Date Filed: October 13, 2026

Witness: Christopher L. Hall, Sasha P. Lazor. Brendan J. O'Brien, Marianne H. Eichler and Garrett J. Murray
Request from: Public Utilities Regulatory Authority

Question:

(UNION COMPENSATION) Application, Sch. C-3.6; Interrog. Resp. OCC-052 and Interrog. Resp. OCC-290, Atts. 1-4. Regarding union employee variable compensation and the treatment of overtime as eligible pay:

a. Identify the union positions eligible for variable compensation, the number of employees, and the plan under which they participate. State the amount for each of calendar years 2021 through 2025.
b. State the amount of variable compensation paid to nonexempt employees in each of calendar years 2021 through 2025 that was computed on overtime earnings. Identify the schedule and line on which that amount is recovered.
c. Identify the collective bargaining provision permitting employees compensated through premium pay multipliers to receive variable compensation.

Response:

a. Please refer to Table 1 below identifying the union positions eligible for variable compensation between 2021 and 2025.

Table 1

	# of Union Employees Eligible for Eversource Variable Compensation (Year End)				
Union Job Title	**2021**	**2022**	**2023**	**2024**	**2025**
Business Customer Service Representative 2	1	3	2	1	NA
Business Customer Service Representative 3	5	4	2	2	NA
Business Customer Service Representative 4	1	NA	NA	1	5
Business Customer Service Representative 5	1	1	1	1	20
Customer Resolutions Specialist	7	6	6	6	8
Customer Service Representative II	45	54	58	53	56
Customer Service Representative III	10	12	19	19	8
Customer Service Representative IV	90	73	69	70	89
Distribution Design Associate Engineer	8	11	8	9	12
Distribution Design Engineer	5	3	6	5	7
Meter and Service Dispatch	5	5	5	5	6
Representative, Contact Center II	6	NA	NA	NA	NA
Senior Distribution Design Engineer	10	8	6	9	5
Team Leader	10	10	11	11	15

b. Variable compensation paid to nonexempt employees is included within Exhibit CLP-REVREQ-2, WP C-3.6, page 1 of 1, rows 24 and 30 for CL&P and Service Company employees respectively.

c. The union titles presented in the response to subpart (a) are eligible for variable compensation.