

From: "Michael Mulligan" <steamshovel@adelphia.net>
To: "Victor Dricks" <vld@nrc.gov>
Date: 5/30/02 10:28AM
Subject: Fw: 10 CFR 2.206 for TMI, LaSalle, Peach Bottom, Limerick and Oyster Creek

Mr. Dricks,

The lack of an acknowledgement of the below petition has become very troubling. There is a fear of putting this into an "other" official special process such that the issues are effectively withheld from the public. It has the smell of untransparency, of bureaucratic and political self protection, and protection of the industry.

mike mulligan
Hinsdale, NH

----- Original Message -----

From: Michael Mulligan
To: Victor Dricks
Sent: Monday, March 18, 2002 10:20 PM
Subject: 10 CFR 2.206 for TMI, LaSalle, Peach Bottom, Limerick and Oyster Creek

Mr. Dricks:

Could you pass this on?

Thanks, mike

Mr. William D Travers

Executive Director for Operations

United States Nuclear Regulatory Commission

Washington, DC 20555-0001

Dear Mr. Travers:

Re: The Truth, again
by: txellac2002 03/18/02 09:14 pm
Msg: 2045 of 2045

Thank you for the dramatic renewal of purpose. It has been interesting to see the actions of our management team @ LGS as we have worked hand in hand with our union brethren from TMI, Oyster Creek, Clinton and even some of the former Com Ed plants during our outage. Seems that our illustrious forward thinking management team didn't realize that our "UNION" counterparts (operators/electricians/mechanics etc.) demonstrate hard, meticulous work and have the ability to realize that a common focus can exist peacefully with organizational objectives.

In speaking with our "UNION" counterparts, it was interesting to see that they share our everyday desires of co-existing with management and earning a decent living for their families. Funny, they don't share our uncertainty of pension programs, health benefits or job uncertainty. Seems that they actually

Enclosure

have a VOICE in their workplace. They are on a somewhat even footing with their management team. Imagine that- the ability to not only earn a decent living, but to have a voice in your future. Found out about lots of other inequities surrounding our benefit/precription costs and about the way we are required to do our jobs from a lack of contract standpoint. There really is much more to learn about a union than just what you see in a contract book. It requires asking questions, digging hard for answers and realizing that PECO no longer exists. It really is amazing that we have functioned in this manner for as long as we have. Don't be fooled by management's claim that "PECO does not need a union" - We haven't been PECO for a long time now. Remember that "acting as one " means just that. They will continue to take because they can. That isn't PECO - That is the inability of competing in the 21st century business arena. And Exelon is counting on it.

Seems like monthly union dues go toward something else - like to lawyers that know the difference between varying levels of health coverage vs the cost to employee. We pay more now for less coverage than ever. Our union counterparts do not. Our retirement pension is completely unprotected from both a legal and professional standpoint. Our union counterparts' pension is not. Our pension overfunding represents an attractive target for the money hungry executive management crowd. Our union counterparts does not. All that is required is that the pension fund be bought out or dissolved. Who will stop them? - Corbin? Oh wait - he's gone and so are all the rest of the PECO crowd. How does that make you feel? Do you really trust those who give millions to have an executive leave? Why would they do that? This is the sort of underhanded dealings that occur at the top while we at the line level are forced to give more than ever and receive less. Remember that they only want our output - minus our input. How about our employer's refusal to pay real estate taxes in our own communities? Is this someone we can actually trust to treat us fairly?

When it comes right down to it, there is no difference between an IBEW employee and a PECO Employee - except the satisfaction of knowing your rights are protected, your best interests are being looked after and someone with a lot more knowledge of company vs worker costs is bargaining for you. We don't have the ability to look after our best interests anymore. The game has been unfairly shifted towards management. Can't wait till we see what type of comments this post generates - just remember that all of the gibberish about employees rights and non-union flexibility never addressed a buyout of a decent company and good corporate neighbor. Bottom line is the trust is gone and Exelon demonstrates its' committment to reaping profits while punishing those it can. Read the Philadelphia Inquirer's Sunday edition for a real pride booster!

I hope...

by: totally_disguntled 03/17/02 10:21 pm

Msg: 2043 of 2046

The union gets in.

They'll screw the blue collar folks at the same time they make managements life miserable.

Everyone loses and hates their jobs even more making them realize that this thing they spend more than 1/3 of their life doing is called "work" for a reason

Excerpts of a Chairman Harvey L. Pitt speech:

U.S. Securities and Exchange Commission

Washington, DC

February 22, 2002

Nearly four decades ago, Robert Roy and James MacNeill, in their seminal work, "Horizons for a Profession," pointed out the prerequisites for designating accounting as a profession...

The most important and significant aspects of a CPA's services to his [or her] clients and to the public cannot be defined as knowledge, nor even as experience, but must be described by more elusive terms: wisdom, perception, imagination, circumspection, judgment, integrity.

When to speak out, when to be silent, how to say or write that which is necessary but awkward, courage to face up to the need for doing so, talent to be firm yet diplomatic, imagination to see beneath and beyond the surface, perceptivity not only for what has happened but also for what may happen, constancy in ethical behavior, sagacity to avoid errors of omission as well as those of commission: these and other attributes like them are qualities, not definable as knowledge but inherent in individuals. Without them a CPA can be nothing more than a technician, regardless of the scope of his [or her] knowledge; possessing these attributes plus requisite knowledge, [a CPA] is a professional.

. And professionals are being challenged. Are we using our specialized knowledge in appropriate ways? What is our ethos, or code of ethics? Are we disciplining ourselves?

A core issue arising in Enron's wake is enhancing existing and planned legal standards with ethical and competency standards, for lawyers, accountants, directors and others. The public cannot be served if professionals who serve as gatekeepers merely follow the letter of the law, but not necessarily its spirit. We need to move away from wooden, rigid, literalism, and encourage all upon whom the present system depends to adopt a bias in favor of the needs of the investing public...

Lawyers are paid, and are professionally obligated, to advocate legitimate views and interests of their clients, with emphasis on the word "legitimate." This is a decidedly different function from the one auditors perform. Nonetheless, experience teaches it is inappropriate for corporate lawyers to assist clients in finding ways to evade legal requirements, or disserve the public interest, even if those results can be achieved in a manner arguably within the literal letter of the law...

Corporate lawyers represent the corporation and its shareholders, even though management may hire or fire them; they must be satisfied that objectives management asks them to pursue truly are intended to, and do, further the interests of the company and its shareholders. And, they need to ward against conflicts arising between management and the company's shareholders; if such conflicts arise, corporate lawyers must avoid lending assistance to any action that could harm shareholders. In sum, corporate attorneys should serve corporate constituencies in all they say and do; they should not use their skills primarily to serve the interests of corporate managers, even if the goals of those managers can be harmonized with the best interests of the corporation and its shareholders.

Confidence in our capital markets cannot be maintained if the public believes everything is a game to enable corporations to rely on lawyers and other professionals, who in turn rely on a literal reading of the law or governing principles. That, in my view, is a major flaw in our system that Enron has exposed. Government, or at least government acting alone, should not be expected to solve this problem. Professionals who are faithful to their professional obligations must solve it. The notion lawyers too often adopt is, if it's technically legal, it must be ok! But lawyers are not mere technicians. We are professionals and our judgment is key. Helping a company fall within very literal legal prescriptions, even when doing so flies in the face of what the particular legal prescriptions were obviously intended to accomplish, endangers public confidence, and is surely ill advised...

The issues are different for accountants. We start from the proposition that accountants engaged in auditing, unlike lawyers, are not, and may not act as, advocates for their clients; they are professionals whose function is to give the investing public greater confidence that a company's financial reports are reliable, and truthfully prepared. Like lawyers, auditors have professional responsibilities. Some would try to make accountants guarantors of the accuracy of corporate reports. But, even the most dutiful accountant could not assume that level of obligation. Years of experience teach that it is difficult, and often impossible, to discover frauds perpetrated with management collusion. The role of audit committees and outside directors must be strengthened. We are hopeful that, working together with the exchanges, we will be able to craft a set of responsible guidance for directors and senior

officers to follow...

. Managers and directors are rewarded for short-term performance, but there is a lack of emphasis on promoting long-term fundamental value in our corporations. Compensation - especially in the form of stock options - can align management's interests with those of the shareholders, but not if management can profit from illusory short-term gains, but not suffer the consequences of subsequent restatements, the way the public does.

Endnote

1 Robert H. Roy and James H. MacNeill, *Horizons for a Profession* (1967) at 1 (emphasis in original).

Excerpts of a story from the March 17, 2002 Philadelphia Inquirer- Utility giant stiffes school, town on taxes:

a.. Peco parent company Exelon Corp. refuses to pay bills on its Eddystone plant. The Ridley School District needs the money.

b.. Exelon Corp., one of the nation's largest energy suppliers, has stepped into an additional role in the Philadelphia region: tax delinquent.

c.. In a move that has plunged a Delaware County school district into the worst fiscal crisis in its history, the company has refused to pay \$5.7 million in local taxes while it appeals the assessment on its Eddystone power plant. State law requires property owners who challenge their tax bills to pay up-front, with refunds to those who win. (Imagine the hardball game Exelon would play against an employee who raises safety concerns)

d.. The Ridley school system's travails may be a portent of trouble for more than a score of Pennsylvania districts that are home to major power plants.

e.. Exelon contends that its Limerick plant is essentially worthless!

f.. Set against an already bleak fiscal picture of rising costs and weak investment returns, the Exelon standoff has created "the financial perfect storm," said Ignatuk, the superintendent.

g.. "There's very little that local governments can do," Ignatuk said. "Obviously, we're not going to have a sheriff's sale for the power plant."

Excerpts from the 2001 Exelon annual shareholder report:

a.. All animals are equal but some animals are more equal than others.

b.. "A measure of our strength"- Management skill with the demonstrated abilities to shape the evolution of regulatory and industry structures (and adequate schooling of children).

c.. At Exelon, your power is our strength (seen first on page 142 of Orwell's 1984)

d.. Exelon has strengths on which to build our strategy for the future.

CEO's exit package

by: ceimann 03/14/02 07:40 pm

Msg: 2036 of 2036

Posted on Thu, Mar. 14, 2002

Exelon CEO will exit with \$7 million

Corbin McNeill, who led Peco into its merger with Unicom, is retiring early after losing a power struggle over strategy.

By Benjamin Y. Lowe

Inquirer Staff Writer

Exelon Corp. cochief executive officer Corbin A. McNeill Jr. will receive \$7 million in severance when he steps down in April.

Exelon disclosed the payment yesterday in a Securities and Exchange Commission filing.

McNeill, 62, of Kennett Square guided Peco Energy Co. into its October 2000 merger with Chicago utility Unicom Corp. after heading the Philadelphia utility for 10 years. He announced his retirement on Feb. 26.

He was scheduled to share the top spot at the combined company with former Unicom chief John W. Rowe until the end of next year. After he lost a power struggle over the direction of the company, McNeill said he would step down.

His severance equals triple the sum of his annual base salary plus the average of his bonus over the last two years.

McNeill is the company's largest individual shareholder. His 1.53 million shares are worth \$79.1 million, based on yesterday's closing price of \$51.70.

Joan T. Goodman, an analyst with Pershing, of Chicago, a division of Donaldson, Lufkin & Jenrette Securities Corp., said the severance did not seem excessive. "It's in the ballpark for the amount of time he's been there," she said.

McNeill, who started at Peco in 1988 as executive vice president in charge of nuclear operations, earned \$2.5 million in salary and bonuses last year. In addition to his severance, he will receive a bonus for this year.

Excerpts from the VT Burlington Free Press Editorial (2/24) and Atlantic Monthly on the Zantop murders on 2/24:

a.. "The case's journalistic appeal is evident in the March issue of Atlantic Monthly. In a finely crafted and insightfully reported article, Middlebury author Ron Powers uses the Zantop murders as a peg for a broad commentary on juvenile justice and what he describes as "the apocalypse of adolescence."

b.. So our kids, our children, who feel lost, disenfranchised-they join up! And why not? They don't have enough support services in this state. I mean, look at the communities. Look at the communities in this state that wage war on their youth. You've got Vergennes, kicking kids out of the park. You've got Woodstock banning skateboarding." The detective grew more heated as he spoke. "What I'm seeing in recent years is the total and complete alienation of youth," he said. "And it is not coming from them; it's coming from the adults who aren't bothering to reach out to them.

c.. "Part of Powers' argument is that modern corporate culture offers teen-agers "hypersexuality, aggression, addiction, coldness and irony-laced civic disaffection" instead of what they really want, "namely, a community that satisfied their longings for worth-proving ritual, meaningful action in the service of a cause and psychological intimacy."

d.. "They are us, and they are ours."

Excerpts from the Keene Sentinel newspaper commentary by E.J. Dionne JR. "Good and decent priests are suffering as well"

a.. And it can only deepen your rage at the church's cover-up of contemptible behavior if you know many good and decent men who have devoted their lives to serving others. The innocent bears the scares of institutional failure.

b.. But the largely untold part of a terrible story only underscores the cost of putting institutional self protection above service and decency. Those in charge typically plead for mercy and exploit their powers along with the loyalty of their following- to hang on to their position: "Those who do the institutional day-to day work get stuck with the opprobrium and have to clean up the mess.

c.. Monsignor Phil Murnion, a friend who directs the National Pastoral Life Center in NYC , sees a classic

conflict: actions purportedly designed to safeguard an institution by sweeping wrongdoing under the rug only compounds the original crimes: There's a real danger in the way it is being handled, because the effort to protect the priesthood is at the expense of the individual priest. And any priest who seeks protection in the cloak of authority, he says, only soils that authority by invoking it for self-interested purposes.

d.. In the mist of the humiliation, at the hands of betrayal, there rises from deep within an anger and a frustration with any who deceive our parishioners, sparing us the extent and cost of their crimes, cooking the books to tell us that all is well when it is not.

e.. For priest like Kemp and Kelly, Murnion and Mudd, the immediate answer to the church's crisis lie in ending secrecy, reducing what Kelly calls the "clerical bureaucrats", and broadening participation by the laity in basic decisions.

f.. The sadness and anger of the Catholics in no doubt universally understood. All of us experienced institutional betrayal. All of us understand how power is abused.

Excerpts of a speech:THE FUTURE OF ENVIRONMENTAL PROTECTION by The Honorable Greta Joy Dicus February 13, 2002

a.. My purpose today is to describe the various mechanisms in the United States for achieving and maintaining protection of the environment; why regulatory openness and stakeholder involvement is an integral piece of a successful program for protection of the environment; and how international organizations can make a valuable contribution in providing international consensus in the global arena of environmental protection.

b.. "The NRC has learned over the years that our actions must be transparent". (you will notice that making the hot-dog doesn't have to be transparent)

Just what is the meaning of Enron, Author Anderson and the Catholic church. There is no doubt in my mind that the elites; the professional and management class; the executives and priest of the largest corporations in America; the Democrats and the Republicans of the political system; have set up a super class of citizens who are deemed unaccountable to the responsibilities that regular citizens must face. The leisure class, through their power and money, sets up a system of protection that frames the activities of our days into an advantage for the elites and disempowers the majority of the people. They create illusionary processes and documents that at the very core is designed to be deceptive with a lack of integrity, transparency and undemocratic. We live in a intentionally constructed blizzard of misinformation and the lights that has been mostly extinguished.

What is left mostly to the elites? It is a perceived view to themselves of a world that is mostly deemed untrustful and incomprehensibly fractured; with the goals of their businesses and governmental agencies- the focus of the CEO needs- as the only remaining societal structure that remains standing that defines individual self worth and their hollow perceptions and relationship to the world at large. What are we to make of their good deeds, the trailers full of food to the poor, which is designed to soften the public image of their militaristically efficient quest for profits and power? Didn't Jesus tell us that the poor and disadvantaged would always be available to kick around. It is a mindless class warfare against the majority; with an intense focus against the poor and the vulnerable- and with almost complete superiority of power and an inferiority with connecting to their conscience. They even portray how we should feel as a deceptive illusion. Don't you let them dictate how you should feel.

I request agency interest per the 10 CFR 2.206. The dysfunction of the corporation and the defects of the NRC (and a severely dysfunctional multi U.S. governmental regulatory regime across many economic sectors) has created the seeds of employee distress and turmoil throughout Exelon nuclear. This employee turmoil has the high potential, at some near point, to override the defense in depth designed into public safety at these aging facilities. This may create an accident sequence that the facility(s) was never designed for. I request the safety stand-down and shutdown of the following facilities until Exelon

stabilizes: Limerick, TMI, Peach Bottom LaSalle and Oyster Creek.

I've copied a large amount of Yahoo business section Exelon entries from the message bulletin board. There is no question in my mind that the anonymous people are Exelon employees (management and union) from Peach Bottom, Limerick and other Exelon nuclear plants. I am more than worried about the tone of these conversations.

You might look at the content of the messages as observing a marital argument or fight (I am very experienced in fighting within a marriage). In an energetic marital fight that is barely within the bounds of control, there is no doubt that both players may distort their side of the argument. There can be also be no doubt that all of the declarations in the fight have some level of truth; indeed some fundamental truths only gets disclosed within these outliner arguments and strife. Some say a marriage without an adequate amount of strife is really a dead marriage.

You can't help but notice the repeated threads in the Yahoo Exelon messages. That the employees have a perception that money has been taken from the pockets of the employees-pension and medical- while there was massive bonuses to the executives. That Exelon internal process is not fair and this leverages power to mid and upper management. That the employees have no say about how work rules are changed- with the changes creating additional uncompensated burdens on the employees. Management is only in it for the money. There are hints of past and future employee action that may cause plant controversy and plant transients. Of management's needs to have absolute domination and control on what the employee are thinking and doing- if you don't like what we are doing-leave-or we will help you to leave. Of the selective prosecution of employees ending in firing. Of the dramatic negative change of the stress level and culture of the nuclear plants. There are hints with increasing frustration on a national level across many plants.

Having a employee high hourly pay rate doesn't guarantee that subtle and not so subtle intimidation will not work. Actually, in some cases having a high pay rate and then not having a objective management structure (not keyed to individual economic self interest) has the ability to decapitate the conscience of a whole corporation. Setting up a corporate culture where the elite employees becomes excessively loyal to their bosses can undermine huge bureaucracies. We all seen those militarized brown nosers would do anything for the boss. They grab corporate power away for their own interest- which is contrary to the stock holders, the rate payers and to the communities.

Aye, Aye Sir. There is talk about a upper level management culture characterized or explained by having a military (Navy) academy ring on their finger. Utility employees outside Exelon tell me that this is the impression they get of the Exelon employee that they meet. The people who are excessively militarized expect orders to be mindlessly carried out because of their status and position in the organization- and not because of any bigger ideal what is good for the community.

I have had recent discussions with other nuclear utility employees. All of the employees have a concern about how much more goes on at the sites that is not reflected in the NRC inspection efforts. There is a feeling that the NRC inspection framework is designed to only capture a limited perspective- that which is leveraging power towards the stagnation of the elite's.

The NRC has a habit of saying phrases like "our actions are transparent-we value our stakeholders input" and about how risk informed regulation came about. The distortion of these concepts undermines democracy itself. If a federal agency, and lets not forget our politicians OK'd this structure, has come to speak of the openness of the industry and with the current reality of industry transparency being much different than the official expression. It's the political system that is of the "root cause". It is of our political system who has approved of the systemic distortions, misrepresentation and lying. How much deeper is the lying distortions by our politicians about our energy sector? Is Enron just the tip of the iceberg?

Don't you get it. The more you question these people about what is happening in the industry, the more they, in a top down manner, repetitively come out on the podium speaking of how transparent they are. This is a facade, a shield, because a challenge to the transparency characterization of the system is never

investigated by an outside authority. Congress can't be trusted because it would be in their interest to cover it up-campaign contributions.

They would never give the microphone, or the opportunity, to collect the independent facts by an outsider even if it is in the country's best interest- that gives an countervailing opinion of what their agency is doing. It is very similar to the power industry with, at the podium; they say they are for free choice and open competition-with the reality of them merging and limiting your choices to one or two. When is the country going to figure out that what they say is different who they do and what occurs.

The scream about the patriotic transparency of their sectors. This drowns out the perception of many, with their perception of a energy cold war wall that blocks off truth and integrity. It like many other areas of our lives, where we can see the war damage cause by the elite's quest for power and wealth above any individuals needs- that which coarsens the lives of the majority of us- and especially the poor. This deflects the progress of nations and limits our future of the world.

It is in their self interest, the Commissioners, the politicians and the utilities, to make you believe in their illusion of transparency. It is in the systems interest that they lie for themselves and lie against you. It is Orwellian at it's core. They don't want you to discover how they undermined our democratic government for their individual dreams, their profits and power. And the corporation, and their governmental slaves, in no way believe in fair Competition. It's all about gaming the system, controlling what information gets public exposure and elite protection. Today lying for your self-interest, for the interest of the organization, for your tribe, for your bonus, is not considered lying and is widely accepted. It's playing the game.

Risk informed regulation came about by a top down pressure from these energy corporations because of enormous economic pressures- the plants not running economically. When it was implemented, very few people outside the industry had any understanding of what was about to occur. There was not a national broad-based independent technical evaluation of this strategy. Risk informed regulation has become nothing but a corporate, the technical elite's of the industry, an enormous mania. The prime driver is corporate profits and political intervention driven by the immoral corporations. We've got a breathtaking reduction in safety ahead of us (double ended shear) that is driven by inertia of the long term corruption of the energy sector. The prime motivation of risk informed regulation was a reduction of the safety burdens for the utilities. The NRC says risk informed regulation was implemented for safety considerations and this is a complete "big" lie.

This industry is almost totally un-transparent. Why don't you hire some independent group to evaluate and critique the industry's transparency. Pay an independent authority to critique your agencies transparency to the public and stakeholders- not just repeat the corporate line. The NRC defines transparency as the ability to talk to the inspectors and write letters. How many times have you invited members of the public and the interest groups to be involved in agency actions or monitor regional and Washington areas-like observe a major incident or accident investigation. You define adequate public involvement-with as long as it don't create controversy that in any way threatens the industry and the regulators relationship with the industry. Come on don't lie to me again; 95% of the NRC is completely un-transparent. The industry itself is totally un-transparent and getting worst. The industry couldn't survive if they were democratically transparent

They say you can engage in a licensing action with not a chance of getting any foundational technical and operational information from a plant. What kind of game are you playing with giving the public that kind of impression -that you are even close to being transparent? Why can't a member of the public make a 2.206 or other complaint, and then get all of the documents from the facility on the issue. 10 CFR 2.206 is worthless as a tool of public access if you can't get the information from the plant-so that you are prevented from getting over the first hurdle of the petition process.

You talk about rules and regulation that you must follow- about corporate privacy and proprietary; with the primary function of these undemocratic controls is to limit the accountability of the elite's. It is a broad professional system of self protection that creates an income advantage to the elite's and limits the technological advancement of our electric system. You better be careful if you are creating rules and

regulations that favors the elite's over the over the good of the country. You are undermining our government itself.

Peach Bottom(PB) unit two LER 02-01-05 raises issues with us. Where to start. How come the NRC inspection report 01-10 assumes the valve was closed 1/2 the time between when it was discovered and the DG testing on 10/12-with PB saying the DG became INOP on 10/27 in the LER?

Was the mispositioned valve part of the procedures for filling and draining the expansion tank? In other words, was the 10025B normally opened valve required to be closed in the procedures, and then you could reasonably assume it was forgotten to be re-opened. It doesn't fit that it is a infrequently operated valve in the LER and it may have to be operated repetitively in the filling procedures, considering the cooling water leaks.

How come there was cooling water leaks on this important piece of equipment? How long was the DG leaks going on and why wasn't it fixed earlier- you had to fill the expansion tank up six times in eighteen days- with the cooling system not even pressurized? I request an investigation on why the NRC inspectors didn't define the long term leakage of the safety (DG)equipment as adverse to quality. Was there any evaluation on the leak rate? Are there any other active leaks of water and oil on the other DG's(or other safety equipment) in the facility, within Exelon nuclear, and the industry, which is creating an unnecessary burden on the operating crew that leads to accidents? We notice the B decay heat cooling pump at TMI in IR 02-14 raises similar questions. Is the industry exchanging an economic risk of a shutdown-CEO bonuses- for increasing burdens on the operator, increasing failures of component breakdowns and increasing complexity of plant trips because of multiple component failures?

Was there a lot of bothersome alarms with the cooling water leaks over the months; with the water leaks creating (if) like- expansion tank low level- and thus it might be a way to control the bothersome alarms for the crew(shutting the valve)? How come the x-tank water addition wasn't an auto action-thus not needing employee actions.The mentioning of the potential "draining" of the expansion is bothersome. You got small leaks in the system and you imply that draining might have the potential of an occurrence within the two weeks. It doesn't even seem to be a potential of the need of draining-except if cylinder gases are escaping into the cooling water. Is it? Do you have employee turmoil at this site? I don't think you can rule out an intentional employee act yet. Why isn't the water fill valve of the expansion tank a locked shut valve?

How can you correct a failure like this without the facilities objective complete characterization of an incident. This is epidemic within your industry. First, we are dismayed that the repetitive filling of the expansion tank and the multiple cooling water leaks was not characterized in the LER. Got to give the NRC credit for reporting it in the inspection report. We know that a degraded safety component which needs constant operator attention because of a maintenance degradation that is not fixed, just set up the operator for an error. The repetitive unnecessary actions as this sets up complacency and put in the operator's mind that safety equipment; just might not be durable and the corporation just doesn't care.

We feel the inappropriate leakage set up the occurrence of this issue; the repetitive refilling of the expansion tank-the almost root cause. You have irresponsibly shifted accountability away from an intentional operational-maintenance strategy of inappropriately living with this long term safety system degradation. You blame it on an unproven operator error and your employees are fearful about raising safety issue that questions a high level corporate strategy. Your employees are fearful of challenging the thoughtfulness of management with living with safety component degradation. We are shifting to a cultural issue on safety.

The root cause question would be-why can't the LER writers challenge the group think of the facility. Of course you are misrepresenting the situation of this to the public too. WE think this is a national problem across many plants- in the writing of engineering documents and accident analysis. It is a national safety issue. The theme of this is to publicly shift accountable of incidences down to the lowest employee level-preferably a ghost employee that can't be identified. There is a structural system that protects plant management and defers on challenging plant operating and maintenance strategy. Should LER's be the

bland representation of management's take on a incident protecting as many executives as you can, or should they be controversial challenging the status-quo?

Thank You,

mike mulligan

5 Woodlawn Lane

Hinsdale, NH 03541

Re: The Truth, again
by: randykilowatt 03/17/02 07:07 pm
Msg: 2042 of 2043

WOW!! and LOL.

Can the union guarantee better wages?

nope.

Can the union guarantee better Benefits?

nope.

Can the union guarantee better job security?

nope.

Can the union guarantee anything??

YES.

That YOU will have a say in all of those above mentioned items AND more!

While it's true that there are no guarantees, just look around at surrounding organized utilities and see what they have. More often than not, they have more. PSE&G:more; PPL:more; Chicago:more.....

What does PE have to hide?

What don't they want us to see?

Why are they spending tens of millions of dollars to keep us from having a say? It's NOT to protect us! It's to protect them, so that the open season on employees may continue, with no limits. Lets vote yes. They'll legally have to open their books to us then.

Amateurs??

Sure they are amateurs. They are you and me. People who have tired of watching benefits and working conditions diminish. Remember having 7 sick/leave days?

Did the company negotiate that with us?

Remember having Holidays off that didn't have to be okayed by your boss?

As it was pointed out, there are no tricks up their sleeves, just the obvious truth of history. We have less now then ever before.

If you don't want to sign a card, don't sign one. Maybe the company will even reward you. Like they did just days after the first no vote. They took the 10 year, no lay-off clause away.

I could sit here and quote chapter and verse of the NLRB book like a Burke Ass. too, for it does protect the rights of employees to unionize.

It is my hope and expectation that I won't be "paying" dues, I'll be "investing" dues. I WILL have a say, a sense of security and, I believe, better wages and benefits(but, as above, no guarantees).

Go to the IBEW, AFL-CIO or Dept. of Labor websites. They are full of information, comparisons and the TRUTH.

(and to keep the spelling replies down to a min.) I admit my spelling may be poor, and my thoughts disjointed, but don't let them get in the way of the general idea:

IT'S TIME TO VOTE YES! Before it's too late. Before we all work for EIS at \$8.00/hr less.

Posted as a reply to: Msg 2012 by unionsblowme

Exelon is a Tax Delinquent

by: longmypt

Long-Term Sentiment: Strong Sell 03/17/02 03:06 pm

Msg: 2041 of 2043

Today's Sunday Philadelphia Inquirer reports that Exelon, instead of paying and appealing as required by law, is refusing to pay its real estate taxes in Eddystone and to Ridley School District outside Philadelphia. These are not the wealthy suburbs of the Main Line. Exelon is extorting reductions in its assessments by starving blue-collar communities it "serves." PECO would never have done such a thing in its own backyard, but Exelon is far enough away in Chicago.

Ridley kids' educations are impaired. Shameful.

Re: Merger ??? Acquisition ???

by: steamshovel2002 (ME) 03/06/02 04:48 pm

Msg: 1991 of 2033

Peach Bottom(PB) unit two LER 02-01-05 raises issues with us. Where to start. How come the NRC inspection report 01-10 assumes the valve was closed 1/2 the time between when it was discovered and the DG testing on 10/12-with PB saying the DG became INOP on 10/27 in the LER? Was the mispositioned valve part of the procedures for filling and draining the expansion tank? In other words, was the 10025B normally opened valve required to be closed in the procedures(for filling). Then you could reasonably assume it was forgotten to be re-opened.

It doesn't fit that it is a infrequently operated valve in the LER and it may have to be operated repetitively in the filling procedures, considering the Cooling water leaks. How come there was long term cooling water leaks on this important piece of equipment? How long was the leaks going on and why wasn't it fixed earlier- you had to fill the expansion tank up six times in eighteen days- with the cooling system not even pressurized? I request an investigation on why the NRC inspectors didn't define the long term leakage of the safety equipment as adverse to quality. Was there any evaluation on the leak rate? Are there any other active DG leaks of water and oil on the other DG's in the facility and within Exelon nuclear? Was there a lot of bothersome alarms with the cooling water leaks over the months; with the water leaks creating (if) like- expansion tank low level- and thus it might be a way to control the bothersome alarms for the crew(shutting the valve)? How come the x-tank water addition wasn't an auto action-thus not needing employee actions. The mentioning of the potential make-up or "draining" the expansion tank-with the draining being the issue, is bothersome. You got small leaks in the system and you imply that draining might have the potential of an occurrence within the two weeks. It doesn't even seem to be a potential of the need of draining-except if cylinder gases are escaping into the cooling water. Is it? Do you have employee turmoil at this site? I don't think you can rule out an intentional employee act

yet. Why isn't the water fill valve of the expansion tank a locked shut valve?

How can you correct a failure like this without the facilities objective complete characterization of an incident. This is epidemic within your industry. First, we are dismayed that the repetitive filling of the expansion tank and the multiple cooling water leaks was not characterized in the LER. Got to give the NRC credit for reporting it in the inspection report. We know that a degraded safety component, which needs constant operator attention because of a maintenance degradation that is not fixed; just sets up the operator for an error. The repetitive unnecessary actions as this, sets up complacency and put in the operator's mind that safety equipment, just might not be durable- with the corporation just not caring.

We feel the inappropriate leakage set up the occurrence of this issue; the repetitive refilling of the expansion tank-the almost root cause. You have irresponsibly shifted accountability away from an intentional operational-maintenance strategy of inappropriately living with this long term safety system degradation. You blame it on an unproven operator error and your employees are fearful about raising safety issues that questions a high level corporate strategy. Your employees are fearful of challenging the thoughtfulness of management with living with safety component degradation. We are shifting to a cultural issue on safety. The root cause question would be-why can't the LER writers challenge the group think of the facility. Should LER's be the bland representation of management's take on an incident protecting as many executives as you can or should they be controversial challenging the status-quo?

Of course you are misrepresenting the situation of this to the public too. On a national level we are concerned with all of the recent DG'S failures.

Re: Thought this was a FINANCE msg board
by: unionsblowme
Long-Term Sentiment: Strong Buy

There is no union, only in the minds of the mindless. They cannot and will not offer you any worthwhile advice because they don't have any. They have no chance in hell of getting in Limerick, they just don't know it yet. This is the same rhetoric we heard 5 years ago, "we have hundreds of cards signed", then they do the voting and get 28 percent positive for a union. Let them dream. Their day is coming and they're too dumb to see it. Have you ever heard the word LOSER? Take a look in the RP Department, there's plenty there. Let me apologize for their ignorance. There are only about 5 of these wannabes who keep posting here, a few letters in their file and they will go scurrying back to where they came from, the gutter. Wait a few more weeks, you will have your board back to discuss topics of substance, instead of this illiterate babble.

e: Thought this was a FINANCE msg board
by: trstnoone2002

The IBEW can afford to develop its own msg board. Unfortunately the union campaign is about the Exelon east workers and their management. I do agree with you that there should be another format than a financial bulletin board for sounding off. As far as your complaint about the IBEW though, when

Exelon stops using union busting firms such as Burke Associates to deceive, destroy and publish half-truths, than maybe your complaint would be valid. I hope the Exelon workers are smart enough not to drink the Kool-aid this campaign. I sincerely believe that the next merger will denigrate their quality of benefits and working conditions worse than they have been to this point.

Re: The Truth, again
by: prisonguarder

Although we tire of the endless and pointless ramblings of the union organizers, one can point out the lack of effectiveness the union that the Limerick dudes are pushing for as represented in this Crain's Chicago business article....

March 10, 2002
ComEd union chief ousted

William H. Starr, who headed the local union representing workers at Commonwealth Edison Co. and more than 15 power plants in Illinois, has been removed as president of Local 15 of the International Brotherhood of Electrical Workers (IBEW).

A notice distributed to union members Friday said that Lawrence P. Curley, vice-president of the union's 6th District International, ordered Mr. Starr's ouster. Robert A. Joyce, Local 15 vice-president, was appointed to replace Mr. Starr for the rest of his term.

The notice didn't give a reason for Mr. Starr's removal, although relations between him and the IBEW's Washington, D.C., leadership have been tense since Local 15's failed strike last year against Midwest Generation LLC, owner of seven coal- and natural gas-fired plants in Illinois.

Messrs. Starr and Curley couldn't be reached late Friday. Mr. Joyce wouldn't comment, apart from confirming his appointment.

Re: The Truth, again
by: utility_engineer
Long-Term Sentiment: Buy

I must say, this is getting quite interesting. But someone is not doing the math.

If the company drives the cost to generate power down to \$00.02/kW (all in cost), or \$20.00/MW and off peak, PJM prices run around \$15 - \$19/ MW, that means it costs more to run the Units then shut them down, during off peak times.

Money is only made on a base load Unit during system peaks, increased demand (cold/hot weather), or if long-term contracts are sold at elevated prices. Let's all hope that the Unions don't get to much of their way and drive the cost of power right out of sight and put us all out of business.

After all, it only takes 6 people to run a 500 MW combined cycle plant (none during the night).

Re: The Truth, again
by: mybadge1973

It is ok for a company to have more managers than workers, IF THEY KNOW HOW TO EXECUTE, but in many cases the company just doesn't get the performance it is paying for out of all the layers.

One More Time
by: utility_engineer
Long-Term Sentiment: Buy

Utilities with the huge profits, long outages, big staffs, and large O&M Budgets are located in States that have not gone through de-reg. It is easy to make money when the PUC gives you 10% off the Top.

Union / Non-Union. Not my call. Keeping cost low, Capacity factor up. That is. It has a direct impact on my API. My only fear is that as we move toward BIF, with everyone running around answering VP questions and assigned to "special projects", no one will be left to run / maintain the facility.

Management needs to learn how to eliminate work, not the workers.

Re: Of course the IBEW is standing
by: txellac2002

Sorry but for now in the MAROG the IBEW will have to stand behind Blue Cross/Blue Shield, Caremark, Towers/Perrin (future pension cash balance pension fund managers) and every other new "cost" that we will have due to our "Merger of Equals". As we watch our entire compensation portfolio dwindle and listen to management try to put their best spin on it by lying, the commitment grows even stronger for the IBEW to watch our "wallet" via contract.

Having a Voice
by: union_hp_1289 02/21/02 08:50 am
Msg: 1883 of 1887

It is good to see all of the positive and civil stuff that has been going on here. But I must say that no matter what the Company tells you all about that if you vote in the IBEW you will,

1. Lose wages because the West makes less than you do..
2. Lose all of your seniority ...

And so on and so on. Well I am here to tell you that I cannot believe that any IBEW negotiator would allow any of that to happen and the most important thing is that it will be YOUR contract. Not the West, not the East no ones but yours. And the reason that it will be YOURS is that you will have a voice in it. And you will have the Right to say NO. You will have the ability to stand up for what is right and have a say and have great Organization like the IBEW standing there behind you. For all of you fence sitters think about all of the things that the Company has done to you. Wouldnt it be nice to have a say in how your working conditions are. I know I like the idea of it. Believe me all of the things that are going on at OC now and all of the things that the Company has done eats me up inside. To see how they have destroyed morale and changed things every day. And now they are laying off workers. But you know what.....through all of this. I have a say and a voice that MUST BE HEARD. Thanks for the time.

Re: Same story, diff. people
by: nuclear_999 02/19/02 06:47 pm
Msg: 1877 of 1887

After Illinois Power contracted with PECO to get CPS started back up, people thought PECO was bad and wished Illinois Power back. Now that we have been assimilated by Exelon, people wish PECO could come back.

I believe the COMED/UNICOM and COMED values-Policies are being forced on all of the new

guys.

You need to tell your contacts that their beliefs are all hosed up.

there are no guarantees, but.....
by: jd1967a 02/18/02 08:21 pm
Msg: 1874 of 1887

no union can, or will guarantee you anything, except a contract. the company cannot and will not guarantee you anything. that to me is the biggest reason to have a union.

as far as union dues, accoring to the people at the ibew it is one hours pay/ month+\$9 to the international. why are union due such a bad thing? i don't understand the objection to them. we all pay for different services everyday, most are no more than luxuries and we don't complain. the union actually provides a service to the employees they represent. they protect us from unfair work rules, unfair targetting of employees, and help us negotiate a contract that is in the best interest of the majority of represented employees, not for corbin and rowe. union dues will probably be less then your cable bill. i my opinion that makes a good investment.

during negotiations we lose nothing. the company can take nothing from us during the time we are settling on a contract.

i don't believe i am underpaid, i believe i am under represented. i only time i am underpaid is when the company will not follow on how pays me. i just don't want to lose anymore.

the company had their one more chance, so do what's best for us this time.

Same story, diff. people
by: gopack777712 02/18/02 10:57 am
Msg: 1870 of 1887

Im not gonna get involved in discussibg the pros or cons of the former PECO employees becoming union. I would just like to say this . From reading the posts PECO employees feel they were taken over by COMED/UNICOM and COMED values-Policys are being forced on them. Well I am a former COMED employee and retired (a normal early retirement with full benefits not a VSP) over 3 yrs ago at 55, long before there was any hint of a merger. But i have retained contact with many COMED employees (Distribution side where i worked as a engineer not NucleSr)and GUESS WHAT?? They feel this was not a merger of equals, That this was a take over of COMED/UNICOM by PECO and that PECO Values and work practices are being imposed on them to their detriment Guess it's just depends on how you look at it and where you are. But it does look like both the East and the West are getting the same shaft and it won't get better GOOD LUCK

Re: in_or_out1970 response,txellac2002
by: txellac2002 02/17/02 04:17 pm
Msg: 1865 of 1887

I will try and answer your questions to the best of my ability.

1. I do believe the IBEW cares about people, including me- collectively. If you sit down and talk with these representatives (not just the organizers) you will find that in addition to collecting dues and negotiating contracts, they genuinely want what is best for their membership. That includes benefits and other quality of life issues. Do I think they are going to call me at home and discuss my life - no. And I don't want them to. They will perform a service that I am unable to in looking out for my rights and best interests. Their income isn't dependent on how much they can squeeze out of an operating budget.

2.This is an estimate, but I believe a pretty good one. Dues are normally one hour of an individual's pay/month(not necessarily \$30.93/hr) + \$11.00. That is divided up with the International in

Washington D.C., but I am unsure of the breakdown. I believe that most of the money stays with the Local for negotiation expenses.

3. It's hard to answer your third question due to our lack of rules, but the last Reduction in Force Policy that we had laid people off in the same exact manner as some union contracts read. It is never easy to lay anyone off and though it hasn't happened in a long, long time it seems a distinct possibility now. Do you think it would be fair to lay off a top rate mechanic due to his wage, and keep a junior, lower rate mechanic instead? Do you think our management team could accurately make that decision without thinking of the money - just to base it on performance? I don't. Then there is the question of contract labor. How do any company policies cover those mechanics or - say HP Techs. There are plenty of companies out there who would love to contract with us. And they will, if we let them. Could we have a fair mass layoff? I don't think we ever had a policy to cover that scenario. Guess what? The IBEW's contracts do offer much protection from the company using contract labor to alleviate company jobs.

4. I answer your fourth question with as much legalese as possible. NOBODY can GUARANTEE you anything (Management or IBEW). What you have to look at is the other IBEW contracts that are out there. Look for proof. Look at their COMPENSATION (not just \$/HR), how their rules flow and make sense. Look how their pension guarantees read. Then look at what we have. What can our management point out as a success story? The only guarantee the IBEW have ever made to me is that we won't end up with less than we already have. Do you trust your management to look after you and your family's best interests (benefits/pension/401k)? Since we already have less now, don't you think that the trend will continue? The track record thus far speaks volumes.

My opinion on your closed mindedness is just that - opinion. I think it is pretty valid based upon what you've posted. I don't consider myself closed minded for a couple of reasons - first I listen to ANYONE who claims to be able to improve or even affect my future. Mine and my family's livelihood depend on that. Second I willfully chose to work in a non-union shop when it was run VERY differently. Lastly, this isn't my first election and maybe I've voted differently in the past.

Other plants have their problems as well, but I don't believe they are in our league. The union won't be a cure all, but it will level the playing field some what. Right now the field is too steep to play on.

Re: in_or_out1970 response,txellac2002
by: unionsblowme 02/17/02 02:20 pm
Msg: 1864 of 1887

First of all let me thank you for bringing our discussions to an intelligent and respectable level. I was guilty of being drawn into some of the banter in previous posts and said alot of things that I probably shouldn't have. I made some remarks about workers in general that actually were applicable to only a handful. For those people that may have been offended, I apologize.

Now, I appreciate your offer to attend the meeting and I will attend. I have heard the IBEW speeches before but am somewhat curious to see if they have changed at all. You have made some comments that I agree with somewhat. I too believe our management has their hands tied. Although they may not agree with what they are being told to do, they don't have a choice. I would like to pose a few questions to you. I will list them one by one and if you can answer them I would appreciate it. If not, no problem.

1. You made this statement "These are people who have NO TIES (purposely) with us other than how our profit margin affects their salaries/stock awards. They are not people that care about us. They are people that care only about money. PERIOD!!" My question is do you actually think the IBEW cares about you? They are not representing people for free, they are about money also.

2. How much will weekly union dues be (an approximate is fine)?

3. If there are junior employees whose skills and work ethic are superior to senior employees, do you think it is fair that the junior employees would be the first to go if a layoff occurs?

4. Can the IBEW guarantee myself and others that our wages and benefits will be better with them?

These are just a few basic questions I have. I took exception to one comment you made " You seem closed minded, but the IBEW specifically wants people like you to come and pose hard questions for them. They have the answers." If I am closed minded because I won't consider a union,

wouldn't you also be closed minded because you won't consider non-union? I'm not trying to be a jerk, I'm just trying to understand the comment. I also feel that if the IBEW had the answers, the problems that exist at Clinton, TMI and Oyster Creek wouldn't be happening. I've worked at all those places and if you think that atmosphere is better than what we have, there's something wrong. Thank you for taking the time to read this and I wish you well in your decisions and look forward to your response.

Why the change in opinion?

by: nuke_ops

Long-Term Sentiment: Hold 02/17/02 10:39 am

Msg: 1862 of 1887

Does everyone remember how Exelon management told us repeatedly that we at LGS should strive to be more like the plants out west. The company could not tell us enough that some of the western ROG's plants had a much lower "all in cost". The common opinion at that time was that they did things better.

Since the union campaign started that has all changed. We are now hearing again about how we "non-union" workers are so much more flexible and care more about the company and our work. Some in management are painting the picture of "those lazy union workers".

Compare facts -- these union plants are running more competitively than us. This would not be getting accomplished if the western workers were lazy or if they did not care about the company.

Maybe I'm wrong -- I believe that it is possible to like your fellow workers, immediate supervisors, and even some in upper management when you belong to a union. I extremely doubt that the workers at other Exelon plants that are represented approach their daily work much differently than we at LGS. They just have the comfort of knowing what their work rules are and that their interests will be taken care of at negotiating time.

in_or_out1970 response

by: unionsblowme 02/17/02 01:53 am

Msg: 1860 of 1887

I believe there once was a time and place when unions were needed in this country. In the early 1900's when unions first began to proliferate, workers were treated poorly to say the least. So I do believe that they have done some good, but the unions of today are nothing like their counterparts of yesteryear. It's all about money now. I guarantee you the IBEW people your dealing with are foaming at the mouth right now. I don't know how many CTAC workers are at our plant. Let's say it's 500. Since I haven't been involved with any of the discussions you guys have been having with them, I don't know the weekly dues but just for discussion, let's say 10 dollars a week. That's 5000 dollars a week, times 52 weeks = 260,000 dollars a year. Now the Business Manager will get at least 80,000 of that money for his salary and he will also be provided a car (maybe 25,000). Then there's the Union Hall fees for upkeep, etc. In the end there isn't alot left for defending workers rights. Arbitration costs alot of money, depending on how many steps it's taken to. The union hierarchy picks which battles they fight, not the union workers. They don't have unlimited funds like large corporations do and they won't squander their money on battles they don't think they can win. So some workers will be left hanging out in the cold. I can put you in touch with people this has happened to. Here's something else that concerns me. Let's say that LGS votes a union in. The company can walk away from the bargaining table at any time. They have the right to offer an hourly rate that is less than you are making now. Ask the union heads at your meeting next week to guarantee you that you would make at least what your making now if they should get in. I would love to hear their answer. There are too many uncertainties with unions, there are no guarantees. That's just my opinion. Things will get alot worse with them in the beginning, I can guarantee you that. And once their in, it's hard to get them out. I would ask you to think seriously about your decision regarding unions. I have already made mine and I did it without any outside influence. I doubt many other guys on this site can say the same. They're intimidated by their peers at work, the friends shoving the cards in their faces. I wish you well and hope somewhere in my ramblings you understand why I won't ever vote for a union. To put it simply, I like my job and the people I work with, and I make more money than I ever thought I would. No

union could change that.

Glad to See Everyone is Happy
by: mw_nuclear_1 02/16/02 09:37 pm
Msg: 1858 of 1887

I can't believe there are union-bashers working in the Exelon system. At least union workers still have a few rights when it comes to working hours and overtime. Before we got "assimilated" as the BORG (star trek) would say, our company treated us like people. Now we are just a BIF number.

Lets compare a typical day:
Union Worker: Come to work @ 0700; Break @ 1000; Lunch @ 1200; Go home at 1530; If overtime is needed it is paid; Go home and continue with normal life with family.

Company Puke: Come in @ 0500 (work 2 hours free); Lunch (maybe) @ 1200; Look at watch @ 1530 (wishing you could go home); work till 1700 (work another 1 1/2 hours free); Go home wishing you had more time to be with your family. Then be forced to participate in refueling outages at other facilities and work 5 hours free before straight time kicks in.

Given these comparisons, I can't figure out why anyone would want to be union!!!!!!

Re: LGS's downhill slide
by: hdrdk4me 02/16/02 06:03 pm
Msg: 1856 of 1887

Speaking of downhill, is anybody familiar with Exelon Nuclear's Director of Management Development? Has a past at Limerick and I'm surprised that no one has surfaced the issue as to how she left and how she made her return to "develop" nuclear Management. Think about it.

Re: unionsblowme
by: doppler_shift_guy 02/16/02 05:00 pm
Msg: 1854 of 1887

I've had firsthand experience with a company negotiating team at a large pa nuclear plant and let me tell you this, what a bunch of arrogant, obnoxious, self-serving you-know-what's, especially the females. Good luck in whatever you do, but most importantly, **DO NOT TRUST MANAGEMENT.**

Now For Something Completely Different
by: oneoflliesarmy 02/16/02 03:49 pm
Msg: 1852 of 1887

I would almost guarantee that our management is sitting back enjoying all of this bickering on the board. "Divide and Conquer" is Burke Assoc.'s best advice. Sounds like Burke is already fishing on the message board, with several folks hooked on their bait. Don't be sucked in!!

Our pay/hour is not an issue. Will the IBEW get us any more money - probably. For instance a top rate union electrician in the Philadelphia, PA metropolitan area makes \$32.92/hr. Supposedly that is how our pay is based - largely upon what they get. Will the IBEW get us any less money - **ABSOLUTELY NOT!** We have to vote on any contract that is offered to us and we will not approve a contract that provides us any less than what we already have. The IBEW is not in the business of getting less than folks already have. If you stop and think about it, this easily makes sense.

Our compensation IS an issue. This includes not only \$/hr. but our company benefit contributions, prescription contributions, pension fund contributions and 401k contributions. This is what the company doesn't want to talk about, particularly the pension. They dangle the \$\$\$ carrot in front of people (quite effectively) and keep trying to tell them that we are paid more than the represented folks.

They don't talk about cost of living in different geographical parts of the country and how that affects how much you are paid. Remember the folks at Salem/Hope Creek make the same money as us!! Management also fails to mention the fact that the represented folks have guaranteed pensions (whereas our pension is not written into a contract -thus can be easily taken away). They have already merged our pension with the MWROG's management pension fund(what - they didn't tell you?). The only way they can legally get at the overfunded portion of our pension is by cashing us out now at substantially less than we deserve, and cloaking it with a very poor Cash Balance Pension Plan your Service Annuity Pension). Most people have their 401k's already tied up in the market and to put your entire future in the hands of the stock market is just a bad decision. Management is counting on it, though. They keep quiet when questioned about the Service Annuity Pension, feigning understanding of our issues and promising nothing. Little do we know that those in management get significantly higher multipliers to swap to a cash balance pension.

Our quality of life issues are extremely important - sick days, holidays and RULES. Can anyone find policies that cover our overtime rates, disciplinary policies or any other basic rules? Many have looked at length and can't. Management's response is "oh we must have some rules around here somewhere. We'll get back to you." They never do. The fact is that this is not PECO Energy anymore. We are Exelon, run by Com Ed and will only be treated equitably if we have representation that looks out for our best interests. Exelon corporate has teams of lawyers and financial experts that are as we speak devising more methods of "saving \$\$\$" so they can make more. When there are no rules governing one side of the company, while the other side has iron clad rules, who do you think will lose? It does not take a financial expert to figure it out. We are already losing and will continue to lose everything that we all have worked for. Ask some of the upper management if we really went through "A Merger of Equals". Lately some lower tier managers have been very willing to talk about that. After they stop laughing maybe they will let you in on some of the scary secrets they know of.

Differing Viewpoints

by: hdrdk4me 02/16/02 03:22 pm

Msg: 1851 of 1887

Lots of good comments, both pro and anti-union have been made on this page over the past month and it's unfortunate that, at times, the language gets somewhat abusive. But I guess this is what is to be expected when things get heated and when employees feel they are being treated very differently.

I, for one, am glad I left the Company recently. Everything I'm seeing here serves to reinforce that decision. But my decision was made as the result of attending meetings of both Exelon Corporate and Exelon Nuclear management where their disdain for the workforce was more than apparent. After 30+ years at PECO, I didn't like what I heard and I knew that the rest of my co-workers wouldn't like it either.

What I saw was a total lack of consideration related to changes in our benefits. Even when evidence was presented that supported the maintenance of the East programs. I hear the phrase "best in fleet" although no one ever explained what that meant. I saw headcounts being espoused with no benchmarks to competitors such as Duke, Southern or Dominion. What exactly is BIF? Does anyone know?

I know that representatives of Local 777 (TMI) were impressed on the management/employee relationship at Limerick but that was pre-merger. Most of the Local's leadership took an early retirement package to avoid what they saw coming. Heard that over beers at the Mansion House (their watering hole).

In the past I was on the side of management in organizing campaigns. Either talking with employees or preparing information countering IBEW/UWA positions. But those times were different and, while some may disagree, there was concern for all employees in the pre-Exelon days.

What frightens me now are the unknowns. Has any announcement been made

regarding future BIF reductions. Another 600 are scheduled to occur prior to June 30th if not sooner.

Why did PECO have a recognized world class nuclear operation but none of the senior management, Rainey, Hagan, Fetters, Cotton, were kept on board to maintain this status?

I attended a meeting where a comment was made that one of the top managers would take a bullet for Kingsley (a demonstration of loyalty). Someone else commented that it was true but, ironically, Oliver would probably be the one holding the gun.

I had a lot of good years at PECO and I treasure the friendships I developed over those years. Those days are gone and I sincerely hope that the employees I grew up with are protected from the vindictiveness which I have seen displayed by both Corporate and Exelon Nuclear management.

Good Luck!
unionsblowme
by: ArkAngel55
Long-Term Sentiment: Sell 02/16/02 01:16 pm
Msg: 1850 of 1887

Here is a quote from an earlier post so you don't have to look it up:

"Wow, Nuc 177 was right, you guys are imbiciles. I hope that when you go pretend to be a union boy at your big meeting you display the charisma and character you've displayed hear."

This tells me you probably are already peco management. They like semi-literate, arrogant types who are in over their head and can't manage. Imbecile is spelled with an e and the word "hear" is misused. To do so while you criticize someone else for juvenile posts is laughable.

Your posts scare me though as you say get on your knees and thank God for making money. You see the speck in your brothers eye but miss the beam in yours. Pretty scary.

So it doesn't surprise me that you haven't seen people losing their jobs unjustly then. There have been many. What about Steve in Fire Protection at LGS? He lost his job and was terminated. Peer Review said the company was wrong but he never got his job back. Imagine that, the system works once in a while but doesn't fix anything.

Re: PECO-NUKE
by: unionsblowme 02/16/02 07:33 am
Msg: 1848 of 1887

This may surprise you but I agree with almost everything you just stated. Thank you for your candor. Everyone knows the problems at LGS come from the "powers that be" in the Midwest. I believe the management at LGS has their hands tied as far as all these changes go. They need their jobs also and bucking the Midwest system probably wouldn't be a great career move. Can a union fix this particular problem? Absolutely not. As far as protection, I must say in all the years I have been at Limerick, I have never seen anyone lose their job who didn't deserve it. And that was after having several opportunities to correct their situation. I'm not sure about the sick leave issue. It would probably be fair to compensate people by their years of service much in the same way you receive vacation. 20 years of service, 25 sick days. I'm not sure that is feasible. Could a union fix this particular problem? Probably. Therein lies the dilemma. There really are pros and cons with unions. I can tell you that during outages I heard more than a few union guys from Clinton and TMI express more than an interest about obtaining jobs at LGS. If unions were so great, that wouldn't have happened. I still keep in touch with these people occassionally and they would jump the union ship in a minute to work here. I could never vote in good conscience for a union. PECO has been good to myself and my family and although things have changed, my loyalty remains with them. I still believe these problems we are having will subside. I would like to see Corbin and Oliver come to LGS together to address these issues. I think that needs to happen before

things get worse than they already are. I do disagree with one of your comments. I think the cross training has been very beneficial at LGS. I know of no problems that have arisen from this practice. I believe it creates a more diverse workforce and actually makes that person a more valuable employee. Maybe they should be compensated as such. Just a thought. Thank you again for your candor. I apologize for anything I might have said before that may have offended you. You seem to be a reasonable man and I admire your honesty. My only hope now is that maybe this WOLFTONE guy will get off this site. He's definitely got a problem. I won't even acknowledge his last post. Is that the kind of guy you would want representing you? He needs the Employee Assistance program. Take care.

Re: A Note of Thanks and Unions blow
by: wolftone17 02/15/02 11:58 pm
Msg: 1846 of 1887

UNIONSBLOWME: "YOU KNOW WHO I AM SO SO DOES MANAGEMENT, YOUR TIME IS COMING TO AN END"

that is a real winner. that statement alone shows why a union is needed, SO IF YOU KNOW WHO I AM, APPROACH ME. HOW MANY TIMES DO I HAVE TO ASK????????? FYI..SHIT BREATH I DO NOT HAVE ANY DAUGHTERS. I WILL BE AT LGS tuesday SO PLEASE PLEASE PLEASE INTRODUCE YOURSELF TO ME(since you know who i am) or just e-mail me with your name or give me a e-mail address to send you mine. what's the problem tough guy. you need to get bills dick out of your mouth and see the light.you narrow minded, brainwashed, wet fucking noodle. get a life and stand up for yourself for once, your ass must be very sore buy now. who's hurts more ollie or bill, because we all know you are their #1 ass fuck boy. are you a feltcher as well? or maybe a gimp. it must suck going through life as a ball washing ass licker. i bet your boys are getting good at it since their DAD is the pro at lgs.

have a great weekend, i know we will be meeting soon.....

Re: A Note of Thanks and Unions blow
by: unionsblowme 02/15/02 10:00 pm
Msg: 1839 of 1887

Wow, Nuc 177 was right, you guys are imbeciles. I hope that when you go pretend to be a union boy at your big meeting you display the charisma and character you've displayed hear. The truth hurts sometimes, your going to have to get over it. The reality of this situation is that you and your couple of union wannabe buddies will never see a union at LGS. Do you think people want to be represented by illiterates? I think not. You never actually thought that posting your juvenile messages here would bring you a large following, did you ? People at the plant make fun of you guys everyday. My 6 year old speaks better than you. If you would have paid attention to the earlier post, you really might haved learned something from someone intelligent. Everyone in this country is paying more for medical and other benefits than they have in the past. The only difference is your making 30.93 an hour and they aren't. The only debate going on about unions is with you and your 2 or 3 friends. I jumped in here for the first time yesterday because I was tired of reading your juvenile statements. I thought the public might want to hear from someone intelligent. By the way, I don't live in a big fancy house. I live within my means. I also make 30.93 an hour and unlike you, I appreciate it. When you live your life based on overtime and outages, I can understand how you might be strapped when it's taken away. I don't have that problem. You need to learn to budget and tonight, before you go to sleep, thank God for allowing you to make the kind of money you do. You definitely don't deserve it. The union won't be able to save you, your too far gone and they're not getting in. I guarantee it. I still have my 300 options of PECO stock. Would you like to bet yours. I'm sorry, you probably spent yours already when you lost your overtime. Sleep well wannabe :)

Re: Reality Check
by: glowinbrite (M/Toms River, NJ)
Long-Term Sentiment: Strong Sell 02/15/02 09:40 pm
Msg: 1838 of 1887

Point of Order..."facts" are by their very nature "true" therefore if the "facts" did not fit

the case in question they would be irrelative, irrespective, unrelated or; arbitrary.

That said - unions are not the answer though in the case of EXC they may help bring about the eventual downfall of the corporation sooner (which I for one would applaud) rather than later. Union or not, if employees are (as a group) willing to become mediocre slaves to management sycophants then "management" will win out. If employees - as a group - refuse to work the 60 hours for 40 hours pay, refuse to falsify the on-shift rotation log (have seen with my own eyes) and refuse to "stretch" the truth in order to satisfy an NRC commitment or requirement then the company will be forced to change.

Deregulation will, in the long run, be the worst thing that could happen to either the industry or the workers in it. The employees are losing the protection afforded by the guarantees of oligopoly, the stockholders are losing the ability to write off those poor performing months and the public is losing the only thing that held the industry safety standards as the foremost objective.

I have left EXC and am doing independent work now for two other utilities (CEG/ETR). Their problems and challenges are similar - their methods are not and that will make all the difference in the world.

Union or not makes little difference. I would encourage bringing in the union - that will hasten the demise of the company which IMO would be a good thing.

Re: Reality Check
by: wolftone17 02/15/02 07:57 pm
Msg: 1837 of 1887

just the facts; i almost sound as good as your buddy unionsblowme!!!!!! you don't know shit about shit....go work some more free time so i can get a bigger quarterly bonus.....asshole. if you want the facts show your face at the IBEW/LGS meeting on feb. 19 at the union hall in collegeville. 19:00.....

A Note of Thanks!
by: txellac2002 02/15/02 06:08 pm
Msg: 1836 of 1887

Well,well. Certainly has been an interesting exchange on the old YAHOO! page lately. Maybe we should try and lighten up the subject here with a nice dose of thanks. To the author of the post I am responding to....

Thanks for reinvigorating the debate over union/non-union at PBAPS/LGS. Your comments have truly motivated two separate facilities as to why the IBEW is necessary. Your contempt for unions serves only to empower more of the hourly workers to make the "union" choice. I'll bet if you print these comments and show them to your boss you'll get a swell PPA! You represent everything that we dread in a manager or potential manager.

Thanks for pointing out that our hourly wage is so competitive. It is just another example of how your Dad's money was wasted on whatever community college he managed to get you in to. You obviously failed your developmental math courses! Our hourly wage is decent. I haven't heard one person complain about it. What we do complain about is MORE THAN EVER is taken from our wages for benefits; MORE THAN EVER is taken out of our pockets for prescriptions/doctor office visits/dental coverages. Had you paid any attention in your developmental math class, you might be able to see that our 4% raise actually turned out to be about 1% after all of our new contributions. In some cases where prescriptions have increased dramatically, someone who has a chronic illness now gets a decrease in pay (due to increased prescription costs.) It certainly would not have been this way a couple of years ago. Do you think our Co-CEO's have this problem with their combined incomes? Remember this is all at a time when this organization has never made more \$\$\$! Of course then there is always our excellent pension,

which by the way " THE COMPANY RESERVES THE RIGHT TO CHANGE AMMEND OR TERMINATE ANY OF THE PLANS PROVISIONS AT ANY TIME", so we have that GREAT benefit also. How are you going to keep YOUR big, fancy house in your later years when they pull your pension (that's Service Annuity Pension or Cash Balance Pension)? Will you have toDOWNSIZE?????

Thanks also for your frank description of how much you value the workforce. It's nice to know that you care so much about people that you would graciously pay them \$10/hr. to run a nuclear power plant. You mentioned that the individual who was "affected" in Chemistry at LGS. The truth is apparently she was fired for being developmental, and then un-fired after they realized there was no paperwork to support this. Do you realize that you just can't fire someone for a perceived lack of performance? Do you realize that that person's salary is depended upon by a family - with bills and all of the trials of life. Maybe the "Wicked Witch" was attempting to cut costs by ridding herself of a \$30.93 hourly employee for no other reason than to make herself look good. Just another reason to vote for the IBEW.

Finally, thanks for being you. People see you every day/night you operate in the plant. They see you for what you are and now they know your true feelings since you published them in such a public forum. Let's see... what was your comment??? Oh yes - Gimme \$50/HR Mr. O, and I'll be an Operator and an HP TECH!! Those guys don't do anything!! The management team can thank YOU for continued union support. Maybe before your Daddy got you your job at LGS, he should have taught you some restraint. When you finally get to the management ranks you'll go very far. They love your mode of thought.

DOES ANYONE ELSE NEED ANY MORE REASON TO VOTE FOR THE IBEW??!!
YOU COULD BE WORKING FOR THIS ARROGANT EXCUSE FOR A HUMAN BEING SOME DAY.
THIS IS NOT PECO ENERGY ANYMORE!!!!

ok nuclear guy
by: lgs_jimmy 02/15/02 05:01 pm
Msg: 1834 of 1887

you are right in some aspects nuclear guy. i have been in the nuclear industry for 20 years. i too have worked in both union and non-union environments and there are good and bad points for both....like paying dues for example. but what a union will do is force our managers to be managers. instead of the work rules changing on a daily basis we will have a contract with specific work rules and they will not be changed without a vote. as for the us/them mentality.....it has been here for a LONG time. the wall is between us now and growing exponentially. as for profit....read the last quarter earnings.....a record if im not mistaken. i really just want a small voice in the game where now we have none. by the way.....i can spell.....i just dont do punctuation!

REMAINING COMPETITIVE
by: tx1028 02/15/02 03:44 pm
Msg: 1832 of 1887

IN ORDER TO REMAIN COMPETITIVE I DO NOT THINK LGS NEEDS TO BE CUTTING BENEFITS AND HEALTH CARE. ASK THE CARPS, IRON WORKERS AND ELECTRICIANS WHEN THE LAST TIME THEY LOST BENIFITS. THE ANSWER IS,,,, THEY HAVE NOT. HAVE A GOOD WEEKEND

Reality Check
by: nuclear_guy77 02/15/02 12:24 pm
Msg: 1828 of 1887

First let me say that I am not an employee of EXC. I used to work for Commonwealth Edison yrs ago but life took me elsewhere.

I am a shareholder of EXC and work for a large utility. I have lurked at this message board for some time reading the entertaining bickering going back and forth re: LGS union Yes/No. Since I have been in the business for 24 years and have worked for other companies in different parts of the country let me add these observations:

Typically over 60% of a plants O&M costs are eaten up by salaries and benefits. Other costs like capital improvements, decommissioning contributions (required by the NRC) are not very flexible. If the plant needs fixed/upgraded a plant has to spend capital. Many costs a utility spends they do not report, nor do they have to, in order to keep "operating costs" down. These costs are however, still in the bottom line All-in costs.

Regardless of the company, when you need to trim the budget, the place you look to make cost cuts is the place you are spending the most money. In a nuke's case that is in Salary/benefit O&M. In a fossile plant that is fuel. That's just the way it is. It's a \$/MWhr game. If EXC is making benefit cuts without a union do not think that similar cuts will not happen with one. Call union plants around the country especially those in competative markets like the northeast, PA and IL. You will find that companies do what companies have to do. A plant has to stay competative to survive.

A plant's generation costs determine what price the plant can bid into the market (PJM) and make a profit. Most nukes want to run 24/7 so they bid low to stay in the stack. That leaves them at the mercy of system demand and market clearing price. That is just life in a competative market. Any utility company owes it to shareholders to make a profit and meet earning targets. If a plant has high costs (LGS used to be top-quartile but reported spending and actual are two different things as noted above) and market prices are low, costs will be cut or the plant will be closed. They call this capitalism. It's been around for awhile. You can probably read about it in your local library.

I have worked at both union and non-union plants. Both had good and bad employees and both had good and bad managers/supervisors. People feel secure and content with a union. That is the purpose of a union so it is understandable. A union will not fix bad company policies regarding promoting the best people and training management on how to manage people. If bad relations with management is the reason for bringing in a union I assure you it will only get worse because during the "break-in period" it will turn into an Us-vs.-Them environment with one side not trusting the other and jockeying for position (power). If you decide to go to a union just hang on for a bumpy ride until the power struggle between management and union is over (may never be).

Bottom line is a union is not a fix for all of the problems you are having. It might bandaid a few but it will create others.

My general perception though is that many of the union brotherhood over time develop the culture that the plant is there to provide a place for long term stable employment. To the company and the shareholders the plant is there to make money. In a regulated market, those divergent views can be tolerated because operating costs are simply passed on to rate payers. You now are in an entirely different world and I am not sure you saw the turn signal. In the end the company will make the decisions it has to to make money with or without a union. Look before you leap. Good luck.

PS: somebody recommend to LGS training that they develop a spelling class. It wouldn't hurt many of you on both sides of the fence to sign up when they do. It would make the job of keeping up with the latest posts for us lurkers much faster. Thanks

Re: unionsblowme
by: nuke_ops
Long-Term Sentiment: Hold 02/15/02 05:32 am
Msg: 1827 of 1887

I'll tell you what we agree on...

- 1) I think Bob and his subordinates are doing a good job, and support their efforts.
- 2) There is no reason to point out individual supervisors, the people who need to know

do.

That's all I can agree with you on.

I'll go down your list and compare notes:

Limerick has many problems that need to be addressed, and I would like to try and change them. If the union can't help me maybe I will leave. The fact is I was taught to try and fix the problem not to run away from it... to bad your dad/uncle didn't teach you the same thing.

Just because you shot up the Janitorial ladder and became head custodian do not tell me what I am worth. Pushing a broom and having the responsibility of running the plant are totally different.

The wicked witch -- I have yet to deal with her so I will refrain from comment.

YOU DO NOT OWN THE COMPANY... the stockholders do. If you do the numbers you couldn't put half the employees out the door... all that would be left is you janitors.

The thought that Exelon doesn't owe me something is absurd. They owe me the right to know what my work rules are, what policies that they are using to manage my plant (all though they change daily), and to ensure that I have the time to perform my job of monitoring the plant.

What I get paid is nice... thank you much for noticing.

I don't realize how good I have it? I like my job. It can (if the union gets in) be much better. The record of broken promises that management delivered will have to come to an end. It will be in a CONTRACT. Imagine that the management will have to actually follow what they said...WHEW... don't know if they can handle that.

The money I spend is not Exelon money....it is my money. The money Corbin spends is also made from the generation I help produce. So is the money you get paid for moping up.

The last thing is the fact that I am bettering myself. I wish to have a say in what goes on in the plant. I want a voice that will go straight to upper management and not worry about it stopping with the site VP, if it even gets there.

It is a shame that you can't get a red badge and go into the plant. There are many of us who will give you a tour if you like. Then you can see all the work we "useless" employees are doing.

P.S.

We need some more hand soap in the men's locker room...go fetch some and be of some use.

MORE FROM LGS

by: tx1028 02/14/02 09:48 pm

Msg: 1826 of 1887

WE SHOULD NOT GET INTO BASHING EACH OTHER. I AGREE WITH THE JACKASS IN THE PREVIOUS POST, WHO STATED THAT PEOPLE LIKE WILLIE AND BOB ARE GOOD PEOPLE. THESE ARE GOOD AND RESPECTFUL PEOPLE THAT ARE NOW VICTIMS OF THE NEW EXELON MANAGEMENT PHILOSOPHY, THAT HAS 1/2 OF THE LGS MANAGEMENT TEAM ON PROZAC OR PAXIL. THE SALARIED EMPLOYEES MUST PUT UP WITH THIS INTOLERABLE

BEHAVIOR, BUT THE HOURLY EMPLOYEE DOESNT HAVE TO. WE HAVE A CHOICE TO SOMEWHAT CONTROL OUR OWN DESTINY, BY VOTING IN THE IBEW. THANX, S****.

UNION-YES

by: tx1028 02/14/02 07:47 pm

Msg: 1819 of 1887

HEY UNIONS BLOWME. you are a very ignorant individual that has alot of balls hiding behind a fake name. anyway, i am not in fear of losing my job at exelon, since i and many others who post on this site have been, and continue to be 3's or exceeds on our ppa's. we just want to keep what we once had. Oliver promised 1.5 years ago that IN ORDER to remain union free, we would not take anything from the hourly employees. well, since then we have lost;

sick days

holidays

medical benefits (increased perscriptions prices and higher co-pays)

higher monthly cost for medical.....

FOR THE LIFE OF ME, I CANT FIGURE OUT WHY UPPER MANAGEMENT WOULD TAKE THESE THINGS FROM US, IF THEY WANT TO REMAIN UNION FREE. LGS MANAGEMENT HAD THE OPTION OF REMAINING UNION FREE AND BLEW IT. S****.

Re: LGS's downhill slide

by: unionsblowme 02/14/02 06:03 pm

Msg: 1816 of 1887

It amazes me to think that you morons who right this crap actually believe it. Let's address some of your key points. If things are so bad at Limerick, why don't you go somewhere else and work. That way you would be happy and probably make about 10 dollars an hour, which is probably more than your worth. The wicked witch your referring to, I know nothing about. I have, however, heard from the co-workers of the affected employee. None of them had any kind words to say about this persons' work ethic. It seems the "wicked witch" did the right thing. Maybe now this employee will work harder to keep their job. This is nothing more than a wake up call. The rest of you should follow suit. If I owned this company, half of you would be out the door. You somehow believe that Exelon owes you something. Forget the 30.93 dollars an hour you make for basically doing nothing but complaining. Forget about the 1-2 hours you take for lunch every day. They're lucky to get a couple of hours of work out of any of you. What's really sad is that you people don't realize how good you have it. Don't get me wrong, I don't agree with alot of the things that are going on since the merger. The atmosphere is definitely different, people don't seem to care anymore. Will a union change this? Absolutely not. Change, no matter how painful, ultimately will prove to be a good thing. A union will take your money and while the business manager is driving around in the new caddy you bought him, you'll still be crying about how you've been persecuted. You people don't know shit about unions. There is a very simple solution for all of your whining. Show up on time for work, do your job for 8 hours and then go home and play with your family and your toys(cars, harleys, boats, vacation homes, etc.,) all the stuff you bought with PECO/Exelon money. If you can't do this then go work somewhere else. It seems pretty clear to me. And if your really a valuable employee, like you seem to think you are, they'll probably try and keep you. I doubt it though because everyone of you I hear complaining at the plant are some of the most worthless employees I have ever met. You want a union so you can continue to be a parasite on the back of the company. That's what unions due, they allow the bottom feeders to proliferate. If your a good employee, you do not now, nor will you ever need a union. One more thing, you people keep mentioning management type people in your posts for some assinine reason. Let me tell you this, "Bob", the plant manager has bigger balls than any of you will ever have. You don't even have the balls to post your name. Willie from RP is probably one of the most descent people I have ever met, as is Dan from FIN. You seem to think that posting little remarks about them "flipping out" is somehow newsworthy. If I had to manage a bunch of assholes you have to beg to work, I'd be flipping out too. The only thing these guys are guilty of is trying to better themselves. Something you people should be doing. In closing, the choice is very simple. Do your job and do it well, and you will never have anything to worry about. Vote for a union and kiss your ass goodbye.

Hey Bro.

by: _Ted_Kaczynski (47/M/Prison)

Long-Term Sentiment: Strong Sell 02/13/02 06:25 pm

Msg: 1813 of 1887

I believe that the current management at EXC is bad. IE...ODK & CJM. Read the remarks about how stupid the middle level managers are. All the ones with and nuclear sense were severed. Only the ones that blindly follow the instructions of the inexperienced upper management kept their jobs. Maybe the union can protect the conscientious workers and save the company by focusing on work and not work place politics. I agree that the NRC has an agenda of promoting nuclear power but has lost the watchdog role it once had. And that is merely due to the political atmosphere companies like Enron and Exelon have created in the energy industry. As to why I am negative toward Exelon it is because of the age of their nuclear plants. Who owns the oldest nuclear station in the country? Now when you see how they function in a regulated environment how do you think they maintain their fossil plants? The fix it when it breaks attitude makes for a shaky infrastructure and a shell of an electric utility. There are just better utilities out there. Why should I invest here? Exelon is not the old PECO or the old ComEd. They are a lot bigger but much lesser of an organization. Look at Entergy, Duke or, Dominion Resources. There are still good utilities out there.

what's in it for US?!?!?!?

by: jd1967a 02/13/02 03:59 pm

Msg: 1812 of 1887

a couple times now i have offered to respond to peolpes questions about the union, especially those who ask "what's in it for me?" i have received no response from these people, but that doesn't suprise me. the question they should be asking is "what's in it for US?" the advantage of having a union is that you people and a contract standing behind the ctac population as a team, a real team, not the type of team the company wants us to be. the only person that can answer the question "what's in it for me?" is the person asking it, because that answer comes from what you want out a union. i personally want a set of rules that apply to everybody, not just the favorites(i.e. getting paid leave time, or the people management tries to get rid of(i.e. lgs chem tech and supv.). i would like to have imput on what benefits are good for the entire work force, not just the company's bottom line(i.e. caremark and unum). i would like fair work rules for all the employees, and have the applied consistently. right now each work group and even each supervisor applies them differently. these are the thing that are in it for me, and that is why i believe in a union, that's why i am involved.

if you want to know what's in for you, ask the questions to a person you know is union, or is for the union. go to a meeting. you can't get the info. by waiting for it to come to you. you can't remain a face in the crowd forever, it time to take some account for your own actions , and make a stand. that's what is in it for you!

nostalgia

by: lgswantsaunion 02/11/02 09:15 pm

Msg: 1806 of 1887

Remember when the plant manager had the b\$lls to stand up for what was right? We haven't seen bob do anything other than be billy's puppet. It's a shame that such a decent person turned to mush. They all must need lithium and sleeping pills. The wicked witch of lgs has once again proven her uselessness. She is going to pay for her incompetence and clearly illegal, abusive, harrassing behavior.

Re: LGS's downhill slide

by: oneofolliesarmy 02/11/02 08:31 pm

Msg: 1805 of 1887

A couple of things:

First and probably most important, the NRC are NOT semi clueless!! They are what is standing between us and a shut down facility (remember PBAPS? I do!)The NRC folks that I have had

contact with know their job. They are the first to point deficiencies (however small) and hold a facility responsible for their shortcomings. They are an integral part of the nuclear equation. Give them the respect they deserve! They are not the arm of the law that is responsible for investigating intercompany problems and issues not directly related to nuclear safety. The dedicated plant personnel of the affected facility will figure that out in short order.

Second, you have made mention of several current and former nuclear employees; fine. That is your right. The challenge that should form in all of PECO Nuclear people's mind is this: Notice that these people have gone away or are going away soon (whether or not they know it). Who will take their place? If it is the MWROG's answer to LGS's Chemistry (Wicked Witch of Chemistry) how does that make you feel? Again, do you feel as though you would trust these people with decisions that affect you/your family? I don't. Sign your IBEW cards. Unionize Now! Don't give them "one more year". Look what a year has already done to us.

Re: LGS's downhill slide
by: ArkAngel55
Long-Term Sentiment: Sell 02/10/02 10:09 pm
Msg: 1803 of 1887

Here's some nostalgia for ya. Remember how hard tim from ops had it when he was "working." He got mad when people had to wake him up to borrow the tools to do his work when he, tucker, deppi and the rest of the boys were rolling sleepers for each other. Ah, the tough old days.

Don't count on the nrc, they are semi clueless and paid for.

LGS's downhill slide
by: lgswantsaunion 02/10/02 08:28 pm
Msg: 1802 of 1887

Have any of you lgs people seen how awful this place has become since levis took over? It is hard to believe that such a moron could have slithered his way up the corporate pole... or maybe it was another pole. In any case, we have seen workers fighting with their management just to get the idiots to follow the law, we have seen great talent left go for no other reason than susie in chem is clueless about management (let alone dealing with people), we have seen employees refuse to bring up issues because they don't want to be singled out, we have seen susie in chem brush level 1 procedural violations under the rug, we have seen willie from rp blatantly try to violate the fair labors standard, we have seen tim from ops flip out and forget that lgs is in the USA (we aren't allowed to voice our opinion), and the list goes on.....

Where will it all end? with the place shutdown, or on the watch list. I hope that never happens, but maybe the NRC will have the guts to stand up for what is right. Until then, my only thread of hope is the IBEW. Keep bringing in the cards and hopefully we won't have to delay the inevitable too much longer. I want someone to stand up for my rights!

Re: Why join a union?
by: _Ted_Kaczynski (47/M/Prison)
Long-Term Sentiment: Strong Sell 02/10/02 04:14 pm
Msg: 1800 of 1887

Hey do you leave the curtain open when you go and vote for those Republicans that Enron paid their way into office? I thought we were allowed to have the right to keep our opinions private. I think there is something more to being retaliated against by the company than just paranoia. Hey did you notice I no longer work for Exelon? Do you think that was by choice? I am pro-union after all. I think you better think about the ones who came before us and created unions. I think they were just a little wiser than the masses they represented. Unionize now before it is too late

Remember When

by: nuke_ops
Long-Term Sentiment: Hold 02/06/02 08:47 pm
Msg: 1794 of 1887

I have been hearing repeatedly lately how flexible management is -- then I started to remember when.....

...I got paid 12 hours for working Christmas and spent time with my family.

...I hit some heavy traffic going to training and didn't need to worry about filling out paperwork.

...the office employees worked four 10 hour days in the summer.

...I had the flu in January and didn't run out of sick time.

...I never heard of "Caremark".

...I "KNEW" I would have a pension when I retired.

...I was proud to say I worked for PECO.

Well "union free" has cost me much. I thank you Exelon for showing me how good I had it with PECO, and reminding me why I did wish to live without representation.

Management still defends its position by saying it allows "SOME" workers to have personal time off (and I do commend them for that). But that is not enough for me to trust Olly, Corbin, and John.

Some of the other things that management wishes the workers to remember - like maintenance staying on day work - is not likely to last very much longer anyway.

The last thing I would like supervision to think about is -- the environment in which we work will only be as hostile as "YOU" want it to be. I do not want a union to get back at the company -- I want one to protect me from the BIG WIGS who are making millions by crying poor.

Re: Formula
by: super_glow_worm (43/M/MAROG) 02/06/02 12:03 am
Msg: 1791 of 1887

Not to stir up old dust (too much), but isn't that exactly what happened to kingsly when he chewed out the entire TMI plant...they bit back and he went back (after two months)with tail between legs and gave 'em all a "nice" pep speech...

Gotta love the politics

Is this an indication of sabotage?

Re: Formula
by: txellac2002 02/05/02 03:19 pm
Msg: 1790 of 1887

You have provided some interesting facts; I was just wondering how much "SHAREHOLDER VALUE" those cuts created! Also, it seems that there are more job cuts coming, so I

guess it is safe to assume that there will be even more shareholder value created! Gee, as a stockholder and employee, I'm left to ponder this question: Would I rather have a job by which my family and I can live, or can I look forward to a penny increase in my dividend for my meager amount of holdings? Not only did we get a lousy sub driver to run the company, now he's throwing the crew into the water. I guess he figures he can hire dogs (for loyalty) to run the company at bargain prices and eventually no benefits. Don't forget that eventually dogs tend to bite back after too much abuse.

Are they predicting future sabotage?

Re: Navy
by: nappyhead89 02/05/02 12:57 am
Msg: 1786 of 1887

(Ahem... test One Two.... Test test... Is this thing one?)

Arrogant? Being former Nuclear I wouldn't say that. What in the world do would a military person have to be arrogant about? They may have their protocols in their (F/U) world, but they sure don't apply to the real world.

Truth of the matter is, over half of the navy nukes EN hires do not make it at EN....and the main reason; inability to fit in with civilian life (I swear). They don't know how to live like the rest of us. The civilian world Manages, nukes dictate as if they're still on a boat and have some nazi like respect. What they don't realize is that in the real world now, there are no bars on shoulders, no little stars on hats and no respect for a militant style.

Don't get me wrong, the Military is a wonderful place for people who need a structured lifestyle...they just shouldn't expect it when they get out.

Thank you.

Re: txellac2002
by: wolftone17
Long-Term Sentiment: Hold 02/01/02 12:03 pm
Msg: 1780 of 1887

Txellac2002:

you made some very good points, but we need all ctac workers to vote IBEW this time. The company should start putting out it's ant-union propagranda soon. We must ensure the workers know the facts and do not fall for the lies and threats they will hear from the "leadership team". The IBEW is 750,000 plus strong and have never bargained for less then the workers already have (not that we have much left after the "merger of equals").

If anybody out there thinks that the new Exelon corporate officers care about them, their future or their families then you are gravely mistaken and will continue to suffer until a union gets in to protect you.

To KID_NUKE as

Quotations from the past
by: turtleonhisback 02/01/02 09:06 am
Msg: 1779 of 1887

"Pill popping migrant workers" The expression used to describe the mobile workforce.
"You could die in your sleep" The expression used when asked about manning a station with one man and questioned about if that man had a heart-attack. "Mickey Mouse Work" The expression used to describe

how important the mobile workforces work was. Quotes are from the CEO during meetings.

A 3% cost of living raise, after they just raised your paying benefits 4%. They were promised this will catch up in the next few years.:)

I would just like to say; anyone who did not vote during the first campaign, can stick their comments up their azz. Where were these votes when the bad man was beating up on the mobile workforce. Then forcing senior employees into stations which inturn forced station people out. Where were these votes from admin. who were all nice and cozy in their office environment. WHERE WERE THOSE VOTES FROM THE NUKES, when all was going wrong for the maintainance end. The first vote counted and they all know it now. I am flicking the bird at all those know-it-alls back then who knew more than the people who were feeling the first thrusts from management.

Yeah! We all sound like a bunch of spoiled cry-babies. The fact is, when we lost, they got more! FOR THE GOOD OF THE SHAREHOLDERS AND THE COMPANY! Which is evidently true. The stock did great. The company grew.

Remember the IGA. They had their office at the main office building. There was no infuencing going on there. :) Point in plain, if you go union, select reps who are fighters and never would turn face on you. You know the guys who are still union since the first vote. Dont vote in the guys who gave up and said they would never represent a bunch of let-downs, stupid drone bees, head in the sand, turn-backs as long as they lived. You people who voted NO in the first vote, F#@K YOU!

I cant believe you out-stretched chest, union waving posters think your something for even posting this shit here. Try standing in a parking lot during a lite drizzle for a few hours and only getting 12 cards signed from a workforce of four hundred. See what a real slap in the face from fellow employees feels like. That other poster who said he had his car scatched and tires done for supporting the union, he is one of the ones I am talking about. I'll look for him... SPARECHANGEFORCOFFEE I know how you feel.

Anyone remember the panhandler at 23rd st. in the 80s. We named him coffee. He would bum money all summer and then go to Florida for the winter. He was there everyday. Anyone remember him? Thats who I want to talk to.

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Msg: 1779 of 1887

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Re: Wolftone17
by: kid_nuke 02/01/02 01:31 am
Msg: 1777 of 1887

"Keep up the good work and we will be another EXELON"
~~~~~What is this supposed to mean? Do you mean to say ENRON? Even so, I see no correlation whatsoever.

Your comments about engineering show how incompetent and narrow minded \*you\* are. You definitely made a friend for life. Yea, engineers tend to work longer and have more responsibilities since the merger-related job cuts. It's plain stupid to knock them for quality issues arising from that. BTW they get screwed by the company's slick management tactics as well. "Above average performance results in above average rewards"- this slick statement (no doubt coined by a consultant for a pretty penny) is genius for allowing the company total control over rewards. I never knew a company to be so cold as to limit rewards when it has had it's best year ever. To twist the knife, the reward letter comes with a congratulatory statement of earning above-average rewards \*the day before\* the payout as to minimize (or eliminate) any questioning by employees. Brilliant, yes. Morally corrupt, it sure seems like it. Maybe there's more to the story, though. Take the chance to do the right thing and add: "Best-ever performance results in best-ever rewards"

LGS UNION  
by: tx1028 01/31/02 08:47 pm  
Msg: 1774 of 1887

YOU HAVE TO LOVE THE OLIVER K LETTER, READ TO US TODAY BY MANAGEMENT!! LGS IS DOING WELL AND THANK YOU. THANX FOR THE LETTER OLIVER. TYPICALLY WHEN A PORTION OF A LARGE MILLION DOLLAR / DAY CORPORATION DOES AS WELL AS LIMERICK, THE EMPLOYEES ARE NOT MADE TO FEEL LIKE THEY SHOULD BE GLAD TO HAVE A JOB. WE MADE A COMMITT. TO REMAIN UNION FREE TWICE AND THE RESULT IS LOST SICK DAYS, DOWNGRADED HEALTH CARE, A JOKE OF A LIFE INSUR. POLICY, AND A MANAGEMENT TEAM ONLY WORRIED ABOUT STOCK PRICE. WAKE UP GUYS. THE MORALE IS AS BAD AS IT HAS EVER BEEN WITH NO SIGNS OF IMPROVEMENT. THIS TIME THE ANTI UNION SPEECHES WILL NOT WORK, AND YES WE ARE AWARE THAT THE MEETINGS HAVE STARTED AGAIN TODAY. VOTE YES TO THE IBEW TO SAVE WHAT HAS NOT BEEN TAKEN. SAY YES TO A CONTRACT. SHAME ON ME ONCE AND TWICE FOR VOTING COMPANY. NOT THREE TIMES. GLTA....

Re: Utility Operator  
by: dolly\_38485 (F/Waynesboro, Tn.) 01/31/02 08:41 pm  
Msg: 1773 of 1887

Even if they put it on paper don't trust them. We have the paper in front of us telling us what we were supposed to get. What a joke. They gave it to us and then took it back. No one (at least the lawyer we hired) has the brass to do anything. We tried ourselves with numerous letters to defend our rights which probably had Corbin laughing all the way to the bank.

Re: Utility Engineer  
by: wolftone17  
Long-Term Sentiment: Hold 01/31/02 08:13 pm  
Msg: 1772 of 1887

Utility Engineer:  
How much free time did you work this week?  
Didn't you know Peco/Exelon Engineering is considered a sweat shop in the industry?  
That was some real good engineering on the SRV at LGS. Keep up the good work  
and we will be another EXELON. Your comments about caremark  
just show how incompetent and narrow minded you  
are.

Utility Engineer  
by: txellac2002 01/31/02 04:05 pm  
Msg: 1771 of 1887

I believe you are right on track with the \$0.02 all-in cost and overhead cost comments. I think that despite our disagreements with our so-called leaders, we also believe that cost-cutting attempts make a better bottom line. We don't believe that any one actually thinks that those employees "making" our company product, those that have a true stake in the organization don't want to see efficiencies.

So let's start at the top:

It has been stated that one of our illustrious leaders was compensated somewhere in the neighborhood of \$35,000,000 last year between salary, bonuses, one time awards, stock awards etc. While I don't proclaim to know exactly what that individual made, let's imagine he made only \$5,000,000.(After laughing, please read on)

If he took a 97% pay reduction in the interest of bettering Exelon's bottom line (because he cares about our company so much), he still has made more than three quarters of the non-union company employees that are being subjected to all of the new changes!! (sky rocketing health care costs/impending pension changes/career upheaval/job uncertainty) The arrogance that those at the top have by crying poor, reaping profits while subjecting the workforce to lies and an uncertain future is staggering. While Corbin and John (and probably others) have given themselves 33 1/3 years of company seniority for both Com Ed and PECO (yes, they have the right to collect TWO pensions- just read the 2000 proxy)those in the MAROG are expected to sign off on a document that tells them explicitly they are owed NO PENSION if the company does not feel like giving it to them. Does not matter if you select SAP or CBP. The company is legally required to give you nothing!!!

Mr. Engineer, we realize that it costs money to belong to a union. However, the cost of not having a union contract in place has become blatantly obvious. We already pay more for not having a union than those under contract. Speaking of contracts, what about our leaders? They have guaranteed contracts that don't even have to be renegotiated! Golden parachutes, paid medical forever, stock awards, chairmanships, executive board priveleges - the list goes on. If the biggest fear of our leadership is a labor contract, guaranteeing workplace rights and quality of life issues, then they would die of fright while

reading our exec's contracts.

Being represented by an IBEW contract WILL make things better. It takes away the necessity of "trusting" someone. How can you trust someone that only lets you know what they want, and profits so immensely from your lack of representation.

If you even have an inkling of what our exec's compensation is, then think about the above monetary scenario.

As for the Caremark Plan, the resounding comment we hear is that it is terrible, does not even cover the most basic of medicines and is not even well thought of by pharmacies/pharmacists in our area. This comes from line workers and management. Why wouldn't they actually print everything they cover on their list? Are they hoping that if we don't see it, we'll just go ahead and pay for it? Hmm. People who for years had their prescriptions filled for \$2 -\$5 now pay \$25. That is not due to skyrocketing drug costs, it is due to greed in our exec. ranks.

Re: Utility Operator  
by: nuke\_ops  
Long-Term Sentiment: Hold 01/31/02 11:29 am  
Msg: 1769 of 1887

You are correct that the company will not stop trying to achieve the \$0.02/kw. The workers that I have spoke with concerning the union all understand this.

The one thing that I would like the union to assist me in doing is to ensure that all the cuts do not come from the workers only. While you were investigating the "Caremark" card, did you happen to look at the proxy statement. Management's salaries, bonuses, and even retirement plans have grown enourmously since the merger, yet they continue to say that it is the hourly employee's costs that hold us back.

The company refuses to put any of their "promises" on paper. i'm tired of hearing how they plan on taking care of me and my family. WRITE IT DOWN! Do not say "trust us". If they were being honest the would make a contactual agreement so that it is guarenteed. They can not even give us TRUTHFUL comparisions when it comes to the unprotected East and the West.

They tell us the West only gets 5 days sick. We also get 5. LIARS! They then came back and said they misundrstood. The truth is that out West can get 25 days and the East gets 3 (at least in OPS).

You mention the union dues. I personally have many levels of insurance -- car, home, life (for me and family). I have no problem spending an extra \$10 a week (if that) to insure I have a say in my work policies, and know that every few years someone will defend me when it comes time for the company exec's to decide how they can take more from the workers and put it in their pockets.

But go on believing in Corbin and John's dedication to you. No one will laugh.

P.S.

Corbin thinks this board is funny too, he is laughing all the way to the bank.

grow up guys (management-u r losing it)  
by: bsea1jt 01/30/02 06:38 pm  
Msg: 1766 of 1887

at LIMERICK today!

dan(fin)lost it. he was upset with the results from the employee value survey. he did poorly. grow up, most of management did poorly.

last week willy(hp)lost it. he was upset that the guys want a lunch. if the hp's work thru lunch---pay them. grow up.

several weeks ago tim(ops)lost it. he was upset that the guys were voicing an opinion. america-freedom of speech kind of thing. grow up.

what if the stock holders say this behavior.

we, the hourly workers, need protection from this type of behavior.

sign up now.

Re: Wait-It Was A Merger of Equals!  
by: oneofolliesarmy 01/29/02 01:19 pm  
Msg: 1763 of 1887

It sounds like you've been around for a while if you remember the old, retired (in 1984?) Chester Station. While I respect your right to see things through rose colored glasses, I find it hard to compare our present-day organization with a facility that has not operated for the better part of twenty years. I believe that you are right in saying that back in the old days Chester Station(represented by the IBEW)did not get the same treatment as the rest of the company did. The company gave the rest of the organization just slightly more in raises in order to thumb their noses at the IBEW(we're talking pennies!). I don't remember anyone even paying for health/dental benefits back then. It was, however, effective P.R. for THE PHILADELPHIA ELECTRIC COMPANY! We are now EXELON!! We haven't been Phila. Electric Co. for a long, long time. Think about it - Back then why would we have elected a union? The company actually cared about us and our families. The money was free flowing. Who cared about efficiencies? Those who ran PE.Co. walked among us and knew us. They weren't tucked away in Chicago,crying poor, while putting MILLIONS away in their personal portfolios.

Do you actually think that the corporate management team is thinking how exactly their latest decisions are going to affect the non-union PECO folks - because to them we are such swell people?! No, they are busy putting their best spin on how it is essential for us to remain non-union in order to make it easier for them to change our benefit portfolios in the future - which will net our corporate management team even more of the employees hard earned money. All the while touting how important it is for us to accept change. They don't want to let the IBEW represent us because then they are leagally bound to compensate us properly. Then they wouldn't be able to twist benefit costs, make biased decisions concerning our welfare and short change our retirement. Look at those employees at PSEG. They not only make the same money as us, but their benefit costs are a fraction of ours. What reason is there to stay non-union? We stand to lose much more being unprotected. PSEG employees know what their benefit costs, raises and pension allotments are for the next three years at a minimum. They look at us as poster children for the IBEW.

In addressing your comments about nobody losing any money over the years- did you ever hear about the cost of living? When we were jemped did the cost of living stop going up? Did you notice that we pay more now than ever for benefits, prescriptions and get far less?(try our wonderful Caremark plan that does not even cover the most basic of medicines) Did you know that the company is not even legally required to give you your pension as they promised us in the past? If I'm guessing right, a person in your age group stands to lose the most if your pension is swapped to a CBP. IS THE SKY BLUE IN YOUR WORLD?

I like to remember the good old days too, but now you have to be a realist. Remember we - the employees - made our part of the company what it is. It is time to stop making the executive management team what they are - unknown and obscenely compensated. Look through your proxy, fellow stock holders, and see the compensation that those at the top get while crying poor. As a matter of fact, how many of those listed can you trace back to PECO/Philadelphia Elec. Co.? Do you really think they care about you and your family? As somebody else posted not too long ago - WAKE UP!!! Don't lose what

is rightfully yours! Sometimes it is difficult to see exactly where we have lost money - and that is what the organization is counting on. Look at things in depth - you know - the big picture. It is not pretty.

Re: UWUA vs. IBEW  
 by: WiseOldSuperGenius (99/M/Mt Shasta, CA) 01/29/02 12:23 pm  
 Msg: 1762 of 1887

Well the entire city of Washington DC, has been "linked" to Enron. Yeah, it's been on the news. Enron failed because they bought into the internet bandwidth hype and lost its money 'trading bandwidth'. Like GX rose and fell on bandwidth hype. Global Crossing also paid their managers in options and also is linked via contributions to Clinton, Democratic Nat Cmte chairman (gave him several million), most of Congress, etc.

There is nothing wrong with giving options or stock to managers as compensation, as long as they are adding value to the company. It at least ties them somewhat to interests of shareholders.

The problem above with ENE and GX was massive managerial hubris that ended up destroying some would-be valuable companies. It is a different form of hubris to assume that all the managers were therefore crooks or only Govt know best or that we must now abolish the idea of giving employees a stake in the company they work for.

thanks  
 by: ArkAngel55 01/29/02 11:32 am  
 Msg: 1760 of 1887

Burglars inc....

For those of you who want to thank management for making them money in stocks, they have already been amply rewarded.

|                                                                              | December 31, 2000 Number of options | Value of in-the-money options |
|------------------------------------------------------------------------------|-------------------------------------|-------------------------------|
| McNeill, Jr., Corbin A.<br>Chairman of the Board, Co-Chief Executive Officer | 806,500                             | \$39,013,365                  |
| Rowe, John W.<br>President, Co-Chief Executive Officer, Director             | 284,683                             | \$9,854,095                   |
| Kingsley, Jr., Oliver D.<br>Executive Vice President                         | 58,584                              | \$2,101,881                   |
| Strobel, Pamela B.<br>Executive Vice President                               | 50,192                              | \$1,993,003                   |
| McLean, Ian P.<br>Senior Vice President                                      | 41,666                              | \$1,336,854                   |

by: ArkAngel55 01/28/02 06:56 pm  
 Msg: 1754 of 1887

Notice any similarities here? Ken Lay, head of Enron, is an ex-Navy officer. Although not an admiral, he has a PH.D. in Economics. The corporate culture was described as arrogant. Anyone know any other big utilities like this?

Re: Wait-It Was A Merger of Equals!  
by: jd1967a 01/27/02 08:39 am  
Msg: 1750 of 1887

i respect your opinion , however, saying NO ONE lost money is incorrect( at least in nuclear).during jemp i&c techs lost, an upgrade position for hp techs was lost, r/w shippers and were made salary instead of hourly, and engineering lost. but again this is not a war about money. the management is the problem. they assume because we make a good wage they don't owe us anything else. our benefits are average at best, pharmacies are laughing at the "caremark" cards. in addition magagers, supv's continue to abuse their power. policies aren't followed, even if they are in writing. we as employees continue to have our lack of rights, and our "at will employee" status rubbed in our face. i like my job, but as a work force we have been losing since jemp, and i don't want it to continue. we have no say in what benefits the workforce wants, what rules get followed, how employees are treated, and that has to end.

Re: Wait-It Was A Merger of Equals!  
by: hdrdk4me 01/26/02 02:07 pm  
Msg: 1748 of 1887

how'd you like to be Ron Degregorio? The last of the Mohicans. Not counting VonSuskill because he wasn't here long enough to be PECO. The purge is almost complete but to be fair, they haven't just cleaned out Nuclear. Corporate has been decimated.

We had a great Company and the best nuclear organization. As you said, we were acquiring plants at bargain basement prices and, for the most part, those employees were happy to be with AmerGen (Exelon). Check out their survey results. Better yet, try and get your hands on the letter sent to the NRC by TMI supervisory employees. Describing Ollie as Attila would be a kindness next to what was alleged in that letter. As usual it was passed off as a disgruntled employee. He allegedly responded to the workforce on 12/11/01. I'm sure it was to tell the workforce how screwed up they are!

Loved my job, respected my Company (PECO) and real glad i left the "new world".

Wait-It Was A Merger of Equals!  
by: turbine\_head  
Long-Term Sentiment: Hold 01/26/02 01:54 pm  
Msg: 1747 of 1887

One poster said ComEd's pension fund was at 100% while PECO's was "substantially overfunded". Before the merger, I read in an industry magazine that Com Ed was dead last in the country for customer satisfaction. PECO was hugely successful in acquiring nuke plants at bargain prices; Com Ed had a multibillion dollar liability for infrastructure improvements due to their horrific summer performance in Chicago and a huge PR problem. PECO had been heading in the right direction and we were proud to be a part of it (in nuclear). Now Exelon comes in dead last among all utilities in stock performance last year. Ex-PECO Employees feel like management thinks their expendable. The key PECO VPs: Cotton, Hagan, McElwain, Hinnenkamp, Warner, and a host of others at the director level all have something in common-they're gone! Am I missing something here?

Re: ibew@lgs  
by: mybadge1973 01/25/02 09:47 pm  
Msg: 1744 of 1887

As a Nuke myself, the last thing I would want to do is work without a union. Granted, I

may be able to do better in some areas if I wasn't represented by a union contract, but overall I wouldn't buy a used car off of 95% of the managers I am associated with.

Re: Interesting times ahead(ALF)  
by: mybadge1973 01/25/02 09:33 pm  
Msg: 1743 of 1887

nuke\_ops, well said. from what I've seen in the past, most managers think work is a one way street.

Re: Choice (txellac2002)  
by: txellac2002 01/25/02 02:37 pm  
Msg: 1737 of 1887

I'm not a lawyer or an expert on contract language, but the election form does seem to state to me that Exelon reviews its retirement programs (note plurality) from time to time, and reserves the right to...and so on. Maybe it got lost in my paraphrasing. In either case, I certainly question the wording of the election form and don't doubt what the end result could eventually be. It doesn't appear to stop them from penalizing retirees (see posts from Dolly and ArkAngel)though it seems that the mistake was on PECO's end. Remember, we are dealing with people who have no emotional, physical or ideological ties with us now. Who is left from our old Philadelphia Electric Co. Days? Or PECO Days? Notice all of the "retirements" that have taken place recently? There are very few of the old regime left, and those that are around cannot solve our problems at their levels. It is ALL about the MONEY. It has taken a while for people to realize, but we were totally bought out and are being used. Some people will make out like fat cats, but it won't be the folks "making it happen", or "keeping it going". WAKE UP PEOPLE, I HAVE.

Re: How good is Michael J. Wallace?  
by: exelonuker 01/25/02 12:38 pm  
Msg: 1736 of 1887

Having been employed under MJW make no mistake he was fired. Mike was was Jim O'Connor's boy and was actually quite successful at building Byron, Braidwood, and LaSalle. When tasked with operating the Units a steep and sustained decline was begun. Mike Wallace was removed as CNO prior to Kingsley arrival though he was employed in some "thinktank" portion of the company. (i.e. kept his Executive pay but removed from the responsibility, I believe he was tasked with some Spent Fuel Management). Hopefull Constellation has some true Operate and Maintain personnel at their sites because MJW does not have that as a Core strength

txellac2002...GREAT POST!  
by: bullnuke2002  
Long-Term Sentiment: Hold 01/24/02 05:17 pm  
Msg: 1728 of 1887

Boy have you hit the proverbial nail on the head!!!!!!  
It is quite depressing to know there are people who still think the company has anyone's interest in mind but Corbin and John's.  
You can sense the ground swell building at Limerick...  
I hear the RP guys had a good meeting this morning.....and nobody used the "U" word!

Re: Let's Play Nice

by: nuke\_ops 01/19/02 08:10 pm  
Msg: 1704 of 1887

I will not deny my bias. I try not to at times but I guess it still shows.

Truth is until recently I was far to the other side. I believed in management and what the corporate goals were. The events in the past year have destroyed my faith in upper management. I said before and I'll say it again -- front line management (at least in ops) does great with what they have.

Corporate is just out for themselves and will suck every penny from the organization before they hit it to another company. Just look at what John and Corbin have made in the last 2 years (anyone heard of Enron) --- Corbin, with bonuses has made about 14 million a year and recieved a \$32 million bonus for the merger. John was not too far behind.

Then they cry broke when it comes to the employees. They blow predictions way out of proportion and then they tell us to "tighten your belt".

The little things that use to keep me "happy" are no longer there. What use to be

"FLEXIBILITY

Let's Play Nice

by: exhibew 01/19/02 07:21 pm  
Msg: 1703 of 1887

We need more folks like turbine head in here. In the end, we're all on the same team. We all want more money, and none of us feel like we get all of the respect we deserve.

I'm curious to know what happened at your plant, ALF? Why the big apology? What was the incident today? E-mail me. If not, hope you get things worked out.

Nuke-ops, I'm glad to see that you enjoy good discussions. You have good points, although biased in my opinion, but so were my questions, even though I tried not to.

Some of the rest of the people in this forum are behaving like children and do nothing but justify the arguments against them. I'll refrain from naming names. Grow up please.

We have to work together people, management, labor, and tech staff alike. Work is even less fun if you have to dodge bullets on your way to the can!

Re: Why join a union? (BullDyke)  
by: i\_luv\_survivor (28/F/U.S.A.)  
Long-Term Sentiment: Buy 01/19/02 01:31 pm  
Msg: 1697 of 1887

Here's what I understand about the "real world" - unions foster laziness, complacency, and a false sense of self-worth. You are no longer an employee of the company, nor are you even an individual, you are a "union brother", and you feel the testosterone-laced need to put the union above everything else. Safety in numbers, shelter the weak. In the "real world", most union members would be flipping burgers at McDonalds.

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by: i\_luv\_survivor (28/F/U.S.A.)  
Long-Term Sentiment: Buy 01/19/02 01:31 pm  
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