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FEDERAL MEDIATION &
CONCILIATION SERVICE

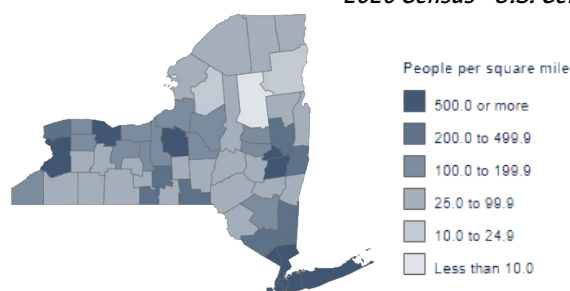
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Image Source: Politico

FMCS MEDIATES CRITICAL NEW YORK UTILITY WORKERS' CONTRACT NEGOTIATIONS TO PREVENT HEAT WAVE STRIKE

In June 2024, following extensive negotiations, Consolidated Edison (Con Ed) Corporation and utility workers represented by the Utility Workers Union of America (UWUA) Local 1-2 reached a new, four-year agreement with assistance from the Federal Mediation and Conciliation Service (FMCS). With the UWUA threatening labor action upon contract expiration, at the request of both Con Ed and the UWUA, FMCS provided essential mediation service over multiple sessions to help resolve the dispute. On June 23, at the end of a final mediation session that extended hours after the expiration of the previous contract, a tentative settlement was reached and ratified on August 5, 2024.

*New York Population Density by County
2020 Census - U.S. Census Bureau*



Total Estimated State Population:
20,201,249

IMPACT, ECONOMIC OPPORTUNITIES, & CONSTITUENT BENEFITS

The parties were negotiating a new four-year contract for approximately 8,000 utility workers, including electrical technicians, engineers, designers, and administrative workers from UWUA Local 1-2. Key issues in the negotiations included wages, wage acceleration, health benefits, and safety measures. A complicating factor was the potential for a costly labor action threatened by the union during a city heat wave if a settlement was not reached by the midnight deadline. Additionally, the specter of failed negotiations and a "lockout" from the previous talks in 2012 added further tension to the discussions.

A local FMCS mediator was invited to the negotiations shortly before the contract expiration and conducted four sessions over a one-week period. FMCS intervention proved critically important as the parties bargained late into the evening and announced a tentative agreement on June 23, the morning after the contract's midnight expiration. The contract was ratified on August 5, 2024.

The economic impact of this successful mediation is significant, as Con Ed serves approximately 3.6 million people¹ throughout the boroughs of New York City and Westchester County. A strike could potentially have impacted commerce and the health and safety of residents during the heat wave.

This successful mediation positively impacts more than 8.2 million city residents² including nearly 4 million customers across New York's 6th 9th, 12th, 15th and 17th Congressional Districts, and will:

- Help to support continuity of operations for Con Ed serving the boroughs of Queens, Manhattan, Brooklyn, Bronx, and Westchester County. The investor-owned utility is regulated by New York State's Public Service Commission and delivers state-mandated resources to communities and businesses.
- Avoid health and safety risks to workers and the public by ensuring that homes and businesses are safely and consistently powered by the city's primary power provider at a time when service interruption could have dire consequences for public safety.

"These were difficult negotiations but both parties did a great job in reaching an agreement."

-William Domini, FMCS Mediator – New York

Sources: ¹ About Con Ed; ² 2023 Population and Housing State Data Quick Facts; ³ Census My Congressional District 2022 Data