfair. This Company owes its employees a fair and equitable contract. The scare tactics used in Mr. Metzger's letter should send a clear message of what he thinks of his workforce. He's of the mindset that the workers of Local 503 don't matter. He stoops as low as stating that 503 members are easily replaceable.

We hope that everyone remembers **"UNITED WE BARGAIN, DIVIDED WE BEG"**.

The time for solidarity is upon us, together we can make a difference. We need everyone's support and dedication to assist us in achieving a fair and equitable agreement.

Fraternally Yours,
Your Bargaining Committee

Scott Jensen

Bill McPherson

Paul Deuel

Michael Stumpf

John A. Brewner

